

RESOLUTION NO. 2020-81

RESOLUTION AUTHORIZING HORTON GROUP TO REMAIN AS THE BROKER

WHEREAS, the Village of Caledonia approved Resolution 2017-123 to partner with Horton as the Broker for the Village's health, dental, vision and life insurance plans for three years; and

WHEREAS, the contract is up for renewal and Village Staff recognizes the Value and benefit to all employees to continue the partnership with Horton as our Broker; and

WHEREAS, the Finance Committee of the Caledonia Village Board has reviewed the Agreement and recommends approving the Fee Agreement **Exhibit A**;

NOW, THEREFORE, BE IT RESOLVED by the Caledonia Village Board that the Village will approve the Fee Agreement to renew Horton's contract for another 3 years.

NOW, THEREFORE, BE IT FURTHER RESOLVED by the Caledonia Village Board that the Village President and Village Clerk are authorized to execute the Fee Agreement necessary to implement this resolution.

Adopted by the Village Board of the Village of Caledonia, Racine County, Wisconsin, this 11th day of September, 2020.

VILLAGE OF CALEDONIA

By: _____

James R Dobbs, Village President

Attest: _____

Karie Pope, Village Clerk

The Horton Group

Village of Caledonia Fee Agreement



This Agreement is made this 17th day of September, 2020, between VILLAGE OF CALEDONIA of Caledonia, WI, 53402, hereinafter referred to as the "THE COMPANY", and THE HORTON GROUP, INC. of 10320 Orland Parkway, Orland Park, IL 60467 hereinafter referred to as "Horton".

WHEREAS, Horton, together with its affiliated entities (its "Affiliates"), operates insurance agencies and related businesses which procure numerous lines and types of insurance products and provide various related services to accounts located throughout the areas of the United States in which Horton and such Affiliates may operate, from time to time; and

WHEREAS, THE COMPANY desires to engage Horton to provide certain benefit services in exchange for the fees as outlined in this Agreement.

NOW, THEREFORE, the parties hereto agree as follows:

1. The term of this Agreement shall commence as of January 1, 2021, and shall remain in effect until January 1, 2024, unless earlier terminated as hereinafter provided. THE TERM OF THIS AGREEMENT SHALL THEREAFTER BE AUTOMATICALLY RENEWED FOR SUCCESSIVE ONE-YEAR PERIODS UNLESS TERMINATED BY EITHER THE COMPANY OR HORTON BY GIVING WRITEN NOTICE OF TERMINATION AT LEAST 90 DAYS IN ADVANCE OF THE RENEWAL DATE.
2. Complete fee structure by insurance policy and service category is illustrated in the attached Fee-Based Pricing Proposal (the "Fee"). The Fee shall be compensation for the services performed by Horton in the attached Fee-Based Pricing Proposal.
3. The Fee is in addition to standard agent commissions normally paid to Horton by the Dental, Vision and Life insurance carriers involved.

The Fee is in lieu of standard agent commissions normally paid to Horton by the medical insurance carriers involved.

Horton may receive additional compensation from the insurance companies or vendors, in the forms of, including but not limited to, contingent commission or bonus commission. Upon request, Horton is pleased to disclose all compensation amounts as well as any other contingent or similar agreements that may be in place.

4. It is understood that this Agreement is open to review at any time by either party. It is also understood that in the event Horton's retention is terminated by THE COMPANY within 90 days of the inception of applicable insurance policy or contract, all unearned amounts of the Fee previously paid to Horton will be refunded to THE COMPANY based on a pro rata calculation on the effective date of termination. It is also understood that in the event Horton's retention is terminated by THE COMPANY after 90 days of the inception of the applicable insurance policy or contract, the Fee outlined in this Agreement is fully earned and shall become immediately due and payable.
5. This Agreement covers only those specifically listed services above and only those operations currently insured by the insurance program to be serviced under this agreement. Any extra fees for additional services requested or required by THE COMPANY shall be separately negotiated.

Insurance / Risk Advisory / Employee Benefit

HORTON

The Horton Group

Village of Caledonia Fee Agreement

By: James R. Dobbs

By: Kenneth Olson

Name: JAMES R. DOBBS

Name: Kenneth Olson

Its: Village President

Its: Division President

Date: 9-21-2020

Date: 9/17/20

The Horton Group is an Equal Employment Opportunity Employer

The Horton Group

Village of Caledonia Fee Agreement

VILLAGE OF CALEDONIA / THE HORTON GROUP Fee-Based Pricing Proposal

Our proposed service charges are as follows:

Core Services	Billing
Benefit Consulting and Brokerage Support Benefit Plan Marketing Plan Installation Local Enrollment Meetings Document Review and Compliance Ongoing Administrative Client and Employee Customer Service	Annual Fee of \$50,000 to be billed quarterly in equal installments of \$12,500 per quarter.
Financial	
Mid-Year Plan Performance -Benchmark Reporting and Reviews (with standard data provided by carriers)	<i>Included in Core Services</i>
Open Enrollment	
Onsite Group Enrollment (major locations)	<i>Included in Core Services</i>

Insurance / Risk Advisory / Employee Benefits

HORTON

Insurance / Risk Advisory / Employee Benefits

HORTON

Village of Caledonia Fee Agreement

Scope of Services Village of Caledonia

- A. Evaluation of the cost-effectiveness of The COMPANY's health benefit plans.
- B. Evaluation of health care benefits that could be added, modified, or deleted and the estimated impact on monthly premiums.
- C. Identification of new program alternatives and plan structure (i.e. deductibles, co-pays, etc.) and the estimated impact on monthly premiums.
- D. Assist The COMPANY with development of premium structures, where applicable.
- E. Serve as the benefits consultant and assist The COMPANY in meeting its contractual obligations with its unions (as applicable), and continued compliance with existing policies and laws.
- F. Review existing benefit plans, policies, data and other records as they pertain to employee benefits, and provide the necessary guidance to make informed benefits decisions.
- G. Assist in the development, evaluation, and selection process of welfare benefit plan request for proposals (RFPs).
- H. Assist in coordinating outside speakers, where applicable, for educational sessions with health committee or employees.
- I. Negotiate all fees with selected vendors.
- J. Negotiate provider contracts.
- K. Provide analysis of claims data, identify trends, and communicate areas of concern.
- L. Assist in revising plan documents or insurance contracts and alert COMPANY staff to changes in applicable laws or regulations.
- M. Assist in the design/development of comprehensive wellness activities geared toward improving employee health and controlling costs.
- N. Assist in education and communications with employees regarding benefits developments as needed.
- O. Provide consultation and advice to Management and Committees as needed.
- P. Attend Committees and Board Meetings as necessary and requested.
- Q. Strategic Planning -assist The COMPANY in planning its current and future employee benefit needs.
- R. Service and Support -assist The COMPANY in resolving issues with the carriers for the welfare benefit plans.
- S. Assist as needed in resolving complex claim issues.
- T. Assist in preparation of materials for open enrollment and present materials to employees.
- U. Benchmarking and Reporting – the selected company will provide The COMPANY with reports and analysis, as available.
- V. Provide other related services as mutually agreed upon by both parties.