

**OFFICE OF THE CITY MANAGER
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION
OCTOBER 6, 2025 AGENDA**

Subject:	Action Required:	Approved By:
To authorize the execution of a contract with Tokio Marine HCC for self-funded medical plan reinsurance.	Ordinance √ Resolution	
Submitted By: Human Resources Department		Delphone Hubbard City Manager
SYNOPSIS	To authorize the City Manager to execute an agreement with Tokio Marine HCC for self-funded medical plan reinsurance for the period of January 1, 2026, to December 31, 2026.	
FISCAL IMPACT	The amount is not to exceed \$1,300,000.00. The City has elected to transition to a self-funded group medical plan which requires reinsurance. Funding for this contract is included in the 2026 budget line item for Group Health accounting units #100000, #101003, #600001, and accounts #21200, #53200, #21270.	
RECOMMENDATION	Approval of the resolution.	
BACKGROUND	After several years of research, the City has elected to transition from a fully insured group medical plan to a self-funded group medical plan beginning January 1, 2026. The City's benefit consultant, JTS Financial, issued a Request for Proposal (RFP) for a self-funded group medical plan reinsurer. After careful consideration, Tokio Marine HCC was chosen as the reinsurer for the period of January 1, 2026, to December 31, 2026.	