

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

**BOARD OF DIRECTORS COMMUNICATION
APRIL 21, 2026 AGENDA**

<p>Subject: Employee Benefit Consultation Services Contract Amendment to extend the services with JTS Financial Services, LLC</p>	<p>Action Required:</p> <p style="text-align: center;">Ordinance √ Resolution</p>	<p>Approved By:</p> <p style="text-align: center;">Delphone Hubbard City Manager</p>
<p>Submitted By: Human Resources Department</p>		

<p style="text-align: center;">SYNOPSIS</p>	<p>A resolution to authorize the City Manager to enter into a the contract amendment with JTS Financial Services (JTS) to extend the term for an additional one year term from May 4, 2026, to May 4, 2027, to provide Employee Benefit Consultation, Data Analytics, Reconciliation Services, web-based Benefit Administration & Enrollment Services and ACA reporting; with the option to add COBRA Administration, Flexible Spending Account (FSA) Administration, Dependent Care Plan (DCP) Administration and a Dedicated Customer Service Platform to include solicitation and placement of an on-site or near-site medical clinic. This represents year 6 of 7 possible year terms.</p>
<p style="text-align: center;">FISCAL IMPACT</p>	<p>Funds for this expenditure are available in Account No. 101003 and 63211.</p> <p>If the Little Rock Board of Directors determines that they would like JTS to provide a dedicated Customer Service Platform for all benefits, there would be an additional \$4.00 per participating employee per month charge or an amount otherwise negotiated. Therefore, the amount not to exceed paragraph one (1) of Fiscal Impact would increase by \$100,000.00 with funding available from Account Nos. 101003 and 6321.</p> <p>If the Little Rock Board of Directors decides to transition to a partially self-insured medical plan in 2027, JTS will only be compensated as a percentage of savings derived from Prescription rebates and reduction of administrative plan</p>

**FISCAL IMPACT
CONTINUED**

expenses. JTS will receive incentive compensation of 20% of medical plan savings, or an amount otherwise negotiated, based on the 2026 fully insured medical plan costs versus a partially self-insured plan structure in 2027, an amount not to exceed \$200,000.00 with funding available from Account Nos. 101003 and 6321.

Once partially self-insured, compensation structure in subsequent years will be based on a per participating employee per month charge of \$5.00, assuming medical plan consulting services only, or an amount otherwise negotiated, an amount not to exceed \$200,000.00. with funding available from Account Nos. 101003 and 6321.

If the Little Rock Board of Directors decides to remain fully insured, JTS will receive no standard commission for medical plan consulting services.

JTS can receive commissions from dental, vision, long term disability, life insurance, AD&D and any other voluntary benefit insurance product except medical plan vendor commissions.

RECOMMENDATION

Adopt the Resolution.

BACKGROUND

Bid 1031 for Employee Benefit Consulting Services was issued and JTS Financial Services LLC was chosen. Resolution 15,449 was issued authorizing the agreement between the City and JTS, with the initial term of May 4, 2021, to May 4, 2022, with the option to extend the contract for six (6) additional one (1)-year terms. The agreement with JTS was not finalized until July 13, 2021. The City wishes to extend the agreement with JTS for Employee Benefit Consultation, Solicitation, and Placement of any employee benefit the City of Little Rock wishes to pursue, including an on-site or near-site medical clinic, Data Analytics, Reconciliation Services, web-based Benefit Administration & Enrollment Services and ACA reporting; and the City has the option to add COBRA Administration, FSA/DCP Administration and a Dedicated Customer Service Platform, for the period of May 4, 2026, to May 4, 2027, in an amount not to exceed \$395,000.00 for all services including additional fee for medical plan consultation if the Board of Directors goes self-funded and if the Board of Directors adds the customer service platform; otherwise the not to exceed amount will remain \$95,000.00 as included under Fiscal Impact paragraph one. This contract could be extended for 1 additional year in accordance with the renewal clause in the

BACKGROUND | original agreement.
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