

R E S O L U T I O N

BENEFIT PLAN RECOMMENDATIONS AND APPROVALS FOR 2026

WHEREAS, the Human Resources Director and Finance Director/Treasurer have worked with McClone on renewal of employee health and dental insurance, and are recommending renewing with Robin HealthPartners as the City’s plan for 2026; and,

WHEREAS, at a meeting held on October 6th, 2025, the Personnel Committee was presented with recommendations to remain with Robin HealthPartners and adopt certain benefits to be offered to employees in 2026, as outlined in the attached memo; including, but not limited to, offering employee clinic services through Froedtert/Holy Family; to continue to offer EAP services, and to offer 100% employee-funded, voluntary vision, critical illness, and accident insurance.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of Manitowoc that it is in the best interest of the City to approve the 2026 benefit recommendations as outlined in the attached memo; and,

BE IT FURTHER RESOLVED that the Human Resources Director and Finance Director are authorized to enter into all necessary agreements for the recommended plans, schedule educational meetings for employees on the plan design changes, and to submit periodic reports to the Common Council on executed agreements and plan performance.

INTRODUCED _____ ADOPTED _____

Justin M. Nickels, Mayor

APPROVED _____

Fiscal Impact:	No tax levy or 2025 budget adjustments needed. Based on anticipated participant enrollment and currently known factors, estimating approximately \$475,000 additional to the City’s employer health expense incurred in 2026 compared to 2025. Estimate may increase or decrease when compared to actual. Expense will be incorporated into the 2026 budget proposal.
Funding Source:	Each Fund/Departments employer health expense account(s) (515400). Employer Health Expense
Finance Dir. Approval:	/SMA
Approved as to form:	/EGN

This resolution was drafted by Jessica C. Lillibridge, Human Resources Director