

### MEMORANDUM

**DATE:** September 1, 2021

**TO:** Gregory P. Harrison, City Manager

**FROM:** Cindy Lawrence, Risk Manager

**VIA:** Eddie Beecher, Human Resources Director

**RE:** Request for Contract Renewal  
Group Health and Dental Benefits  
Blue Cross and Blue Shield of Florida, Inc.

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#### Background:

Pursuant to the labor contracts with the City's labor unions, the City is required to provide major medical group health benefits to all full time employees. The City's current provider, Blue Cross and Blue Shield of Florida, Inc. (BCBS), has provided these services since fiscal year 2000 and has demonstrated excellent service to the City and plan members. The renewal contract reflects compliance with all current Federal Health Care Reform (HCR) and State Group Health and Mental Health Parity Laws and Regulations, as required by the City's Request for Proposal (RFP).

A response to the City's RFP was received in June, 2021. A selection/evaluation committee (committee) was formed to review and evaluate the proposals, in accordance with the criteria established in the RFP. Additionally, the City retained the services of the Gehring Group, to assist with reviewing and analyzing bid responses. BCBS was recommended as the responsive bidder. The applicable contract/policy applications, per the proposal are respectfully submitted for approval by the City Commission.

Rates and medical benefits for BCBS for the upcoming fiscal year 2021-22 remain unchanged for both HMO Plan 55 and PPO Plan 0702. Dental coverage provided by Florida Combined Life and all other benefits remain the same.

Due to the City's commitment to the Wellness Program for employees, BCBS will provide the City with a \$100,000 one-time payment to be utilized on on-going wellness program activities. Additionally, BCBS has offered a ProShare opportunity whereby they will pay the City 50% of any



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## Risk Management

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excess profits, per the defined criteria, at no further cost or obligation to the City. Should no “excess” premium be earned, the City is not responsible for any deficits.

**Recommendation:**

Accordingly, it is the recommendation of the Risk Management Division that the current contract with BCBS be renewed as stated above for group health and dental coverage.

Thank you.

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