

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA, APPROVING AND AUTHORIZING THE APPROPRIATE CITY OFFICIALS TO EXECUTE A THREE-YEAR AGREEMENT WITH METLIFE FOR BASIC LIFE, AD&D, SUPPLEMENTAL LIFE, AND LONG-TERM DISABILITY INSURANCE IN AN ANNUAL AMOUNT UP TO \$581,751.50 FROM JANUARY 1, 2026, THROUGH DECEMBER 31, 2028.

WHEREAS, the City desires to continue providing Basic Life and AD&D, Supplemental, Retiree, and Dependent Life Insurance for City employees and retirees, and also desires to provide Long-Term Disability insurance to eligible classifications; and

WHEREAS, the City's current carrier agreement with Symetra ends on December 31, 2025, and continuing the agreement would result in a significant renewal increase of about \$78,000, annually; and

WHEREAS, Section 38.43 of the Procurement Code states that when the estimated annual cost of goods, supplies, materials, equipment, or services exceeds \$50,000, a formal solicitation process shall be completed that may result in a written contract(s) and/or purchase order(s) after due public notice inviting bids or proposals; and

WHEREAS, the City's Benefits Consultant, the Gehring Group, released and analyzed an RFP to determine the best and most cost-effective carrier for the City, resulting in requests to 16 carriers to provide quotes; and

WHEREAS, based on the quotes received, Gehring Group recommended the City request Best and Final Offers ("BAFO") from MetLife, Ochs, and Symetra; and

WHEREAS, the Office of Human Resources, in consultation with the Gehring Group, recommends that the City Commission authorize execution of an agreement with MetLife, for a term of three years to administer the City's Basic Life, AD&D, Supplemental, Dependent, and Retiree Life and Long-Term Disability insurance coverages; and

WHEREAS, the estimated annual premium paid by the City for Basic Life and AD&D coverage is expected to approximate \$150,566.00, the estimated annual premium for Long-Term Disability as paid for by the City, is expected to approximate \$98,335.00, and the estimated annual premium for supplemental, dependent, and retiree life coverages, as paid for by employee and retiree voluntary payments, is expected to approximate \$279,964.00; and

WHEREAS, since future fluctuations are unknown, the Office of Human Resources requests approval of an annual amount not to exceed \$581,751.50, which includes a 10% buffer to allow for fluctuations in cost for Life Insurance and Long-Term Disability coverages; and

WHEREAS, a portion of the funding for this service will be available in the FY 2026 Operating Budget in account number 558.112006.51900.591950.000000.000.000, and will be budgeted in subsequent fiscal years' operating budgets subject to approval and adoption by the City Commission.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF HOLLYWOOD, FLORIDA.

Section 1: That the foregoing "WHEREAS" clauses are ratified and confirmed as being true and correct and are incorporated in this Resolution.

Section 2: That it authorizes the appropriate City officials to execute an agreement, embodying the terms and conditions approved by the City Commission, with MetLife, in a form acceptable to the City Manager and approved as to form and legal sufficiency by the City Attorney.

Section 3: That this Resolution shall be in full force and effect immediately upon its passage and adoption.

PASSED AND ADOPTED this _____ day of _____, 2025.

JOSH LEVY, MAYOR

ATTEST:

PATRICIA A. CERNY, MMC
CITY CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:

DAMARIS HENLON
CITY ATTORNEY