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2       **WHEREAS**, the total cost of the CDHP (\$5,065,158) plus the proposed Village  
3 funded HRA (\$944,000) is approximately \$6,009,196, an increase of approximately  
4 \$100,000 over the current year, with annual employee contributions remaining the  
5 same; and  
6

7       **WHEREAS**, the current self-insured plan for dental insurance with Dental  
8 Decisions administered by Anchor Consulting, Inc. carries an annual cost of \$360,065.  
9 In order to reduce premiums, staff recommends moving to a Cigna Total Network Plan  
10 at an annual cost of approximately \$331,590, a savings of approximately \$28,745 as  
11 well as an additional 1% reduction in Cigna healthcare premiums (approximately  
12 \$50,000) as a result of combining both the healthcare and dental plans with annual  
13 employee contributions remaining the same; and  
14

15       **WHEREAS**, the existing vision insurance with Humana will renew with the same  
16 benefits at no additional cost for an additional 24 months at an annual cost of \$34,544  
17 (\$25,710 paid by the Village, \$8,833 paid through employee payroll deductions), based  
18 on current enrollment, effective January 1, 2019 through December 31, 2020; and  
19

20       **WHEREAS**, Aetna has agreed to renew the Village's existing Employee  
21 Assistance Program (EAP) through Aetna's Resources for Living at no additional cost  
22 for an additional thirty-six (36) months at an approximate annual cost of \$11,363, based  
23 on current enrollment, effective January 1, 2019 through December 31, 2020.  
24

25       **WHEREAS**, the Manager and Staff recommend approval of the contract for  
26 Wellington's employee health plan for the 2019 plan year to Cigna Healthcare's  
27 Consumer Driven Health Plan (CDHP), dental insurance through a Cigna Total Network  
28 Plan, HRA funding as noted, renewal of vision insurance through Humana and renewal  
29 of the Employee Assistance Program (EAP) through Aetna Resources for Living.  
30

31       **NOW, THEREFORE, BE IT RESOLVED BY WELLINGTON, FLORIDA'S**  
32 **COUNCIL** that:  
33

34       **SECTION 1.** The foregoing recitals are hereby affirmed and ratified as being true  
35 and correct.  
36

37       **SECTION 2.** Wellington's Manager is hereby authorized to enter into  
38 agreements with Cigna Healthcare's Consumer Driven Health Plan (CDHP) to provide  
39 Wellington's Employee Health Insurance Plan for the Plan Year 2019, which begins  
40 January 1, 2019 and continues thereafter until modified by subsequent resolutions or  
41 direction, dental insurance through a Cigna Total Network Plan, HRA funding as noted,  
42 renewal of vision insurance through Humana and renewal of the Employee Assistance  
43 Program (EAP) through Aetna Resources for Living for the Plan Year 2019 which  
44 begins on January 1, 2019 and continues thereafter until modified by subsequent  
45 resolutions or direction.

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2       **SECTION 3.** This Resolution shall become effective immediately upon adoption.  
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4       **PASSED AND ADOPTED** this 23<sup>rd</sup> day of October, 2018.  
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6       **ATTEST:**

6       **WELLINGTON**

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9       By: \_\_\_\_\_  
10       Chevelle D. Nubin, Village Clerk

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

11  
12       **APPROVED AS TO FORM**  
13       **AND LEGAL SUFFICIENCY**

14  
15  
16       By: \_\_\_\_\_  
17       Laurie S. Cohen, Village Attorney  
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