



INTERLOCAL AGREEMENT  
WITH TML-IRP FOR TXHB  
4144 REQUIRED COVERAGE

RS-26-087

June 2, 2026

# Background

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- Texas House Bill 4144 was passed during the 89<sup>th</sup> Texas Legislative Session
  - ▣ Requires cities with 50 or more firefighters and/or peace officers to provide critical illness coverage for certain serious health conditions to those who retire on or after January 1, 2026.
  - ▣ Coverage is required for three (3) years from date of retirement.
  - ▣ Serious health conditions include:
    - Specific cancers
    - Heart attacks
    - Strokes

# Provider Options

- To date, there is only one provider/product available to meet the specific needs/requirements of HB 4144.
  - ▣ MetLife\* and Amwins partnered to create the product.
  - ▣ TML-IRP will serve as the master policy holder allowing cities to provide this coverage as part of a risk pool and become compliant with the new law.

# Cost and Funding

- Estimated costs for FY26 and FY27 are \$40,000, respectively.
  - ▣ Future expenses are dependent upon the number of eligible retirees.
- Funds are available in the medical claims account for FY26, and will be included in the FY27 Proposed Budget, upon approval by City Council.

# Staff Recommendation

Staff recommends the City Council authorize the interlocal agreement with TML-IRP to provide group critical illness coverage, as required by HB 4144, retroactively effective January 1, 2026, and authorize the City Manager to execute any and all necessary change orders in accordance with state and local laws.