



City of Gainesville Agenda Item Report

File Number: 2024-218

Agenda Date: March 7, 2024

Department: Risk Management Department

Title: 2024-218 Invitation to Negotiate Award Recommendation for Broker and Consulting Services for Health and Group Life Plans (B)

Department: Risk Management

Description: The City Commission award the Invitation to Negotiate to the top-ranked firm, RSC Insurance Brokerage, Inc. / Gehring Group, for Broker and Benefits Consulting Services for Health and Group Life Plans.

Fiscal Note: The FY 2024 operating budget includes funding allocations in the Employee Health and Accident Fund and the Retiree Health & Accident Fund to cover these expenditures. The proposed agreement would extend a maximum of five years with no option for renewal and will cost no more than \$168,000 for year one and is set not to exceed that amount annually for the remaining four years.

Explanation: Currently, the City of Gainesville utilizes a self-funded risk model to provide its community builders, retirees and their dependents a health financing benefit, commonly referred to as health insurance. In order to mitigate costs and offer the most comprehensive coverage at discounted prices, the City issued an Invitation to Negotiate (ITN) with Broker and Benefits Consulting Service entities to provide guidance and expertise in creating health and life insurance models specific to the City's needs and preferences. Cost mitigation and access to a broad network of providers are still components the City is committed to offering.

The Financial Services Department Procurement Division issued solicitation RMDX-230059-GD and three (3) proposals were received. The Bailey Group was eliminated without review because they were non-responsive to the requirements of the City. The remaining firms were reviewed and ranked based on the responding entities' history, expertise, accessibility to carriers, available technology and more.

Through this competitive process, Gehring Group was ranked as the top firm.

Firm Name	Final Ranking
RSC Insurance Brokerage, Inc. / Gehring Group	1
Aon Consulting, Inc.	2
The Bailey Group	3

They provided the City with documented evidence of a number of benefits including an ability to control Health and Group Life costs, provide premium development support, and provide ongoing performance monitoring and performance forecasting.

Strategic Connection:

- ☐ Goal 1: Equitable Community
- ☐ Goal 2: More Sustainable Community
- ☐ Goal 3: A Great Place to Live and Experience
- ☐ Goal 4: Resilient Local Economy
- ☒ Goal 5: “Best in Class” Neighbor Services

Recommendation: The City Commission: 1) award the Invitation to Negotiate, RMDX-230059-GD, to RSC Insurance Brokerage, Inc. / Gehring Group the Broker and Benefits Consulting Services contract for Health and Group Life Plans, the top ranked firm; and 2) if an agreement with RSC Insurance Brokerage, Inc. / Gehring Group is not reached, the City may move forward to negotiate with the second-ranked firm, and 3) authorize the City Manager to negotiate and execute the contract subject to the approval of the City Attorney as to form and legality.