



THE RHODES INSURANCE GROUP
Managed Health Care & Group Insurance

July 3, 2019

Ms. Revlon Fennell
Human Resources Director & Risk Manager
City of Lauderhill
5581 W. Oakland Park Boulevard
Lauderhill, FL 33313

Re: Group Health and EAP Benefit Plan Renewal, October 1, 2019

Dear Revlon,

We have completed our negotiations with Humana for the October 1, 2019 renewal of the City of Lauderhill's Group Health Plan and Employee Assistance Plan underwritten by Humana. The Humana renewal formula includes the Health Care Reform Health Insuror fee of 1.4% for 2020 and the annual health and pharmacy combined trend of 15%. While the Humana underwriting formula produced the need for a 6.77% increase in premiums, Humana has applied the 4% credit earned through the significant participation in the Humana's Go365 Wellness Plan. The remaining 2.44% was reduced to zero based on the length of time the City has been with Humana. There are no benefit changes with this renewal. The current premiums are guaranteed through September 30, 2020.

The City's Employee Assistance Plan provides members the ability to access a variety of mental health related services. Initially Humana was requesting a 9% increase in the EAP premiums. They have subsequently agreed to maintain existing premiums through September 30, 2020.

The City's last RFP for these benefits was issued in 2013 and 2017. The Rhodes Insurance Group recommends that the City of Lauderhill renew with Humana for the period October 1, 2019 through September 30, 2020. Please let me know if you have any questions regarding our recommendation or the renewal.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lloyd F. Rhodes', is written over a thin horizontal line.

Lloyd F. Rhodes

cc: Susanne Joseph

attachments