

RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, ACCEPTING THE RECOMMENDATION OF THE CITY MANAGER, PURSUANT TO INVITATION TO NEGOTIATE (ITN) 2023-260-WG FOR ADMINISTRATION OF THE CITY'S ANCILLARY HEALTH BENEFITS FOR EMPLOYEES, RETIREES, AND THEIR DEPENDENTS, AUTHORIZING THE ADMINISTRATION TO ENTER INTO SIMULTANEOUS NEGOTIATIONS WITH DELTA DENTAL INSURANCE COMPANY, THE TOP-RANKED PROPOSER, AND CIGNA HEALTH AND LIFE INSURANCE COMPANY, THE SECOND-RANKED PROPOSER FOR PLAN A (DENTAL HEALTH PLAN); AUTHORIZING SIMULTANEOUS NEGOTIATIONS WITH METROPOLITAN LIFE INSURANCE COMPANY AND UNUM LIFE INSURANCE COMPANY OF AMERICA AS THE TIED TOP-RANKED PROPOSERS FOR PLAN B (DISABILITY PLAN AND FMLA ADMINISTRATION) AND PLAN C (GROUP LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT); AND FURTHER AUTHORIZING THE CITY MANAGER AND CITY CLERK TO EXECUTE AGREEMENTS UPON THE CONCLUSION OF SUCCESSFUL NEGOTIATIONS BY THE ADMINISTRATION.**

**WHEREAS**, on February 22, 2023, the Mayor and City Commission approved the issuance of ITN 2023-260-WG for Administration of the City's ancillary health benefits for employees, retirees, and their dependents; and

**WHEREAS**, on March 7, 2023, the ITN was issued; and

**WHEREAS**, on April 26, 2023, the City received proposals from the following firms:

Plan A - Dental Health Plan

- Aetna Life Insurance Company
- Cigna Health and Life Insurance Company
- Delta Dental Insurance Company
- Humana Inc.
- Metropolitan Life Insurance Company

Plan B - Disability Plan and FMLA Administration

- Metropolitan Life Insurance Company
- Standard Insurance Company
- Unum Life Insurance Company of America

Plan C - Group Life and Accidental Death and Dismemberment

- Metropolitan Life Insurance Company
- Standard Insurance Company
- Unum Life Insurance Company of America; and

**WHEREAS**, on May 16, 2023, an Evaluation Committee comprised of Marvin Adams, Employee Benefits Manager, Human Resources Department; Marc Chevalier, Risk Manager, Human Resources Department; Kenneth Ingersoll, Human Resources Administrator II, Human Resources Department; Kestia Marcelus, Organizational Development and Training Specialist,

Human Resources Department; and Fernando Pestana, Administrative Services Manager, Tourism and Cultural Development Department, convened to consider proposals; and

**WHEREAS**, the Committee was provided an overview of the project, information relative to the City's Cone of Silence Ordinance, the Government Sunshine Law, general information on the scope of services and a copy of each proposal; and

**WHEREAS**, the Committee was instructed to score and rank each proposal pursuant to the evaluation criteria established in the ITN; and

**WHEREAS**, the evaluation process resulted in the proposers being ranked by the Evaluation Committee in the following order:

Plan A - Group Dental Plan  
1<sup>st</sup> Delta Dental Insurance Company Humana  
2<sup>nd</sup> Cigna Health and Life Insurance Company  
3<sup>rd</sup> Aetna Life Insurance Company  
4<sup>th</sup> Metropolitan Life Insurance Company  
5<sup>th</sup> Humana Inc.

Plan B - Disability Plan and FMLA Administration  
1<sup>st</sup> (tied) Metropolitan Life Insurance Company  
1<sup>st</sup> (tied) Unum Life Insurance Company of America  
3<sup>rd</sup> Standard Insurance Company

Plan C - Group Life and Accidental Death & Dismemberment ("AD&D")  
1<sup>st</sup> (tied) Metropolitan Life Insurance Company  
1<sup>st</sup> (tied) Unum Life Insurance Company of America  
3<sup>rd</sup> Standard Insurance Company; and

**WHEREAS**, Delta Dental Insurance Company Humana is the top-ranked firm for Plan A Group Dental Plan; and

**WHEREAS**, Cigna Health and Life Insurance Company is the second-ranked firms for Plan A Dental Health Plan; and

**WHEREAS**, Metropolitan Life Insurance Company and Unum Life Insurance Company of America are the tied top-ranked proposers for Plan B Disability Plan and FMLA Administration, and Plan C Group Life and Accidental Death & Dismemberment; and

**WHEREAS**, after reviewing the proposals and the results of the evaluation committee, it is recommended that negotiations commence simultaneously with Delta Dental Insurance Company and Cigna Health and Life Insurance Company for Plan A group dental health insurance; and

**WHEREAS**, after reviewing the proposals and the results of the evaluation committee, it is also recommended that negotiations commence simultaneously with Metropolitan Life Insurance Company and Unum Life Insurance Company, the tied top-ranked proposers to provide Plan B disability plans and FMLA Administration, as well as Plan C group life and accidental death and dismemberment.

**NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA,** that the Mayor and City Commission hereby accept the recommendation of the City Manager, pursuant to invitation to negotiate (ITN) 2023-260-WG for Administration of the City's Ancillary Health Benefits for Employees, Retirees, and their Dependents, authorize the Administration to enter into simultaneous negotiations with Delta Dental Insurance Company, the top-ranked proposer, and Cigna Health and Life Insurance Company, the second-ranked proposer for Plan A (Dental Health Plan); authorize simultaneous negotiations with Metropolitan Life Insurance Company and Unum Life Insurance Company of America as the tied top-ranked proposers for Plan B (Disability Plan and FMLA Administration) and Plan C (Group Life and Accidental Death and Dismemberment); and further authorize the City Manager and City Clerk to execute agreements upon the conclusion of successful negotiations by the Administration.

**PASSED AND ADOPTED** this \_\_\_\_\_ day of \_\_\_\_\_ 2023.

**ATTEST:**

\_\_\_\_\_  
RAFAEL E. GRANADO, CITY CLERK

\_\_\_\_\_  
DAN GELBER, MAYOR

APPROVED AS TO  
FORM & LANGUAGE  
& FOR EXECUTION

  
\_\_\_\_\_  
City Attorney *EH*      6-27-23  
Date