



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#24-1055

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Susan Grant, Acting City Manager

DATE: November 19, 2024

TITLE: Motion Approving Third Amendment to Agreement for Voluntary Benefits Administration – FBMC Benefits Management, Inc. - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends that the City Commission approve a Third Amendment to Agreement for Voluntary Benefits Administration between the City of Fort Lauderdale, Florida, and FBMC Benefits Management, Inc. (FBMC), in substantially the form attached, for changes to the Voluntary Insurance Benefits Administration Agreement with FBMC, and authorize the City Manager to approve subsequent additions and terminations of voluntary benefit products, and carrier changes of existing voluntary benefits administered by FBMC.

Background

The parties entered into the initial Agreement on October 6, 2015 (CAM 15-1244). The first amendment extended the agreement through December 31, 2021. The second amendment dated October 5, 2021, (CAM 21-0904), extended the agreement through December 31, 2024, and established an annual review of the City's plan designs to include recommendations for subsequent years based upon analysis of available voluntary products as directed by the City.

Pursuant to the 2024 annual review between the City and FBMC, the addition of two benefit products has been proposed, upon mutual agreement of the parties, to enhance the voluntary benefits portfolio for City employees and their dependents. Genomic Life offers a genomic management benefit for cancer and inherited cardiac conditions. Pet Benefit Solutions offers a Total Pet Plan. City staff recommends a third amendment to the agreement to add the two benefit products to the voluntary benefits administered by FBMC.

Staff, and by recommendation from the City's Benefits Consultant, The Gehring Group, Inc., and the Employee Benefits and Wellness Initiatives Committee, propose offering the enhanced voluntary benefit products effective January 1, 2025.

Resource Impact

There is no fiscal impact associated with this action.

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2029 Strategic Plan*, specifically advancing:

- Guiding Principles, Fiscal Responsibility

This item advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*

This item supports the Advance Fort Lauderdale 2040 Comprehensive Plan specifically advancing:

- The Internal Support Focus Area
- Implementation Element
- Goal 1: Fort Lauderdale Comprehensive Plan shall accomplish City's *Fast Forward Fort Lauderdale 2035 Vision Plan* regarding the City's future growth and the six Cylinders of Excellence and shall be the City's primary policy document to guide all of its activities and development.

Attachments

Exhibit 1 - Third Amendment to Agreement for Voluntary Benefits Administration

Exhibit 2 - Benefit Consultant's Recommendation

Exhibit 3 - City Commission Agenda Memo Number 15-1244

Exhibit 4 - City Commission Agenda Memo Number 21-0904

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