

January 28, 2026

WHEREAS, on June 24, 2020, the City Council authorized a three-year service contract, with two one-year renewal options, to provide Family Medical Leave Act services for the Department of Human Resources with FMLASource, Inc. in the amount of \$571,500.00 by Resolution No. 20-1006; and

WHEREAS, on February 28, 2024, the City Council Authorize Supplemental Agreement No. 1 to exercise the first of two, one-year renewal options to the service contract with FMLASource, Inc. for Family Medical Leave Act services for the Department of Human Resources, in an amount not to exceed \$190,500.00, by Resolution No. 24-0368; and

WHEREAS, on October 8, 2024, the City Council authorized Supplemental Agreement No. 2 to exercise the second of two, one-year renewal options to the service contract with FMLASource, Inc. for Family Medical Leave Act services for the Department of Human Resources, in an amount not to exceed \$216,118.44, by Resolution No. 24-1504; and

WHEREAS, on May 14, 2025, the City Council authorized Supplemental Agreement No. 3 to to increase the service contract with FMLASource, Inc. for Family Medical Leave Act services for the Department of Human Resources, in an amount not to exceed \$140,086.08, by Resolution No. 25-0741.

Now, Therefore,

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

SECTION 1. That the City Manager is hereby authorized to execute a service contract with FMLASource, Inc (VC21526), approved as to form by the City Attorney, for Family Medical Leave Act services for the Department of Human Resources for a term of three years, with two one-year renewal options, in an amount not to exceed \$663,488.64. If the service was bid or proposed on an as needed basis, unit price basis for performance of specified tasks, payments made to FMLASource, Inc shall be based only on the amount of the services directed to be performed by the City and properly performed by FMLASource, Inc under the contract.

SECTION 2. That the Chief Financial Officer is hereby authorized to disburse funds in an amount not to exceed \$663,488.64 (subject to annual appropriations) to FMLASource, Inc from Service Contract No. PER-2025-00028078.

SECTION 3. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.