

RESOLUTION No. 2008-222-910

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AWARDED A BID FOR DENTAL SERVICES TO SOLSTICE BENEFITS, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT WITH SOLSTICE BENEFITS, INC., FOR THIS PURPOSE; PROVIDING FOR THE ADOPTION OF REPRESENTATIONS; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City's current contract with Blue Cross Blue Shield for dental coverage will terminate as of January 1, 2009, and

WHEREAS, staff prepared specifications and advertised a Request for Proposals on September 20, 2008, and

WHEREAS, five (5) proposals were received and publicly read, and

WHEREAS, a staff evaluation committee that consisted of various members of the City staff as well as a representative from McKinley Financial Services, the City's insurance broker, evaluated the proposals in accordance with the criteria, and

WHEREAS, the staff committee is recommending, that the services be provided by Solstice Benefits, Inc., located in Plantation, Florida, and

WHEREAS, City Council would like to authorize the City Manager to enter into an Agreement with Solstice Benefits, Inc., for this purpose,

NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AS FOLLOWS:

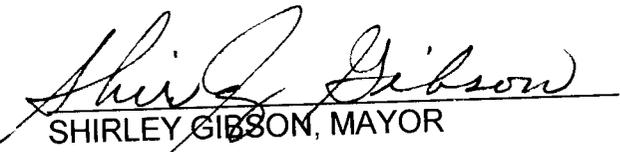
Section 1. ADOPTION OF REPRESENTATIONS: The foregoing Whereas paragraphs are hereby ratified and confirmed as being true, and the same are hereby made a specific part of this Resolution.

Section 2. AWARD OF BID: The City Council of the City of Miami Gardens hereby awards a bid for dental coverage for City employees to Solstice Benefits, Inc.,

and the City Manager is hereby authorized to execute an Agreement with Solstice Benefits, Inc., for this purpose, with a two year rate guarantee for PPO and DMO dental coverage.

Section 3. EFFECTIVE DATE: This Resolution shall take effect immediately upon its final passage.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS AT ITS REGULAR MEETING HELD ON NOVEMBER 12, 2008.


SHIRLEY GIBSON, MAYOR

ATTEST:


RONETTA TAYLOR, MMC, CITY CLERK

PREPARED BY: SONJA KNIGHTON DICKENS, ESQ.
City Attorney

SPONSORED BY: DANNY CREW, CITY MANAGER

MOVED BY: Vice Mayor Watson
SECOND BY: Councilman Gilbert

VOTE: 5-0

Mayor Shirley Gibson	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)
Vice Mayor Barbara Watson	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)
Councilman Melvin L. Bratton	<input type="checkbox"/> (Yes)	<input type="checkbox"/> (No) (out of town)
Councilman Aaron Campbell	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)
Councilman Oliver Gilbert, III	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)
Councilwoman Sharon Pritchett	<input type="checkbox"/> (Yes)	<input type="checkbox"/> (No) (out of town)
Councilman André Williams	<input checked="" type="checkbox"/> (Yes)	<input type="checkbox"/> (No)

City of Miami Gardens

1515-200 NW 167th Street
Miami Gardens, Florida 33169



Mayor Shirley Gibson
Vice Mayor Barbara Watson
Councilman Melvin L. Bratton
Councilman Aaron Campbell Jr.
Councilwoman Sharon Pritchett
Councilman Oliver G. Gilbert III
Councilman André Williams

Agenda Cover Page

Date: **November 12, 2008**

Fiscal Impact: No Yes

(If yes, explain in Staff Summary)

Funding Source: Department Life &
Health Insurance Line Item

Contract/P.O. Requirement: Yes No

Sponsor Name/Department:
Danny Crew, City Manager

Public hearing

Ordinance

1st Reading

Quasi-Judicial

Resolution

2nd Reading

Advertising requirement: Yes No

RFP/RFQ/Bid # **08-09-002- Group Benefits
Dental Insurance**

Title

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, AWARDING A BID FOR DENTAL SERVICES TO SOLSTICE BENEFITS, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT WITH SOLSTICE BENEFITS, INC., FOR THIS PURPOSE; PROVIDING FOR THE ADOPTION OF REPRESENTATIONS; PROVIDING AN EFFECTIVE DATE.

