



EXECUTIVE SUMMARY

Recommendation that the Broward College District Board of Trustees authorize the contract amendment with Gehring Group, Inc. (RFP-2021-005-OA - EMPLOYEE BENEFITS AND INSURANCE/BROKERAGE CONSULTING SERVICES) to revise the statement of work and pricing based on the College transferring to the State Group Insurance Program effective January 1, 2025. Fiscal Impact: \$3,865.00, Cumulative amount: \$0.00, Revenue: \$0.00

Presenter(s): Sophia Galvin, Vice President of Human Resources/Talent and Culture

1. Describe the purpose of this purchase of goods, services, information technology, construction, or use of space. The contract currently is in place until June 30, 2025 with Gehring Group, our insurance broker, to provide consulting services to Broward College for employee health related benefits.

With the transition to the State Group Insurance Program beginning January 1, 2025, the College is seeking to amend the current contract with Gehring Group to remove service commission fees related to Health, Dental and Vision insurance. The fees and support services for Long Term Disability and Life and Accidental Death and Disability insurance remains unchanged. The contract ends June 30, 2025.

2. Describe the competitive solicitation method used or, if none, the exemption relied on for bid waiver. A formal competitive solicitation process was used in accordance with FLDOE Rule 6A-14.0734 and College Procedure A6Hx2-6.34 by the issuance of a Request For Proposals (RFP-2021-005-OA - EMPLOYEE BENEFITS AND INSURANCE/BROKERAGE CONSULTING SERVICES).

3. Describe business rationale for the purchase and how it was procured.

(A) What is the benefit of the purchase. If there is an ROI, describe the ROI and how calculated. The benefit of this contract is to provide expert guidance and comprehensive support to employees regarding their Long Term Disability (LTD) and Life and Accidental Death & Dismemberment (AD&D) insurance. The Gehring Group delivers value by facilitating seamless integration with vendors, ensuring accurate and efficient administration of benefits, and maintaining compliance with federal and state requirements.

They provide comparative cost analyses to optimize coverage offerings, communicate directly with employees to address questions about LTD and life insurance policies, and assist with policy transitions and implementation.

The ROI is reflected in the enhanced employee experience, compliance with regulatory requirements, and the mitigation of potential errors or delays in benefit delivery.

(B) How does the purchase support the Strategic Business Plan. This contract supports the Strategic Business Plan by sustaining an inclusive and empowering organizational culture supported through the benefits offered to our faculty and staff (Talent Activation).

(C) If applicable, what is the rationale for the use of piggybacks, existing contract extensions, bid waivers in lieu of the College conducting a competitive solicitation. Not applicable

(D) If a competitive solicitation process was conducted by the College, describe the process. A competitive solicitation process was conducted and completed in 2021 to select a company to provide employee benefits consulting services.

4. Did the vendor amend Broward College's legal terms and conditions [to be answered by the Legal Office] if the College's standard contract was used and was this acceptable to the Legal Office?

The General Counsel's office has reviewed the agreement and any deviation to the College's standard terms has been deemed acceptable.

This Executive Summary is approved by:

Sophia Galvin
Vice President of Human Resources/Talent and Culture

APPROVAL PATH: CS 167 Gehring Group (RFP-2021-005-OA - Employee Benefits and Insurance/Brokerage Consulting Services) Amendment

Departments Approved-Auto Complete	Kimberly McCarey	11/26/2024
Auto Complete-No IT Review Needed	Raj Mettai	11/26/2024
Auto Complete - No IT Review Needed	Kimberly McCarey	11/26/2024
Department Head 3 Review	Sophia Galvin	11/26/2024
Contracts Coordinator Review	Natalia Triana-Aristizabal	11/26/2024
Procurement Review	Orlando Aponte	12/4/2024
Auto Complete - Budget Information Added	Contract Admin	12/9/2024
Auto Completing Task	Elizabeth Beavin	12/13/2024
Budget Review - Associate Vice President, Budget	Christine Sims	12/9/2024
CFO Review	Rabia Azhar	12/9/2024
Attorney Review	Kristina Raattama	12/10/2024
Attorney Review	Kristina Raattama	12/19/2024



**#3 AMENDMENT TO THE EMPLOYEE BENEFITS AND
INSURANCE/BROKERAGE CONSULTING SERVICES AGREEMENT**

THIS AMENDMENT is made and entered into as of January 1,
2025, by and between

THE DISTRICT BOARD OF TRUSTEES OF BROWARD COLLEGE, FLORIDA

(hereafter referred to as BC),
a political subdivision of the State of Florida,
whose mailing address is
111 East Las Olas Blvd, Fort Lauderdale, Florida 33301

and

GEHRING GROUP, INC.

(hereafter referred to as Vendor),
A company who is located at
3500 Kyoto Gardens Drive, Palm Beach Gardens, Florida 33410

WHEREAS, the parties entered an Agreement with an Effective Date of June 30, 2021, as amended (collectively the "Agreement");

WHEREAS, the parties desire to amend the Agreement by revising Exhibit A-1 to the Agreement effective as of January 1, 2025;

NOW and **THEREFORE**, the Employee Benefits and Insurance/Brokerage Consulting Services Agreement is amended as follows:

1. **Amendment**. Effective January 1, 2025, Exhibit A-1 to the Agreement is replaced with Exhibit A-1 attached hereto.
2. **Authority**. Each person signing this Amendment on behalf of a party individually warrants that he or she has full legal power to execute this Amendment on behalf of the party for whom he or she is signing, and to bind and obligate such party with respect to all provisions contained in this Amendment.
3. **No further amendments**. All remaining terms in the Agreement remain the same, including but not limited to the early termination clause 5, Termination for Convenience, to the Contract for Services Terms and Conditions, which all parties hereto acknowledge and agree remains in full force and effect as applicable to any and all agreements, addendums and/or amendments applicable hereto.

IN WITNESS WHEREOF, the parties or their duly authorized representatives hereby execute this Amendment #3 to Agreement on the date first written above.

FOR VENDOR

GEHRING GROUP, INC.

By  _____

Kurt N. Gehring

Name _____

President and CEO

Title _____

FOR BC

THE DISTRICT BOARD OF TRUSTEES OF BROWARD COLLEGE, FLORIDA

By _____

Name _____

Title _____

RFP-2021-005-OA**EMPLOYEE BENEFITS AND INSURANCE:/BROKERAGE CONSULTING SERVICES****CONTRACT FOR SERVICES EXHIBIT A-1 PRICING**

	Product	Gehring Group
1	Health/Medical Benefits (Cost per Subscriber per Month)	\$4.50
2	Pharmacy Benefits (Commission as Percentage of Premium)	0%
3	Reinsurance (Commission as Percentage of Premium)	0%
4	Dental (Commission as Percentage of Premium)	1.5%
5	Vision (Commission as Percentage of Premium)	10%
6	Basic Life and AD&D (Commission as Percentage of Premium)	3%
7	Life Insurance and AD&D (Commission as Percentage of Premium)	0%
8	Long Term Disability (Commission as Percentage of Premium)	3%
9	Supplemental Insurance (Commission as Percentage of Premium)	0%
10	Employee Assistance Program (Commission as Percentage of Premium)	0%
11	Flexible Spending Administration	0%
12	Health Reimbursement Administration	0%
13	Legal/Identity Theft Services	0%
14	Wellness Program	0%