



MEMORANDUM

To: Mayor and City Council

From: Matia Messemer, Director of Employee Experience

Date: September 24, 2024

Reference: Consider approval of renewing with United Medical Resources (UMR), for third party administrative services to administer the City's medical and prescription drug plans, in the amount of \$190,339.00, as budgeted in the Self-funded Health Fund; and authorizing the City Manager to sign any necessary documents.

2040: Sustainable Government

Introduction:

In support of the City Council's Vision 2040 goal to maintain a quality workforce to serve the community, the City provides employees with medical and prescription drug insurance coverage. The medical and prescription drug plans are partially self-funded, so all medical claims are administered on behalf of the City's plan by a Third-Party Administrator (TPA). The City has selected United Medical Resources (UMR) as the TPA and is eligible for renewal for the 2024-2025 benefit plan year.

Background:

UMR has provided TPA services for the City of Coppell for the past seventeen years, and the City has enjoyed strong service, pricing, and high quality care through access to UMR's Preferred Provider Organization (PPO) network. UMR administrative services include medical, health reimbursement arrangement (HRA), claims processing, utilization review, ID card generation, internet-based web portal for employees to access claims utilization and run-out claims administration.

Benefit to the Community:

The community is best served when the City can recruit and retain a quality work force that has the technical, human, and conceptual competencies to provide City services in a manner that ensures high levels of customer satisfaction. Offering City employees this medical and prescription drug benefit is a component of the employee value proposition that attracts and retains a quality workforce.

Legal Review:

The City Attorney reviewed the agreement.

Fiscal Impact:

The fiscal impact of this item is \$190,339.00, as budgeted in the Self-funded Health Fund.

Recommendation:

Staff recommends approval of this item.