Staff Summary

The City Council awarded dental insurance for employees and council members to Blue Cross Blue Shield on September 27, 2006. The dental contract was for two years.
Funding for health, dental and life insurance is allocated in various departments for a total of \$3,174,868.

Background:

Blue Cross Blue (BCBS) d/b/a Florida Combined Life has been the City's dental carrier since January 2007. The City has encountered several service issues over the course of this relationship. The complaints range from not being able to access care or an open panel dental office, to having services not covered by the insurance because the codes billed were not on the plan. In addition to the employee service issues, there has been and continues to be administrative issues.

The administrative difficulties are a result of BCBS utilizing two companies to administer their products. BCBS administers the PPO from their BCBS office and the DMO Prepaid Plan is administered by CompBenefits. This is a common practice; however, the presiding company usually makes this type of arrangement seamless to the client. This has not been the case with BCBS dental plan.

These concerns were brought to the attention of BCBS, at which time the City was advised that because the medical was not held with BCBS, that there would be no local representative assigned to the case. It has been very difficult and time consuming on behalf of the Human Resources Department and the Agent of Record to resolve these ongoing issues without the full support of the carrier.

The City recognized that this level of service and lack of support from the carrier was unacceptable and determined the best solution was to go out to bid.

Analysis:

Specifications were prepared by staff for DMO and PPO dental insurance coverage and advertised on September 20, 2008. A broadcast notice was sent to 558 vendors. Eighteen vendors requested bid packages. The proposals were opened on October 14, 2008. Five proposals were received and publicly read. Proposals were received from Ameritas Group, Tampa, Florida; Delta Dental Insurance, Miami, Florida; Humana Specialty, Miramar, Florida; Solstice Benefits, Inc., Plantation, Florida and UnitedHealthcare, Sunrise, Florida. A copy of the proposal documents and submittals are available at the assistant to the mayor and council's office for review.

An evaluation committee consisting of Taren Kinglee, Human Resources Director, Christopher Steers, Assistant City Manager and Doretta Green, McKinley Financial Services Representative evaluated the proposals in accordance with the criteria. The committee met on October 20, 2008, to discuss the criteria. Ms. Green provided the committee with a spreadsheet which included monthly costs, out of pocket expenses, maximums per year, different options, average diagnostic coverage, rate guarantee, waiting period for major services and orthodontics costs. Reference checks were also provided. All of the references received were favorable for each company.

The three top proposers were Delta Dental Insurance; Humana Specialty; and Solstice Benefits. The committee decided that the top proposers would have a ten minute phone presentation. Oral presentations were held October 28, 2008. During the oral presentation, Humana Specialty informed the committee that the DMO services would not change from our current level of service because their plan is also administered by CompBenefits. Each of the top three companies guarantees the rates for two years.

As the proposals were evaluated, the committee determined that the short listed carriers provide the City with the opportunity to improve service and benefits while continuing to keep cost at or below the current rates. The City believes that this is a positive move and will increase the employee morale and ease the administrative process.

The final evaluation ranking form and the spread sheet are attached as exhibit A and B

Recommendation:

We recommend that the City Council authorize the City Manager to execute an agreement with Solstice Benefits, Inc. located in Plantation, Florida with a two year rate guarantee for PPO and DMO dental insurance.

**CITY OF MIAMI GARDENS
PROCUREMENT DEPARTMENT**

**EVALUATION RANKING SHEET
RFP#08-09-002 GROUP BENEFITS – DENTAL INSURANCE
October 14, 2008**

Oral Presentation 10/28/08

By signing this form as an Evaluator, I certify that I have no conflict of interest

Signed _____
Dated: _____

Company	Cost to provide coverage	Coverage – deductibles, co-payments, restrictions or exclusions	Service – number of dentists – new patients – responsiveness etc	Providers – dental benefits, Pharmacies	Stability – financial, references & past performance	Performance guarantee agreement/willin gness to negotiate	Office located in CMG – (max. 5 pts)	Contrib to Local School (max. 5 pts)	Total (max. 64 points)
Delta Dental Insurance Miami, FL	3	5	7	8	7	3	0	0	33
Humana Specialty Miramar, FL	6	6	3	7	6	6	0	0	34
Solstice Benefits, Inc. Plantation, FL	9	7	8	3	5	9	0	0	41

Comments: