

AGENDA SUMMARY ITEM

Agenda Item #: C - 7

Agenda Item: Approval and authorization for the Village Manager to enter into a renewal contract with Call a Doctor Plus, a renewal contract with CIGNA Healthcare, to provide Health, Dental, Vision, and Life/Disability Insurance for the employees of the Village of Royal Palm Beach, and a renewal contract with Horizon Health (AETNA) for an Employee Assistance Program.

The Gehring Group, the Village's agent of record, prepared on behalf of the Village a summary of all healthcare renewals to be effective for the period October 1, 2019, through September 30, 2020.

Health Insurance

Company

CIGNA

Renewal

0% rate change

Call a Doctor (Teladoc) - A web based, interactive health related service to provide consultation to employees at no charge. A renewal at a cost of \$5.38 per month per member inclusive of 5 additional family dependents for fiscal year 2019-2020.

Dental Insurance

Dental Insurance will be provided through CIGNA Dental under a renewal contract effective until September 30, 2020. Renewal for FY20 is DMO is 0% and DPPO 0%.

Life Insurance, AD&D, LTD, STD & EAP

CIGNA will continue to be our contract for Group Life, and Accidental Death and Dismemberment, and Long Term Disability (LTD) under a renewal contract with 0% increase in life and a \$2,390.41 annual increase in LTD, effective until September 30, 2020.

CIGNA will be the ASO/ATP (Administrative Services Only/Advice to Pay) for STD self-administered benefits at an annual rate of \$3,609.72.

Horizon Health (AETNA) is in year one of a three year rate guarantee contract which will expire on September 30, 2022, and will renew with a 0% increase.

Vision Insurance

CIGNA will be the Vision carrier under year two of a three year renewal contract effective until September 30, 2021 with a 0% increase.

Recommended Action:

Staff recommends Council approve the award of the contract with Call A Doctor, an interactive web based medical service plan, and renewal contract to Cigna Healthcare, HDHP Current Plan with a 0% rate change, to provide the HDHP health insurance plan for the employees of the Village of Royal Palm Beach with the Village funding 66.67% of the deductible in a Health Savings Account/Health Reimbursement Account, Cigna Dental, Cigna life, LTD, ASO/ATP STD, AD&D, and Horizon Health for the Employee Assistance Program.

Attached hereto, for further review is a total cost analysis as provided by the Gehring Group for the health insurance coverage discussed above.

Initiator	Village Manager Approval	Agenda Date	Village Council Action
Monika Bowles Human Resources Director Stanley G, Hochman Finance Director		8/15/19	

Village of Royal Palm Beach
Employee Benefits Executive Cost Summary
Effective Date: October 1, 2019



COVERAGE		CURRENT	RENEWAL
HEALTH		CIGNA Healthcare	CIGNA Healthcare
HSA Plan		<i>Expires 9/30/2019</i>	<i>Expires 9/30/2020</i>
Employee	43	\$889.34	\$889.34
Employee + Spouse	9	\$1,617.69	\$1,617.69
Employee + Child(ren)	9	\$1,469.24	\$1,469.24
Employee + Family	27	\$2,476.21	\$2,476.21
ANNUAL PREMIUM		\$1,594,579.92	\$1,594,579.92
\$ INCREASE		N/A	\$0.00
% INCREASE		N/A	0.00%
DENTAL		CIGNA Healthcare	CIGNA Healthcare
PPO		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2020</i>
Employee	8	\$51.40	\$51.40
Employee + One	3	\$120.49	\$120.49
Employee + Family	4	\$180.73	\$180.73
Managed Dental		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2020</i>
Employee	32	\$19.78	\$19.78
Employee + One	12	\$39.02	\$39.02
Employee + Family	29	\$58.52	\$58.52
ANNUAL PREMIUM		\$51,526.44	\$51,526.44
\$ INCREASE		N/A	\$0.00
% INCREASE		N/A	0.00%
VISION		CIGNA Healthcare	CIGNA Healthcare
		<i>Expires 9/30/2021</i>	<i>Expires 9/30/2021</i>
Employee	23	\$8.08	\$8.08
Employee + Spouse	8	\$16.15	\$16.15
Employee + Child(ren)	3	\$16.31	\$16.31
Employee + Family	12	\$25.71	\$25.71
ANNUAL PREMIUM		\$8,069.88	\$8,069.88
\$ INCREASE		N/A	\$0.00
% INCREASE		N/A	0.00%
LIFE		CIGNA	CIGNA
		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2020</i>
Life Rate		\$0.270	\$0.270
AD&D Rate		\$0.026	\$0.026
Life Volume		\$6,369,600	\$6,369,600
AD&D Volume		\$5,059,400	\$5,059,400
ANNUAL PREMIUM		\$22,216.04	\$22,216.04
\$ INCREASE		N/A	\$0.00
% INCREASE		N/A	0.00%
SHORT TERM DISABILITY		CIGNA	CIGNA
		<i>Expires 9/30/2021</i>	<i>Expires 9/30/2021</i>
Administration Fee	111	<i>Currently Self-Administered</i>	\$2.71
ANNUAL PREMIUM			\$3,609.72
LONG TERM DISABILITY		CIGNA	CIGNA
		<i>Expires 9/30/2020</i>	<i>Expires 9/30/2021</i>
Rate / \$100		\$0.34	\$0.38
Long Term Disability Volume		\$498,002	\$498,002
ANNUAL PREMIUM		\$22,318.48	\$22,708.89
\$ INCREASE		N/A	\$2,390.41
% INCREASE		N/A	11.76%
EMPLOYEE ASSISTANCE PROGRAM		Aetna Resources for Living	Aetna Resources for Living
		<i>Expires 9/30/2019</i>	<i>Expires 9/30/2022</i>
Rate / PEPM		\$2.32	\$2.32
ANNUAL PREMIUM		\$2,449.92	\$2,449.92
\$ INCREASE		N/A	\$0.00
% INCREASE		N/A	0.00%
TOTAL PROGRAM SUMMARY		Total	Total
TOTAL MONTHLY PREMIUM		\$141,596.72	\$142,096.73
TOTAL ANNUAL PREMIUM		\$1,699,160.68	\$1,705,160.81
\$ INCREASE		N/A	\$6,000.13
% INCREASE		N/A	0.35%