



## Legislation Text

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**TO:** Mayor and City Commission

**FROM:** Douglas E. Smith, City Manager

**DATE:** October 7, 2015

AWARDING CIGNA, FOR BENEFIT PROGRAMS FOR CITY OF MARGATE EMPLOYEES, TO INCLUDE MEDICAL, DENTAL, VISION, LIFE INSURANCE, LONG TERM DISABILITY, AND EMPLOYEE ASSISTANCE PROGRAM (EAP) FOR THE TIME PERIODS SPECIFIED IN THE PROPOSAL RESPONSE; PROVIDING FOR THE ADMINISTRATION TO EXECUTE ANY AND ALL ASSOCIATED DOCUMENTS TO IMPLEMENT THIS INSURANCE BENEFIT PROGRAM FOR EMPLOYEES; PROVIDING FOR OPTION OF ADDITIONAL EMPLOYEE BENEFITS PAID SOLELY BY CITY EMPLOYEES.

**BACKGROUND:** Gehring Group, the City's agent of record services for employee benefits, provided plan options from several insurance companies for medical, dental, vision, life insurance, long term disability, and employee assistance program.

City staff recommends that the City award a contract to Cigna for the benefit plans stated above as per some collective bargaining agreements. Please view the attached Comparisons of Total Costs which highlights the Cigna options in yellow that are recommended by staff for approval. Information from the Gehring Group on some of the proposals received is also attached.

City staff will continue to work with Gehring Group to explore and implement additional employee benefits paid solely by the employee.

**RECOMMENDATION:** Approve.

**FISCAL IMPACT:** In accordance with plan documents. Budgeted in FY 2016. Total plan costs for FY 2016 are \$7,442,203.80; some costs are shared with employees.

**CONTACT PERSON:** Douglas E. Smith, City Manager