

CITY CLERK
CITY OF SUNRISE

2024 OCT 25 PM 4:00

SUNRISE, FLORIDA

RESOLUTION NO. 21-124-24-A

A RESOLUTION OF THE CITY OF SUNRISE, FLORIDA, APPROVING THE EMPLOYEE GROUP LIFE INSURANCE PLAN FOR BASIC LIFE, BASIC ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D), VOLUNTARY LIFE AND VOLUNTARY AD&D COVERAGE WITH THE STANDARD INSURANCE COMPANY FOR THE CONTRACT PERIOD OF JANUARY 1, 2025 THROUGH DECEMBER 31, 2025, WITH TWO (2) OPTIONAL ONE (1) YEAR RENEWAL EXTENSIONS; PROVIDING FOR FUNDING; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City issued a Request for Proposal No. 17-10-LADD (RFP) in 2017 for the City's Employee Group Life Insurance Plan providing Basic Life, Basic AD&D, Voluntary Life, and Voluntary AD&D (Plan) to active employees and retirees. The Standard Insurance Company (Standard) was awarded the contract under Resolution 08-120-17-A for the initial contract period of October 1, 2017 through December 31, 2020, including three (3) three (3) year renewals; and

WHEREAS, due to adverse claims experience under the retiree class, a subsequent multi-year rate guarantee renewal was not feasible as Standard only agreed to a one (1) year rate guarantee with no changes in Plan benefit levels for the first renewal period. The City and Standard subsequently entered into negotiations to address the adverse claims experience and agreed to revise the Plan's rating methodology to include new retiree age-band rates to better align premiums with losses. The City Commission approved Resolution No. 21-124 for the renewal period of January 1, 2022 through December 31, 2022 with three (3) one (1) year renewals under the Plan's new rating methodology, and subsequently approved Resolution No. 21-124-22-A to correct a scrivener's error with contract dates; and

WHEREAS, the City, through its benefits consultant, Acentria Public Risk (Consultant), negotiated the renewal with Standard for the upcoming renewal on January 1, 2025. The renewal is fiscally prudent for the City as it keeps the rates the same for premiums paid by the City for active employees, and increases the retiree age-band rates by twenty-five percent (25%); and

WHEREAS, City staff and the Consultant recommend the renewal, which slightly increases the City's annual costs by approximately \$2,249.00 due to premiums paid for retirees per ordinance. Retirees will continue to be given the flexibility to lower their

coverage in increments of \$1,000.00 at any time, which allows retirees to decide how much coverage they need and want to pay.

NOW THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF SUNRISE, FLORIDA:

Section 1. The foregoing recitals are hereby ratified and incorporated as the legislative intent of this Resolution.

Section 2. The City's Plan with Standard Insurance Company (Standard) under the renewal provides no reduction in the level of coverage, a two (2) year rate lock, same rates for active employees, and increase in retiree age-band rates by twenty-five percent (25%), for the contract period of January 1, 2025 through December 31, 2025, with two (2) optional one (1) year renewal term extensions remaining, subject to subsequent budget approvals, is hereby approved.

Section 3. Pursuant to Section 5-173(c)(5) of the Code of Ordinances of the City of Sunrise, Florida, the City's formal bidding procedures are waived for good cause for the reasons set forth in this Resolution and accompanying Agenda Item Request.

Section 4. The Risk Manager, or designee, is hereby authorized to execute any applications, forms, policy plan documents and certificate amendments, underwriting and claim forms, and regulatory documents required by Standard, and other claim-related forms necessary to effectuate coverage, administer the Plan, and to file any claims.

Section 5. The Risk Manager, or designee, is further authorized to approve any renewal or extension provided there are no changes in any benefit levels or any rate changes under the Plan; otherwise, City Commission approval is necessary. The Risk Manager shall provide the City Clerk with copies of any extensions or amendments.

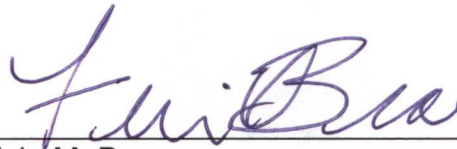
Section 6. Effective Date. This Resolution shall be effective immediately upon its passage.

PASSED AND ADOPTED THIS 22ND DAY OF OCTOBER, 2024.



Mayor Michael J. Ryan

Authentication:



Felicia M. Bravo
City Clerk



MOTION: SCUOTTO
SECOND: KERCH

DOUGLAS: YEA
GUZMAN: YEA
KERCH: YEA
SCUOTTO: YEA
RYAN: YEA

Approved by the City Attorney as to
Form and Legal Sufficiency.



Thomas P. Moss