



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?**

This Executive Summary is approved by:

Sophia Galvin
Vice President of Human Resources/Talent and Culture