



Town of Lake Park Town Commission

Agenda Request Form

Meeting Date: September 17, 2025

Originating Department: Human Resources

Agenda Title: Resolution 72-09-25 - Employee Benefits [Health Insurance - Florida Municipal Insurance Trust (FMIT) United Health Care, Dental Insurance - CIGNA, Vision Insurance - Human, Basic Life and Accidental Death & Dismemberment, Supplemental Life, Short Term Disability & Long-Term Disability - The Hartford] - FY 2026

Agenda Category (i.e., Consent, New Business, etc.):

Approved by Town Manager: _____ **Date:** _____

Cost of Item: \$821,780.00 **Funding Source:** Various

Account Number: Various as funded in FY 2026 budget **Finance Signature:** Barbara A. Gould

Advertised:
Date: _____ **Newspaper:** _____

Attachments: Resolution; Exhibit A

Please initial one:

Yes I have notified everyone

Not applicable in this case

Summary Explanation/Background:

The HR Department has identified a need, along with the Town's Employee Benefits Consultant, Gehring Group/Risk Strategies, to review and renew the Town's employee benefits for Fiscal Year 2026.

Recently, the Town Manager had requested the HR Department and the Gehring Group to review the cost of benefits paid by our employees and to identify options to choose a health plan to that was more functional and cost efficient for our staff. As a result, the Gehring Group issued a Request for Proposals

(RFP's) to the insurance marketplace for medical insurance coverage, and a number of options were received (See Attached).

Medical Insurance:

The current provider of the Town's employee medical insurance is Florida Municipal Insurance Trust (FMIT) United HealthCare Choice Plus HSA Plan 8, which is due for renewal on October 1, 2025 for Fiscal year 2026.

Although the renewal from Florida Municipal Insurance Trust (FMIT) United HealthCare generated an 8.2% (or \$53,250) annual increase to the Town for the upcoming 2025-2026 plan year, the Town requested the Gehring Group to determine if a more affordable (employees' out of pocket costs) plan would be available.

As a result, the Gehring Group issued a Request for Proposal (RFP) for medical insurance and received the following proposals: Florida Blue - excess of 100% premium increase, Cigna - 11.7% premium increase and Curative - 3.5% premium increase. Additionally, the Florida Municipal Insurance Trust (FMIT) provided an alternate plan option to our current plan with a 15.1% increase, which would provide a plan that is based on co-pays rather than an extremely high deductible plan.

Note: The Curative plan, although competitively priced with an attractive plan design, is new to the Palm Beach County and Florida marketplace. However, at this time there is not enough information to move our health benefit to this provider at this time and potentially risk the need for immediate insurance for our staff. However, we will continue to review this option and communicate with organizations that have made the move to this provider to determine if it is a viable option during our next renewal period.

Based upon the evaluation provided by Gehring Group, the Gehring Group recommends that the Town obtain employee medical insurance through the Florida Municipal Insurance Trust (FMIT) United Healthcare Choice Plus Plan 14 for Fiscal Year 2026.

Dental Insurance:

The Town's current dental program is offered through Cigna and there is no proposed change in this provider and/or the cost to the Town and/or the staff. Employees can visit a contracted provider and utilize up to an annual benefit maximum of \$1,500-\$1,800 per person as well as the flexibility to access non-contracted providers. The Cigna program will continue to the current benefit structure as well as provide child orthodontia coverage up to age 19.

Vision:

The Town's current vision program is offered through Human and there is no proposed change in this provider and/or the cost to the Town and/or the staff. Members enrolled in the vision plan receive an exam and lenses every 12 months and frames every 24 months. The frame allowance at a contracted provider's office or retail outlet is up to \$130 with an additional 20% off the remaining balance. Contact lenses are also covered in network up to a \$130 allowance.

Life and Disability:

The Town's current basic life and accidental death & dismemberment benefits are provided through The Hartford and there is no proposed change in the provider and/or the cost to the Town and/or the staff. Employees receive a benefit of 1x annual salary up to \$50,000.

Employee Assistance Program:

Due to low employee utilization and in an effort to save funding, the Town will discontinue its stand-alone employee assistance program (EAP) as of October 1, 2025. The Town will move to offer this important service to our staff through our Life and Disability carrier - The Hartford – which provides three (3) face to face visits per year per occurrence. Additionally, the Town will be able to offer this service through our medical insurance program, which will offer an additional three (3) face-to-face visits.

Recommendation Summary:

Funding to support the proposed increase in medical insurance as well as the Town's other employee benefits, is included within the proposed FY 2026 Budget.

The proposed Employee Benefits have been recommended by the Gehring Group and reviewed by the Town's Human Resource Manager and the Finance Director. Additionally, the Town has notified the Town's representatives with the Federation of Public Employees – National Federation of Public and Private Employees (AFL-CIO) (union) and there is support to move to a health plan that provides co-pay options rather than a high deductible plan option.

The Town has worked with each of the proposed employee benefit providers and we have received good customer service and a good product.

Coverage	Current Carrier	Recommended Carrier	Overall Cost Impact
Medical	FMIT/UHC – Plan 8	FMIT/UHC – Plan 14	15.1% (\$98,000)
Dental	Cigna	Cigna	0%
Vision	Humana	Humana	0%
Life Basic and Voluntary Life	The Hartford	The Hartford	0%
Short- & Long-Term Disability	The Hartford	The Hartford	0%

Recommended Motion:

I move to approve proposed Resolution 72-09-25 - Employee Benefits [Health Insurance - Florida Municipal Insurance Trust (FMIT) United Health Care, Dental Insurance - CIGNA, Vision Insurance - Human, Basic Life and Accidental Death & Dismemberment, Supplemental Life, Short Term Disability & Long-Term Disability - The Hartford] for FY 2026; and authorize the Mayor to execute the agreement with each proposed insurance provider.