CITY OF FORT LAUDERDALE
City Commission Agenda Memo **#26-0646**
REGULAR MEETING

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

FROM: Christopher Cooper, Acting City Manager

DATE: August 18, 2026

TITLE: Motion Authorizing Purchase of Basic Employee Term Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability Insurance – MetLife - $397,340 on an Annualized Basis - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends that the City Commission authorize the purchase of basic employee term life and accidental death and dismemberment (AD&D) insurance for all full-time employees, along with long-term disability coverage for individuals participating in the City's Section 401(a) Defined Contribution Plan. The estimated annual premium total of $397,340 includes a three (3)-year rate guarantee of $0.097 per $1,000 of payroll for basic employee life coverage, $0.015 for AD&D, and $0.181 per $100 of payroll for long-term disability insurance. MetLife has additionally offered a fourth-year rate guarantee, contingent upon an incurred loss ratio not exceeding ninety-one percent (91%) for basic employee life coverage.

Background

As the competitive solicitation and selection processes are not applicable to the procurement of insurance and insurance-related products under Subsection 2-176(d) of the Fort Lauderdale Code of Ordinances, the City's contracted benefits consultant, Gehring Group, conducted a marketing effort by soliciting proposals from eleven (11) qualified insurance providers. Nine (9) companies submitted proposals, while two (2) declined to quote. The three (3) highest-ranked responsible and responsive bidders subsequently submitted Best and Final Offers (BAFO), thereby ensuring both competitive pricing and a comprehensive commitment to service intended to enhance employee benefits and experience.

Following a comprehensive evaluation of the BAFOs submitted, MetLife's proposal demonstrated superior overall terms and conditions relative to other submissions, including that of the City's incumbent provider, The Standard Life Insurance Company. MetLife offers the lowest annual premium, resulting in a six percent (6%) cost savings overall compared to the current program. The proposal also features an enhanced accelerated death benefit of eighty percent (80%), exceeding the seventy-five percent

(75%) offered by competing proposals. Additional enhancements include an online benefits education and decision-making tool for enrollment support, access to over twenty (20) financial education workshops for employees, emergency travel assistance, robust support services for employees diagnosed with terminal illness, and extensive beneficiary services beyond claim processing.

The current basic term life and AD&D policy amounts to $251,071,600 in coverage, with an annual premium of $337,440. The current long-term disability policy amounts to $2,757,816 in coverage, with an annual premium of $59,900. Should the coverage amount rise during the 2027 plan year due to salary adjustments from cost-of-living increases, merit awards, and filling of vacant positions, the total premium will be adjusted accordingly for the subsequent plan year. The initial policy period is scheduled from January 1, 2027, to December 31, 2027.

Following review and endorsement by the Insurance Advisory Board at its meeting on June 3, 2026, and upon consideration of the recommendation provided by the City's Benefits Consultant, City staff recommends purchasing group term life, AD&D, and long-term disability insurance from MetLife.

Resource Impact

There will be a fiscal impact to the City in the amount of $397,340 annually, which is the total cost of the basic term life and AD&D premium of $337,440, and long-term disability premium of $59,900.

Funds available as of June 5, 2026					
ACCOUNT NUMBER	**COST CENTER NAME (Program)**	**CHARACTER/ ACCOUNT NAME**	**AMENDED BUDGET (Character)**	**AVAILABLE BALANCE (Character)**	**AMOUNT**
10-545-9070-519-50-5135	Self-Insured Health Benefits	Non-Operating Expenses /Other Carrier Premiums	$40,396,355	$32,444,333	$397,340
				TOTAL AMOUNT ►	$397,340

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: The Fort Lauderdale Comprehensive Plan shall accomplish the 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 – Consultant's Request for Proposal Summary and Recommendation
Exhibit 2 – Premium Analysis Summary
Exhibit 3 – Insurance Advisory Board – Meeting Minutes

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