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**RESOLUTION NO. R2016-76**

**A RESOLUTION OF WELLINGTON, FLORIDA'S COUNCIL AUTHORIZING THE MANAGER TO (1) RENEW A MINIMUM PREMIUM AGREEMENT WITH CIGNA HEALTHCARE TO PROVIDE HEALTH INSURANCE TO ELIGIBLE EMPLOYEES, DEPENDENTS AND RETIREES; (2) CONTINUE WITH SELF FUNDED DENTAL INSURANCE UTILIZING DENTAL DECISIONS ADMINISTERED BY ANCHOR BENEFIT CONSULTING, INC.; (3) RENEW AGREEMENT WITH HUMANA TO PROVIDE VISION INSURANCE; AND (4) APPROVE HRA FUNDING FOR EACH ELIGIBLE EMPLOYEE; AND PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, the Gehring Group, Wellington's agent/broker of record, solicited quotations and evaluated options from multiple carriers to provide health insurance; and

**WHEREAS**, five (5) proposals were received for group medical insurance which were reviewed; and

**WHEREAS**, the Cigna Healthcare minimum premium proposal (\$4,859,249.04) provided an increase over 2016 premiums of approximately 3.5% or \$164,531.88 annually with no change in coverage and retaining all current provisions; and

**WHEREAS**, the existing vision insurance policy with Humana is proposed to renew under a two year rate guarantee with enhanced benefits, employee contributions to remain the same and annual premiums expected to be approximately \$33,300 annually based on current enrollment; and

**WHEREAS**, the current self-insured plan for dental insurance with Dental Decisions administered by Anchor Consulting, Inc. is proposed to continue with annual premiums expected to be \$304,593.84 and employee contributions to remain the same for the 2017 plan year; and

**WHEREAS**, the HRA program, set by resolution, funds an annual amount to each HRA account offered to existing full-time employees, and is adjusted automatically based on the US Department of Labor Consumer Price Index medical inflation rate, with funding for the 2017 plan year proposed at \$1,113 per eligible employee, an increase of \$48 (based on current enrollment) over the prior year; and

**WHEREAS**, the Manager and Staff recommend approval of the contract for Wellington's employee health plan for the 2017 plan year to Cigna Healthcare, renewal of the agreement with Humana to provide vision insurance and continuation of the current dental plan and HRA program as noted.

1           **NOW, THEREFORE, BE IT RESOLVED BY WELLINGTON, FLORIDA'S**  
2 **COUNCIL** that:

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4           **SECTION 1.** The foregoing recitals are hereby affirmed and ratified as being true  
5 and correct.

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7           **SECTION 2.** Wellington's Manager is hereby authorized to enter into  
8 agreements with Cigna Healthcare to provide Wellington's Employee Health Insurance  
9 Plan for the Plan Year 2017, which begins January 1, 2017 and continues thereafter  
10 until modified by subsequent resolutions or direction and with Humana for the provision  
11 of vision insurance for the Plan Year 2017 which begins on January 1, 2017 and  
12 continues thereafter until modified by subsequent resolutions or direction.

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14           **SECTION 3.** This Resolution shall become effective immediately upon adoption.

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16           **PASSED AND ADOPTED** this 8<sup>th</sup> day of November, 2016.

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18 **ATTEST:**

**WELLINGTON**

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21 By: \_\_\_\_\_  
22           Rachel R. Callovi, Clerk

By: \_\_\_\_\_  
          Anne Gerwig, Mayor

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24 **APPROVED AS TO FORM**  
25 **AND LEGAL SUFFICIENCY**

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27  
28 By: \_\_\_\_\_  
29           Laurie Cohen, Village Attorney

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