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A RESOLUTION TO AUTHORIZE THE CITY MANAGER TO ENTER INTO A CONTRACT WITH CIGNA HEALTH AND LIFE INSURANCE COMPANY, IN AN AMOUNT NOT TO EXCEED TWENTY MILLIONS DOLLARS (\$20,000,000.00) TO PROVIDE EMPLOYEE GROUP HEALTH INSURANCE FOR THE FOR THE PERIOD BEGINNING JANUARY 1, 2026 THROUGH DECEMBER 31, 2026; TO REPEAL LITTLE ROCK, ARK., ORDINANCE NO. 16,836 (OCTOBER 6, 2025) AND ORDINANCE NO. 16,837 (OCTOBER 6, 2025) REGARDING THE ADMINISTRATION AND REINSURANCE OF A PARTIALLY SELF-FUNDED EMPLOYEE GROUP HEALTH PLAN; AND FOR OTHER PURPOSES.

WHEREAS, the City of Little Rock (“City”) offers group health insurance for City employees and their dependents; and,

WHEREAS, the Board of Directors of the City, decided in 2017 that the City’s Employee Benefits Consultant, JTS Financial Services, LLC (“JTS”) would have the ability to conduct any competitive selection process for the City’s insurance needs by adopting Little Rock, Ark., Ordinance No. 21,442 (July 5, 2017); and,

WHEREAS, a Request for Proposal was issued for group health insurance and Cigna Health and Life Insurance Company (“Cigna”) was selected as the most qualified, responsive, and responsible to provide group health insurance for the period of January 1, 2026, to December 31, 2026; and,

WHEREAS, the cost is not to exceed Twenty Million Dollars (\$ 20,000,000.00) including the Basic Plan, with shared cost of the dependent coverage with the employee, and to offer employees two (2) Buy-up Plans and a High-Deductible Plan for additional coverage for 2026.

WHEREAS, Resolution No. 15, 782 (September 6, 2022) authorized the initial term of the contract with Cigna Insurance for 2023, with the option to extend the contract for six (6) additional one (1) year terms; and,

WHEREAS, the contract term for 2026 represents year four (4) of a potential seven (7) year term.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF LITTLE ROCK, ARKANSAS:

Section 1. The City Manager is authorized to enter into an agreement with Cigna for the period of January 1, 2026 to December 31, 2026, in an amount not to exceed Twenty Million Dollars (\$

20,000,000.00) for the Basic Plan, with shared cost of the dependent coverage with the employee, and to have available for employees two (2) Buy-up Plans and a High-Deductible Plan for additional coverage for 2026..

Section 2. Funds for this contract are included the 2026 budget line item for Group Health Insurance accounting units # 100000, # 101003, # 600001 and accounts# 21200, # 53200, # 21270.

Section 3. Little Rock, Ark., Ordinance No. 16,836 (October 6, 2025) and Ordinance No. 16,837 (October 6, 2025) regarding the administration and reinsurance of a partially self-funded employee group health plan are hereby repealed.

Section 4. *Severability.* In the event any title, section, paragraph, item, sentence, clause, phrase, or word of this resolution is declared or adjudged to be invalid or unconstitutional, such declaration or adjudication shall not affect the remaining portions of the resolution which shall remain in full force and effect as if the portion so declared or adjudged invalid or unconstitutional were not originally a part of the ordinance.

Section 5. *Repealer.* All laws, ordinances, resolutions, or parts of the same that are inconsistent with the provisions of this resolution are hereby repealed to the extent of such inconsistency.

ADOPTED: November 4, 2025

ATTEST:

APPROVED:

Allison Segars, City Clerk

Frank Scott, Jr., Mayor

APPROVED AS TO LEGAL FORM:

Thomas M. Carpenter, City Attorney

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