



MEMORANDUM

To: Mayor and City Council

From: Matia Messemer, Director of Employee Experience

Date: September 9, 2025

Reference: Consider approval of renewing with Tokio Marine HCC, for Organ & Tissue Transplant coverage for eligible City of Coppell employees and retirees, in the amount of \$78,249, as budgeted in the Self-funded Health Fund; and authorizing the City Manager to sign.

2040: Sustainable Government

Introduction:

The City has an insurance policy for organ and tissue transplants separate from the medical plan design. The coverage is a fully insured policy to cover claims and certain related expenses to an organ or tissue transplant. The current provider is Tokio Marine – HCC, and the renewal was provided for consideration with no change to the cost or the plan design.

Background:

In most cases, organ and tissue transplantation procedures are costly. The City of Coppell decided to carve out these procedures from the self-funded plan and purchase a fully insured plan as a separate policy. This decision helps protect the City's Self-funded Health Fund from a catastrophic large claim while offering the employee or retiree the treatment needed from a quality provider for a fixed annual premium.

Benefit to the Community:

Offering City employees this fully insured organ and tissue transplant coverage is essential to providing well-rounded benefits that will meet medical needs while protecting the City's Self-Funded Health Fund resources. This is a key component in the City's employee value proposition that attracts and retains a quality workforce.

Legal Review:

This renewal is tied to the original agreement.

Fiscal Impact:

The fiscal impact of this agenda item is approximately \$78,249, which reflects no change in the rates from the prior plan year, and it is budgeted in the Self-funded Health Fund.

Recommendation:

Staff recommends approval of this item.