



Legislation Details (With Text)

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File created: 7/5/2018 **In control:** City Commission
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Title: A Resolution authorizing the City Manager to renew the medical insurance plan with Florida Blue with an overall cost decrease of 2% from the previous year for an additional one-year term, effective October 1, 2018; further authorizing the renewal of Florida Combined Life Dental Insurance (with no premium increase for the DHMO and PPO Plan) and the UNUM Life and AD&D Insurance Plans (with no premium increase guaranteed for 12 months), effective October 1, 2018.

Sponsors:

Indexes:

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Attachments: 1. 2018 Group Health Insurance COVER MEMO.pdf, 2. 2018 Resolution group health insurance not signed, 3. Employee Benefit Renewal Summary, 4. Florida Blue Premiums 2018-2019, 5. minutes 6.26.18, 6. Resolution No. 2018-206

Date	Ver.	Action By	Action	Result
7/10/2018	1	City Commission	adopted by Resolution Number	Pass

A Resolution authorizing the City Manager to renew the medical insurance plan with Florida Blue with an overall cost decrease of 2% from the previous year for an additional one-year term, effective October 1, 2018; further authorizing the renewal of Florida Combined Life Dental Insurance (with no premium increase for the DHMO and PPO Plan) and the UNUM Life and AD&D Insurance Plans (with no premium increase guaranteed for 12 months), effective October 1, 2018.

In 2014, the City issued an RFP for group health insurance, dental insurance and vision insurance. Florida Blue was selected to provide group health insurance, Florida Combined was selected for dental insurance, Humana was selected for vision, and UNUM was selected for life and AD & D insurances.

The Florida Blue group health renewal provides a decrease of 2% and will be providing the City with \$50,000 in wellness monies. The Florida Combined Life dental renewal, which is composed of 2 dental plans, has a 0% increase for the DHMO and PPO. The UNUM life and AD & D insurances will renew with +5% premium increase. Therefore, the monthly insurance rates will be as follow:

HMO BLUECARE 57	FLORIDA BLUE PREMIUM	CITY SUBSIDY	EMPLOYEE MONTHLY COST
Employee	\$780.52	\$780.52	\$-
Employee + Spouse	\$1,348.73	\$780.52 + \$284.33	\$283.88
Employee + Child(ren)	\$1,220.74	\$780.52 + \$202.28	\$237.94
Employee + Family	\$1,572.93	\$780.52 + \$404.23	\$388.18

(Please note that there are 400 active employees in the HMO 57 plan and 28 retirees.)

HMO BLUECARE 56	FLORIDA BLUE PREMIUM	CITY SUBSIDY	EMPLOYEE MONTHLY COST
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Employee \$920.60 \$780.52 \$140.08			
Employee + Spouse	\$1,590.79	\$780.52 + \$284.33	\$525.94
Employee + Child(ren)	\$1,392.77	\$780.52 + \$202.28	\$409.97
Employee + Family	\$1,873.41	\$780.52 + \$404.23	\$688.66

(Please note there are 9 employees in the HMO Bluecare 56 plan and 1 retiree.)

PPO BLUEOPTIONS	FLORIDA BLUE PREMIUM	CITY SUBSIDY	EMPLOYEE MONTHLY COST
Employee \$1,034.46 \$780.52 \$253.94			
Employee + Spouse	\$1,787.54	\$780.52 + \$284.33	\$722.69
Employee + Child(ren)	\$1,618.70	\$780.52 + \$202.28	\$635.90
Employee + Family	\$2,105.11	\$780.52 + \$404.23	\$920.36

(Please note there are 12 employees in the PPO Blueoptions plan and 4 retirees.)

FLORIDA COMBINED LIFE DENTAL INSURANCE	PRE-PAID (DHMO)	PPO
Employee	\$ 13.14	\$ 50.27
Employee + Spouse	\$ 27.01	\$ 102.47
Employee + Child(ren)	\$ 21.82	\$ 91.20
Employee + Family	\$ 38.22	\$ 124.96

(Please note that there are 251 employees in the DHMO and 46 retirees. There are 96 employees in the PPO and 22 retirees.)

UNUM LIFE AND AD&D

Life Insurance - \$0.127/\$1000

AD&D - \$0.03/\$1000

(Please note that the City pays for 786 employees for Life insurance and for 453 employees for AD & D.)