

RESOLUTION NUMBER 78-20

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, AUTHORIZING THE CITY MANAGER TO EXECUTE A RENEWAL AGREEMENT WITH AETNA HEALTH CARE OF FLORIDA TO PROVIDE HEALTH INSURANCE TO ELIGIBLE EMPLOYEES, DEPENDENTS AND RETIREES AND AUTHORIZING THE DIRECTOR OF FINANCE AND ADMINISTRATIVE SERVICES TO MAKE PAYMENTS FROM VARIOUS DEPARTMENTAL ACCOUNTS UP TO THE AMOUNT EQUAL TO \$1,035.64 PER MONTH FOR EACH EMPLOYEE FOR FISCAL YEAR 2020-2021; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of Riviera Beach currently offers group medical insurance to existing full time employees, dependents, and retirees through Aetna Health Care of Florida (“Aetna”) at a cost of approximately \$5.9 million annually, expiring on September 30, 2020; and

WHEREAS, Aetna has proposed an increase of 8.99% over the current annual premium, with limited plan modifications for Fiscal Year 2020-2021; and

WHEREAS, the City needs to continue health insurance coverage for its employees, dependents, and retirees for Fiscal Year 2020-2021; and

WHEREAS, on August 22, 2020, City staff held a review session outlining the proposed modifications to the City’s group health insurance coverage within the context of the budget process with the City Council; and

WHEREAS, the proposed modifications for FY 2020-2021 include: the City implementing an Exclusive Provider Organization (EPO) Network \$2,500 High Deductible Health Plan with a Health Reimbursement Account (HRA) as the base plan design with Aetna contributing \$500 per single or \$1000 per family, along with the current Flexible Spending Account (FSA) administered by Aetna; and

WHEREAS, the proposed Aetna Plan will renew for one (1) year; effective October 1, 2020 through September 30, 2021, at an annual cost of approximately \$6,474,821; and

WHEREAS, the City Council has reviewed the Employee Health Insurance Analysis and Claims Utilization Report effective August 27, 2020, presented by the Gehring Group, Inc., the City’s Agent of Record and Health Insurance broker, a copy of which is attached hereto and incorporated herein as

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Exhibit "A", for the provision of health insurance coverage for Fiscal Year 2020-2021; and

WHEREAS, the City Council has determined that it is in the best interests of the City and its employees to execute the renewal application with Aetna Health Care of Florida with the plan modifications outlined in the analysis; and

WHEREAS, the City Council has directed that adequate funds be allocated and the Director of Finance make payment to fund the health insurance plans for Fiscal Year 2020-2021.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA that:

SECTION 1. The City Manager, through appropriate staff, is authorized to bind coverage for the City of Riviera Beach for group health insurance coverage with Aetna to provide medical insurance for City employees for FY 2020 - 2021.

SECTION 2. The Director of Finance and Administrative Services is authorized to make payments to Aetna for FY 2020-2021 in the estimated total amount of \$6,474,821.

SECTION 3. The foregoing recitals are hereby affirmed and ratified as being true and correct.

SECTION 4. This Resolution shall become effective immediately, upon its passage and approval by the City Council

PASSED and APPROVED this _____ day of _____, 2020.

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APPROVED:

RONNIE L. FELDER
MAYOR

JULIA A. BOTEL, Ed.D
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY,
CERTIFIED MUNICIPAL CLERK
CITY CLERK

DOUGLAS A. LAWSON
CHAIR PRO TEM

TRADRICK MCCOY
COUNCILPERSON

KASHAMBA MILLER-ANDERSON
COUNCILPERSON

SHIRLEY D. LANIER
COUNCILPERSON

MOTIONED BY: _____

SECONDED BY: _____

T. MCCOY: _____

K. MILLER-ANDERSON: _____

S. LANIER: _____

J. BOTEL: _____

D. LAWSON: _____

REVIEWED AS TO
LEGAL SUFFICIENCY

DAWN S. WYNN
CITY ATTORNEY