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TO: City Commissioner

FROM: Olivia Minshew, City Manager

DATE: July 7, 2025

SUBJECT: Final Recommendations from ITN 25-01 – Health Insurance and Agent of Record

Background

The City of Wauchula currently offers employees a fully insured health plan through United Healthcare, along with ancillary benefits such as dental, vision, and life insurance. As part of our ongoing efforts to ensure competitive benefits and responsible fiscal management, the City issued ITN 25-01 to evaluate self-funded pool options for health insurance coverage.

The City has previous experience with self-funded health insurance and sought to assess whether rejoining such a model would provide better long-term value.

Procurement & Review Process

- One proposal was received from Public Risk Management (PRM), using Florida Blue as the medical carrier.
- The proposal was reviewed and scored by the Insurance Review Committee on May 27.
- Final offers were presented by both PRM and United Healthcare on June 5.
- The Committee voted to recommend transitioning to the PRM self-funded pool based on benefit strength, pharmacy coverage, provider network access, and pricing.
- The Committee reconvened to finalize specific plan design recommendations and discuss ancillary coverages on June 19.

Final Recommendations

1. Medical Insurance

- Transition medical coverage to PRM's self-funded pool (Florida Blue).
- Offer two plan options:
 - High-Deductible Plan (HDHP) with City-funded HSA contributions (base plan).
 - Co-Pay Plan, offered at the same employee cost this year, with potential to become a "buy-up" plan in the future.

2. Ancillary Benefits

- Move all ancillary coverages to PRM:
 - Dental – Florida Combined Life (economy, mid, and high tier options)
 - Vision – VSP
 - Life Insurance – The Standard

3. Agent of Record – Non-Renewal

- Issue formal notice of non-renewal to current agent of record, Acentria Public Risk, per the terms of the contract executed August 14, 2023.
- A notice dated June 23, 2025 was sent via certified mail, more than 90 days prior to the contract's expiration on September 30, 2025, fulfilling the agreement's requirements for non-renewal.

Action Items for Commission Approval

The Commission is asked to approve the following:

1. Transition the City's medical insurance to the PRM self-funded pool, with two employee plan options (HDHP with HSA and a co-pay plan).
2. Move ancillary benefits (dental, vision, life) to PRM.
3. Retroactively approve the City's issuance of notice of non-renewal to Acentria Public Risk, thereby terminating the current Agent of Record agreement effective September 30, 2025.

Educational sessions for employees are scheduled for late July, should the switch to PRM be approved.

Many thanks to Avail Benefits for supporting the City through this process. They have been a trusted resource to help in evaluating our options.