



June 17, 2024

Ercilia Krempler
Director of HR/Risk Management
City of Lauderdale
5581 W. Oakland Park Boulevard
Lauderhill, FL 33313

Re: RFP #2024-023 Fully Insured Open Access Group Health Plan HMO & POS
Options

Dear CiCi,

In anticipation of Humana's announcement to pull out of the Commercial Group Health Market earlier this year, with our assistance, the City released an RFP for Group Health Plan HMO and POS Option for an October 1, 2024, effective date. The objectives and scope of the RFP are outlined below.

Objectives

Provide employees with open access HMO Plan (no referrals or gatekeeper requirements) and a POS Plan

Accessible networks of quality providers Reduce the cost of providing the health benefits for employees and eligible dependents and retirees.

Scope

This Request for Proposals (hereinafter called RFP) is for fully insured dual option health plans for eligible employees and retirees – Open Access (no gatekeeper) options to include:

- Open Access Health Maintenance Organization (HMO)
- Open Access Point of Service (POS) health plan with a national network

and

- One fully insured Open Access HMO (no gatekeeper) plan offered to certain part-time employees in certain job classes, with a lesser HMO benefit plan. The job classes are Code Enforcement Officer, City Ranger, PSA, SSA, Reserve Officer SRO, Crime Scene Technician, Property & Evidence Coordinator + Supervisor School Resource Officers and Park Rangers.
- Proposed benefits as similar to current benefits as possible.
- \$0 copays for behavioral health inpatient and outpatient services on all plans.

- Proposers must include coverage for Infertility Treatment.
- Proposers must include a wellness allowance of at least \$25,000 and a technology fund.

The City will only consider the medical plan through one managed care organization.

The City received proposals from the following Companies.

1. Aetna
2. Florida Blue
3. Cigna
4. UnitedHealthcare
5. Cynanotary

The members of the evaluation committee completed their task of reviewing the details of the qualified health plan proposals, as well as our detailed analysis of the proposals. Our analysis consisted of comparisons of each of the carrier's proposed networks, physicians and hospitals displacement, drug displacement and authorizations requirements, premium comparisons, and details regarding administration and any deviations.

The proposal from Cynanotary was deemed to be non-responsive in that it was not complete and did not meet the RFP specifications or instructions.

The evaluation Committee selected Aetna, Cigna, and UnitedHealth as finalists. Each finalist was invited to present to the Committee and to respond to finalist questions. The evaluation committee resulted in the following ranking:

COMPANY	POINTS
1. Cigna Healthcare	472
2. Aetna/CVS	455.05
3. UnitedHealthcare	449.6

Some key points of the top ranked proposal are as follows:

- Matching the benefits as closely as possible.
- Rate increase of 1.97% for an annual impact of \$176,451.
- 50% surplus shared with the City after the 2025 renewal if the City runs better than expected.
- 2025 renewal rate cap not to exceed 10% increase.
- \$40,000 technology credit which can be used at the City's discretion for wellness. The fund resets every year.
- First Responders Behavioral Health Program.
- Virgin Pulse Wellness Program in addition to a \$50,000 annual wellness fund.
- 65+ retiree's monthly premium will continue to be offered at a discount providing they are enrolled in Medicare Part A and B.
- There are seven (7) employees currently enrolled in the City's PT HMO plan. Those employees will be offered the Full-Time employee HMO plan.
- Approximately 2% of the membership provider disruption.
- Some employees (approximately 5-10%) will experience some disruption on the medications. To assist employees in obtaining the proper authorizations, Cigna will provide up to (3) fills at the retail pharmacy for medications requiring prior authorization.

Based on these key points, The Rhodes Insurance Group dba Acentria Public Risk concurs with the decision made by the Evaluation Committee.

Sincerely,

Lloyd F. Rhodes
Vice President