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RESOLUTION NO. R2015-91

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**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) RENEW
EXISTING AGREEMENTS WITH CIGNA GROUP BENEFITS
FOR LIFE, SHORT TERM AND LONG TERM DISABILITY;
(3) CONTINUE WITH SELF FUNDED DENTAL INSURANCE
UTILIZING DENTAL DECISIONS ADMINISTERED BY
ANCHOR CONSULTING, INC.; 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, four (4) proposals were received for group medical insurance which were reviewed; and

WHEREAS, the Cigna Healthcare minimum premium proposal provided an increase over 2015 premiums of approximately 17.00% or \$673,380.48 annually with no change in coverage and retaining all current provisions; and

WHEREAS, the current life, short term and long term disability plan with Cigna Group Benefits is proposed at an annual cost of \$207,542.26 upon renewal effective January 1, 2016 with no change to premiums or covered benefits through December 31, 2016; 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 \$295,277.76 and employee contributions to remain the same for the 2016 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 2016 plan year proposed at \$1,065 per eligible employee, an increase of \$28 or \$8,008 (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 2016 plan year to Cigna Healthcare, renewal of the contract for Wellington's life, short term and long term disability plans for the 2016 plan year to Cigna Group Benefits, and continuation of the current dental plan and HRA program as noted.

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

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

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8 **SECTION 2.** Wellington's Manager is hereby authorized to enter into
9 agreements with Cigna Healthcare to provide Wellington's Employee Health Insurance
10 Plan for the Plan Year 2016, which begins January 1, 2016 and continues thereafter
11 until modified by subsequent resolutions or direction and with Cigna Group Benefits to
12 provide Wellington's Employee Life, Short Term and Long Term Disability Plans for the
13 Plan Year 2016 which begins January 1, 2016 and continues thereafter until modified by
14 subsequent resolutions or direction.

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

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18 **PASSED AND ADOPTED** this 10th day of November, 2015.

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20 **ATTEST:**

WELLINGTON

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23 By: _____
24 Awilda Rodriguez, Clerk

By: _____
Bob Margolis, Mayor

25
26 **APPROVED AS TO FORM**
27 **AND LEGAL SUFFICIENCY**

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29
30 By: _____
31 Laurie Cohen, Village Attorney