

WHEREAS, on September 23, 2020, City Council authorized changes the employees and retirees plan and contribution rates; and

WHEREAS, on June 24, 2021, the City of Dallas desires to adopt the 2021 Plan Changes by Resolution No. 20-1122; and

WHEREAS, on June 24, 2021, City Council authorized the administration of the medical, stop loss and flexible spending account services to be provided by Blue Cross Blue Shield and Life Insurance Company, the dental plan to be provided by Delta Dental, the vision plan to be provided by Davis Vision and administration of pharmacy services to be provided by Blue Cross Blue Shield for these offerings to be performed to continue through December 31, 2021; and

WHEREAS, on September 22, 2021, City Council authorized the health coverage plans and premium rates including all of the separate health benefits plans for retirees and their families including the self-insured health plans.

WHEREAS, on September 20, 2023, City Council authorized the health coverage plans and premium rates 5% increase in health coverage premium.

WHEREAS, on September 25, 2024, City Council authorized the health coverage plans and premium rates 5% increase in health coverage premium.

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That the City Council hereby approves the 2026 Employee/Pre65 Retiree Health Benefits Plans and 5% increase in health coverage premium.

SECTION 2. That the City of Dallas desires to continue the self-funded Preferred Provider Organizations, third-party administered employee and retiree health benefits plan and the pharmacy benefits program for active employees, retirees, and their eligible dependents for the 2026 Benefit Plan Year.

SECTION 3. That the 2026 Employee and Retiree Health Benefits Plans (self-funded Preferred Provider Organizations and fully-insured AARP Medicare Supplemental plans, Medicare Advantage PPO and Medicare "Part D" Prescription plans) and the Section 125 Plan are necessary to support the City of Dallas' Employee and Retiree Health Benefits plans for employees over under and over age 65.

SECTION 4. That the City of Dallas desires to adopt the 2025 Plans.

SECTION 5. That the City of Dallas desires for eligible employees to receive favorable tax treatment of premiums or medical expenses paid for employee health care, dependent health care, vision and dental coverage, dependent care and non-reimbursed medical expenses.

SECTION 6. That this resolution shall take effect immediately on January 1, 2026 from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.