



CITY COMMISSION STAFF REPORT

DEPARTMENT: Administration

DATE: August 12, 2025

SUBJECT: Motion to approve the City-wide Medical Insurance Renewal for Plan Year 2025-2026.

CITY MANAGER RECOMMENDATION:

Pursuant to City Commission Policy 02-002 Access to Group Health Insurance, the City Manager is submitting the proposed renewal of the group medical insurance for plan year commencing on October 1, 2025, through September 30, 2026.

BACKGROUND OF ITEM:

The City's medical insurance renewal was received from United Health Care (UHC) at a 39.9% increase due to the group's loss experience during the last 12 months. The City has pursued quotes from other carriers, and Florida Blue came in with a comparable plan at a 3.5% overall decrease in cost; other carriers declined to quote coverage at this time due to the loss experience of the group.

The City has collected the following information to provide a fair assessment of the current plan versus the option to offer four-tier coverage instead of the current two-tier plans, and the choice to change carrier to Florida Blue.

1. Employee Medical Insurance Survey
2. Disruption report showing the most highly utilized providers by our employees and comparing them to the Florida Blue provider list.
3. Group Health Benefits comparison of neighboring cities.

FISCAL IMPACT:

Renewal of the current group medical insurance will increase the cost to the City by 40%

ATTACHMENTS:

1. Renewal cost by United Health Care
2. Proposed cost by Florida Blue
3. Employee Survey Results & Summary
4. Disruption Report between United Healthcare & Florida Blue
5. Group Health Insurance comparison of neighboring cities