



**City of Coral Gables**  
**CITY COMMISSION MEETING**  
**April 29, 2008**

**ITEM TITLE:**

A resolution authorizing the City Manager to renew the medical insurance plan with HUMANA, in an amount not to exceed \$3,455,598 (12.2% cost increase over last year), for an additional one-year term, effective July 1, 2008; and further authorizing the renewal of the Blue Cross/Blue Shield dental plan (with no premium increase over last year) and Standard Insurance Company life insurance plan (with no premium increase over last year) for an additional one-year term, effective July 1, 2008.

**RECOMMENDATION OF THE CITY MANAGER:**

It is recommended that authorization be given to the City Manager to renew the medical insurance plan with HUMANA, the dental insurance plan with Blue Cross/Blue Shield, and the life insurance plan with Standard Insurance Company.

**BRIEF HISTORY:**

The area trend for health insurance premium increases is 14.73%. The City's claims experience has worsened in recent months. The City's health benefits consultant, Bob Shafer, was able to negotiate a renewal increase substantially less than 14% at 12.43%.


There will be no change in plan design, and the City will maintain the \$30 per month dependent coverage subsidy for general employees who select HMO.

Blue Cross/Blue Shield and Standard Insurance Company have maintained the rates for 2008-2009 at the 2007-2008 level for dental and life insurance coverage, respectively.

**FINANCIAL INFORMATION: (If Applicable)**

	Amount	Account No.	Source of Funds
	\$ 3,455,598.00	540-0000-590-4550	Insurance Fund
<b>Total:</b>		<b>APPROVED BY:</b>	

**APPROVED BY:**

Department Director	City Attorney (If Applicable)	City Manager
		

**Attachments:**

1. Resolution
2. Shafer & Associates 2008 Health, Dental, and Life Insurance renewal proposal