



Procurement Management Department

Commission Agenda Staff Report

Date: August 18, 2026

Resolution No.: 2026-XX

To: Mayor and City Commission

From: Darvin Williams, City Manager

Prepared By: Shereece George Depusoir, Chief Procurement Officer

Agenda Title: Resolution Approving and Authorizing the Renewal of Citywide Group Insurance with Aetna, Inc.

Background

Foundation Risk Partners, Corp. dba Corporate Synergies Group as the Broker of Record, conducted a comprehensive market review seeking providers of employee health insurance coverage for the 2026-2027 plan year; and obtained proposals for health insurance coverage from Aetna Inc., Cigna Healthcare of Florida, Inc., and United Health Care, with only Aetna Inc. and Cigna Healthcare of Florida, Inc. providing responsive and competitive proposals.

Aetna Inc.'s renewal offer includes a 6.0% increase in medical premiums (after negotiation from an initial 8.4% proposal), includes a \$70,000 health and wellness fund, maintains current employee benefits including nationwide coverage, a robust platform of specialists and facilities, and Employee Assistance Program resources. Aetna dental renewal reflects a 9.3% increase, which is substantially more competitive than alternatives, and the vision plan renewal remains under its rate guarantee with no increase in cost.

Mutual of Omaha provide ancillary coverage of Basic Life with AD&D, Voluntary Life and AD&D, Long-Term Disability, Voluntary Long-Term Disability, Accident, Critical Illness, and Hospital Indemnity Insurance, with no rate increases, with several products locked into multi-year rate guarantees through September 2028.

The City desires to maintain its group insurance benefits with Aetna, Inc. and renew coverage for the 2026–2027 plan year at an estimated annual cost of \$8,926,674. This represents an increase of \$511,448, or approximately 6.1%, over the current annual expenditure of \$8,415,226.

Recommendation

City Manager and the Human Resources Director recommend the City continue group insurance benefits services with Aetna, Inc for employee health, dental, and vision insurance benefits and Mutual of Omaha for ancillary benefits coverages.

Fiscal Impact

The 2026-2027 plan year estimated annual cost of \$8,926,674; 6.1%. No increase to employee deductions.