



AGENDA

MEMORANDUM

TO: Honorable Mayor & City Commissioners

VIA: Brenda L. Bryant, City Manager

FROM: Raquel Prince, Human Resources Director

SUBJECT: Employee Benefits for Fiscal Year 2026-2027

DATE: September 08, 2026

GENERAL SUMMARY/BACKGROUND:

The City of Pahokee is required to approve its employee benefits package for the upcoming Fiscal Year 2026–2027.

Gehring Group, the City’s current insurance broker, requested renewal quotes from the City’s existing insurance carriers. The renewal proposal received from the current carriers reflects the following rate increases:

- **Medical Coverage:** 14.7% increase
- **Dental PPO Coverage:** 1.3% increase
- **Life Insurance Coverage:** 8.8% increase
- **Vision Coverage:** No increase
- **DHMO Dental Coverage:** No increase

Gehring Group also obtained quotes from other competitive carriers for consideration.

However, the alternative proposals provided little to no overall cost savings.

Additionally, changing carriers would require employees to transition to different benefit plans and could result in substantially higher out-of-pocket costs for employees.

Based on the renewal options reviewed, maintaining the City’s current insurance carriers and benefit plans provides the most consistent option for employees while minimizing disruption to their existing coverage and limiting potential increases in employee out-of-pocket expenses.

BUDGET IMPACT:

Yes

LEGAL NOTE:

We yield to City Attorney for legal form

STAFF RECOMMENDATION:

Staff recommend that we accept the rates that have been quoted and move forward with renewing these coverages for the upcoming fiscal year.

ATTACHMENTS:

Resolution