

RESOLUTION NO. R-174-21**A RESOLUTION AUTHORIZING THE CITY ADMINISTRATOR TO EXECUTE ALL NECESSARY CONTRACTS FOR EMPLOYEE INSURANCE COVERAGE**

---

**WHEREAS**, the City of Fort Smith desires to provide medical, prescription, dental, vision, disability, and life insurance to its current employees; and,

**WHEREAS**, the City of Fort Smith also desires to provide supplemental insurance benefits to its current employees; and,

**WHEREAS**, the City of Fort Smith through its benefits broker, One Digital, issued requests for competitive quotes and negotiated rates for third party administrator (TPA) services, medical stop-loss insurance coverage, and dental coverage; and,

**WHEREAS**, the Fort Smith Board of Directors has defined the employer/employee contribution strategy and the reserve fund balance for Fund 9106 via resolution in 2015 (R-75-15); and,

**WHEREAS**, the contribution strategy and reserve fund balance should be reviewed and potentially updated on no less than a biennial basis based on stop-loss and actuarial data provided by the benefits broker and TPA.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS, THAT:**

**Section 1:** HealthSCOPE Benefits is selected as the TPA for the City's medical plan. HealthSCOPE Benefits is the City's current TPA. The TPA agreement is a one-year agreement (expiring December 31, 2022).

**Section 2:** Aetna Life Insurance Company is selected to provide the City's Specific Excess Insurance and Aggregate Excess insurance for the year 2022 for the self-funded medical coverage plan for employees of the City of Fort Smith (stop-loss). Aetna is the City's current stop-loss carrier. The stop-loss agreement with Aetna is a one-year agreement (expiring December 31, 2022).

**Section 3:** Delta Dental is selected as the City's dental coverage provider for the City's self-insured dental plan. Delta Dental is the City's current dental coverage provider. Delta Dental has offered a two-year rate guarantee (expiring 12/31/2023).

**Section 4:** Sun Life is selected as the City's provider of supplemental critical illness and accident insurance. Sun Life is the City's current provider of supplemental critical illness and accident insurance. Sun Life has offered a one-year agreement (expiring 12/31/2022).

**Section 5:** The Mayor, his signature being attested by the City Clerk, is hereby authorized to execute all documents necessary to contract for third party administrator (TPA) services, medical stop-loss carrier, dental coverage provider and supplemental critical illness and accident insurance as authorized by Sections 1 through 4 of this Resolution.

**Section 6:** The Fort Smith Board of Directors defined the employer/employee contribution strategy and the reserve fund balance for Fund 9106 via resolution in 2015 (R-75-15). The contribution strategy for fund 9106 is modified to achieve an overall range of 70%-80% employer funded and 30%-20% employee funded.

**Section 7:** The reserve balance for Fund 9106 should be no less than 90 calendar days or approximately 25% of the fund's annual expenditures.

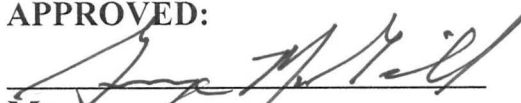
**Section 8:** Each year during preparation for the upcoming year's budget, the employer/employee contribution amounts will be adjusted to reflect Section 6 contribution percentages based on the projected cost of the insurance and to adjust for any deficit or surplus in the reserve balance in fund 9106.

**Section 9:** Resolution R-75-15 is hereby repealed in its entirety.

**Section 10:** All previous resolutions in conflict with this resolution are hereby repealed.

This Resolution adopted this 19<sup>th</sup> day of October, 2021.

APPROVED:

  
\_\_\_\_\_  
Mayor

ATTEST:

  
\_\_\_\_\_  
City Clerk

Approved as to form:

  
\_\_\_\_\_  
No publication required