RESOLUTION 14-59

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MARCO ISLAND, FLORIDA AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT FOR EMPLOYEE BENEFITS RENEWAL WITH THE FLORIDA LEAGUE OF CITIES AND THE STANDARD; AND EXPEND BUDGETED FUNDS ON BEHALF OF THE CITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, The effective date of the renewal agreement is November 1, 2014 through October 31, 2015; and

WHEREAS, City of Marco Island authorized its broker, The Gehring Group, Inc., to negotiate benefit renewals offers for FY15. After thorough discussions and evaluation of all proposed options, Gehring Group and City Staff recommend that the City renew its group medical coverage with the Florida League of Cities / Florida Municipal Insurance Trust (FMIT) at the 4% increase for the current plan. This allows the City to almost maintain the existing level of benefits for its employees and retirees along with City contribution with minimal increases for the City and our employees; and

WHEREAS, The Florida League of Cities is also the City's current dental and vision insurance provider. As with medical insurance, the FMIT utilizes the United Healthcare national provider networks. FMIT has proposed a 9% dental renewal increase for the 2014-2015 plan or $11,511 annually. The employees will absorb the increase in cost of the dental premium; and

WHEREAS, The Standard provides the City's Voluntary Basic Life and Accidental Death & Dismemberment, Additional Voluntary Life, Voluntary Short Term Disability, and Voluntary Long Term Disability insurance. The Standard has proposed no rate increase for the 2014/2015 renewal with an additional two year rate guarantee for these lines of coverage. As a result, Gehring Group and City Staff recommend that the City of Marco Island renew its life and disability coverage with The Standard ;and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MARCO ISLAND, FLORIDA, THAT:

Section 1. The above recitals are true and correct and incorporated herein.

Section 2. The City Council authorizes the City Manager to execute the agreement for employee benefits with the Florida League of Cities and The Standard.

Section 3. This Resolution shall take effect immediately upon adoption.

PASSED AND APPROVED BY THE CITY COUNCIL OF THE CITY OF MARCO ISLAND, FLORIDA, THIS 6TH DAY OF OCTOBER, 2014.

Attest:

Laura M. Litzan, City Clerk

CITY OF MARCO ISLAND, FLORIDA

BY: Kenneth E. Honecker, Chairman

Approved as to form and legal sufficiency:

Burt L. Saunders, City Attorney