

RESOLUTION NO. 2024-108

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF COCONUT CREEK, FLORIDA, AUTHORIZING THE CITY MANAGER, OR DESIGNEE, TO EXECUTE AGREEMENTS BETWEEN THE CITY OF COCONUT CREEK AND CIGNA HEALTH AND LIFE INSURANCE COMPANY, CIGNA DENTAL HEALTH OF FLORIDA, INC., CIGNA DENTAL HEALTH PLAN OF ARIZONA, INC., AND CIGNA VISION, COLLECTIVELY “THE CIGNA GROUP” TO PROVIDE MEDICAL WITH PRESCRIPTION DRUG, DENTAL, VISION, HEALTH SAVINGS ACCOUNT INSURANCE SERVICES AND BETWEEN THE CITY OF COCONUT CREEK AND EVERNORTH CARE SOLUTIONS, INC. TO PROVIDE EMPLOYEE ASSISTANCE PROGRAM INSURANCE SERVICES PURSUANT TO RFP NO. 06-05-24-11; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, on May 5, 2024, the City issued Request for Proposals (RFP) No. 06-05-24-11 to contract with a qualified vendor to provide Medical, Dental, Vision, Employee Assistance Program (EAP), Basic Life and Accidental Death and Dismemberment (AD&D), Voluntary Life and AD&D, Short Term Disability (STD), Long Term Disability (LTD), Flexible Spending Account (FSA), Health Savings Account (HSA), Consolidated Omnibus Budget Reconciliation Act (COBRA), and Retiree Billing; and

WHEREAS, eligible employees, retirees, elected officials, eligible family members, and COBRA participants will be covered by these plans and services; and

WHEREAS, sixty-eight (68) electronic invitations were sent through the eBid System, and six (6) responsive submittals were received; and

WHEREAS, a multi-department selection committee consisting of Tim McPherson, Human Resources Manager; Laeticia Larrieux, Benefits Program Manager; Daniel Nelson, Community Enhancement Manager; Mindy Lirette, Fire Inspector/Training Specialist; and Daniel Eberly, Police Sergeant, evaluated the proposals in accordance with the following criteria: (1) Qualifications and Experience, (2) Resources and Availability, (3) References, and (4) Price; and

WHEREAS, based on the results of the reference surveys, proposed pricing, the vendor's proposal and the evaluations performed, the selection committee recommends awarding Medical, Dental, Vision, and HSA insurance services to The Cigna Group, and EAP services to Evernorth Care Solutions, Inc.; and

WHEREAS, the initial contract period shall be for a one (1) year term for Medical and HSA services, and two (2) year term for Dental, Vision Buy-up and EAP services, commencing on October 1, 2024. The City reserves the right to extend each contract for additional one (1) year periods following the initial contract term, with a maximum extension of no more than a ten (10) year period (including the initial term) for each insurance line, providing each party agrees to the extension, all the terms, conditions, and specifications remain the same, and such extension is approved by the City; and

WHEREAS, the selection committee has decided to reject the bids for Life and AD&D, STD, LTD, FSA, COBRA Administration, and Retiree Billing in favor of using renewals available on existing contracts. For Life and AD&D, STD, and LTD, the committee determined that, in totality, the existing contracts under one (1) vendor offer richer benefits, a smoother transition for continuation of coverage from short-term to long-term disability, and administrative ease for both the City and its employees. For the FSA, COBRA Administration, and Retiree Billing bids, none of the vendors offered all three (3) administrative services, and did not provide sufficient justification to warrant a switch from the City's current streamlined contracts with Chard Snyder.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF COCONUT CREEK, FLORIDA:

Section 1: That the foregoing "WHEREAS" clauses are hereby ratified and confirmed as being true and correct and hereby made a specific part of this resolution. All exhibits attached hereto are incorporated herein and made a specific part of this resolution.

Section 2: That the City Commission has reviewed and hereby approves the agreements between the City of Coconut Creek and The Cigna Group to provide Medical, Dental, Vision, and HSA insurance services and between the City of Coconut Creek and Evernorth Care Solutions, Inc. for Employee Assistance Program services pursuant to RFP No. 06-05-24-11.

Section 3: That the City Manager, or designee, is hereby authorized to execute the agreements between the City of Coconut Creek and The Cigna Group, and the City of Coconut Creek and Evernorth Care Solutions, Inc.

Section 4: That if any clause, section, other part or application of this resolution is held by any court of competent jurisdiction to be unconstitutional or invalid, in part or in application, it shall not affect the validity of the remaining portion or applications of this resolution.

Section 5: That this resolution shall be in full force and effect immediately upon its adoption.

Adopted this ____ day of _____, 2024.

Sandra L. Welch, Mayor

Attest:

Joseph J. Kavanagh, City Clerk

Welch _____
Railey _____
Rydell _____
Brodie _____
Wasserman _____