

Memorandum



CITY OF DALLAS

DATE August 16, 2019

TO Honorable Mayor and Members of the City Council

SUBJECT **Upcoming Agenda Items: City of Dallas Employee and Retiree Health Benefits – August 28, 2019**

The August 28, 2019, City Council Agenda includes action items related to 2020 Employee Health Benefit vendors. These action items pertain to extensions of contracts approved by City Council in 2017. We are seeking approval to exercise the first one-year renewal option for the following benefits:

- (1) Authorize Supplemental Agreement No. 1 The first one-year renewal option to Cigna Health and Life Insurance Company, for third-party administration of the City's employee health plan effective January 1, 2020 through December 31, 2020 for administrative services related to medical claims adjudication; healthcare provider network; COBRA; health savings accounts, flexible spending accounts and related services for the City's self-insured health benefit programs;
- (2) Exercise the first one-year renewal option for employee vision insurance effective January 1, 2020, through December 31, 2020, with Davis Vision, Inc.;
- (3) Exercise the first one-year renewal option to the consultant contract for dental benefits with Metropolitan Life Insurance Company and Safeguard Health Plans, Inc.;
- (4) Authorize Supplemental Agreement No. 3 to exercise the first one-year renewal option to the second amendment to the administrative services contract for the period January 1, 2020, through December 31, 2020, with Caremark PCS Health, LLC, for prescription benefit management;
- (5) Authorize Supplemental Agreement No. 3 to exercise the first one-year renewal option of the three-year service contract with United Healthcare Services, Inc. for the period January 1, 2020 through December 31, 2020 for retiree health benefits (a) Medical Third-Party Administration services; (b) fully-insured Medicare PPO plans, AARP Medicare Supplemental, and enhanced Medicare "Part D" prescription drug plans for Medicare-eligible retirees and their dependents; and (c) fully-insured vision and dental plans.

In April 2020, COD staff will be releasing Requests for Proposals (RFPs) for all employee and retiree health benefits for implementation in 2021. We are also actively seeking vendors to offer new, enhanced voluntary benefits, such as access to innovative student loan repayment options, caregiver support services, or similar programs. The enhanced voluntary benefits would be the employee's choice and wholly

DATE August 16, 2019

SUBJECT **Upcoming Agenda Items: City of Dallas Employee and Retiree Health Benefits - August 28, 2019**

funded by the employee. Nina Arias, Director, Human Resources, is happy to respond to any questions you may have, and she can be reached at (214) 671-9050.



Kimberly Bizer Tolbert
Chief of Staff to the City Manager

- c:
- | | |
|--|---|
| T.C. Broadnax, City Manager | Joey Zapata, Assistant City Manager |
| Chris Caso, City Attorney (Interim) | Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer |
| Mark Swann, City Auditor | Michael Mendoza, Chief of Economic Development and Neighborhood Services |
| Biliera Johnson, City Secretary | M. Elizabeth Reich, Chief Financial Officer |
| Preston Robinson, Administrative Judge | Laila Aleqresh, Chief Innovation Officer |
| Majed A. Al-Ghafry, Assistant City Manager | M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion |
| Jon Fortune, Assistant City Manager | Directors and Assistant Directors |