

September 23, 2020

WHEREAS, the City of Dallas desires to continue the self-funded Exclusive Provider Organizations, third-party administered employee and retiree health benefits plan and stoploss and the pharmacy benefits program for active employees, retirees, and their eligible dependents for the 2021 Benefit Plan Year; and

WHEREAS, the 2021 Employee and Retiree Health Benefits Plans (self-funded Preferred Provider Organizations and fully-insured American Association of Retired Persons Medicare Supplemental plans, Medicare Advantage Preferred Provider Organization 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; and

WHEREAS, the City of Dallas desires to change the employees and retirees plans and contribution rates per the attached health plan overview; and

WHEREAS, the City of Dallas desires to adopt the 2021 Plan Changes; and

WHEREAS, the City of Dallas desires the administration of the medical, stoploss 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, 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.

Now, Therefore,

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

SECTION 1. That the 2021 Employee and Retiree Health Benefits Plans, plan changes and health coverage premium be approved.

SECTION 2. That this resolution shall take effect January 1, 2021 from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.