

# Mayor and Council Communication

**DATE:** 08/27/24

**M&C FILE NUMBER:** M&C 24-0704

**LOG NAME:** 13P RFP 24-0197 DENTAL AND VISION INSURANCE HR CB

**SUBJECT**

(ALL) Authorize the Execution of an Agreement with MetLife Group, Inc dba Metropolitan Life Insurance Company for the Administration of Dental and Vision Insurance with Participants Paying All Premiums for an Initial Three-Year Term with Two One-Year Options to Renew for the Human Resources Department

**RECOMMENDATION:**

It is recommended that the City Council authorize the execution of an Agreement with MetLife Group, Inc dba Metropolitan Life Insurance Company for the administration of dental and vision insurance with participants paying all premiums for an initial three-year term with two one-year options to renew for the Human Resources Department.

**DISCUSSION:**

The Human Resources Department (HR) approached the Purchasing Division to secure agreements for City employees and retirees with access to dental and vision insurance plans. Staff issued a Request for Proposals (RFP) that consisted of a detailed scope of services. The RFP was advertised in the *Fort Worth Star-Telegram* on May 8, 2024, May 15, 2024, May 22, 2024, and May 29, 2024. The City received nine (9) responses. Two responses were deemed non-responsive due to the proposers not completing all required documents, and one proposer submitted a packet with “decline to bid” written on it due to current plan designs and loss ratios on both the Dental and Vision; the remaining six responses were reviewed and evaluated.

An evaluation panel consisting of representatives from the Financial Management Services and Municipal Courts Departments reviewed and scored the submittals using Best Value criteria. The individual scores were averaged for each of the criteria and the final scores are listed in the table below.

Dental Insurance Evaluation

Vendor	Evaluation Factors				
	a	b	c	d	Total Score
Metropolitan Life Insurance Company	16.5	14.5	24	14.92	69.92
Blue Cross and Blue Shield of Texas	15	8.5	20.3	15	58.75
Delta Dental Insurance Company	15.5	16	23.3	12.85	67.60
Cigna Health and Life Insurance Company	15	9.5	18	13.10	55.60

Best Value Criteria

- a. Qualifications and experience
- b. Approach to perform services
- c. Value added service
- d. Cost

Vision Insurance Evaluation

Vendor	Evaluation Factors
--------	--------------------

	a	b	c	d	Total Score
Metropolitan Life Insurance Company	16.5	14.5	24	12.88	67.88
Blue Cross and Blue Shield of Texas	15	8.5	20.3	10.43	54.18
EyeMed Vision Care, LLC	16	16	23.3	9.85	65.10
National Vision Administrators, L.L.C.	13.5	14	19.5	15	62

Best Value Criteria

- a. Qualifications and experience
- b. Approach to perform services
- c. Value added service
- d. Cost

After evaluation, the panel concluded that MetLife Group, Inc. dba Metropolitan Life Insurance Company ("MetLife") presents both the best value and the necessary coverage for the City; therefore, the panel recommends that Council authorize an agreement with MetLife. No guarantee was made that a specific amount of services would be purchased. Staff certifies that the recommended vendor's bid met specifications.

FUNDING: Participants pay all premiums, and this will have no financial impact on the City.

AGREEMENT TERMS: Upon City Council approval, the agreement will begin January 1, 2025, and will end December 31, 2028.

RENEWAL OPTIONS: This agreement may be renewed for up to two (2) one-year renewal periods. This action does not require specific City Council approval provided that City Council has appropriated sufficient funds to satisfy the City's obligations during the renewal term.

---

**FISCAL INFORMATION / CERTIFICATION:**

The Director of Finance certifies that approval of this recommendation will have no material effect on City funds.

**Submitted for City Manager's Office by:** Reginald Zeno 8517  
 Jessica McEachern 5804

**Originating Business Unit Head:** Reginald Zeno 8517  
 Dianna Giordano 7783

**Additional Information Contact:** Jo Ann Gunn 8525  
 Charles Benson 8063