

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

**BOARD OF DIRECTORS COMMUNICATION
NOVEMBER 4, 2025 AGENDA**

Subject: Fully Insured Group Medical Insurance Coverage for City Employees with Cigna Healthcare	Action Required: Ordinance √ Resolution	Approved By: Delphone Hubbard City Manager
Submitted By: Human Resources Department		
SYNOPSIS	A resolution to authorize the City Manager to enter into an contract with Cigna Healthcare for Employee Group Health Insurance Coverage for the period of January 1, 2026, to December 31, 2026.	
FISCAL IMPACT	The amount is not to exceed \$20,000,000.00 including retirees, with shared cost of dependent coverage with the employee. The City has adopted a tiered structure and offers employees two (2) Buy-up Plans and a High-Deductible Plan. This contract is year four (4) of a potential seven (7) year term. Funding for this contract is included in the 2026 budget line item for Group Health Insurance accounting units #100000, #101003, #600001 and accounts #21200, #53200, #21270.	
RECOMMENDATION	Adoption of the Resolution.	
BACKGROUND	The City offers Group Health Insurance for City Employees, their dependents, and retirees. A Request for Proposal was issued for this service and Cigna Insurance provided the most attractive quote for the period of January 1, 2026, to December 31, 2026. Cigna's quote represents a nine percent (9%) rate increase, and offers \$100,000 for wellness related expenses, and \$300,000 for an onsite medical clinic.	