



City of Ormond Beach

City Commission Workshop

City Hall Commission Conference Room
22 South Beach St., Ormond Beach FL 32174

March 24, 2026, 5:30 PM

*Jason Leslie, Mayor
Lori Tolland, Zone 1
Travis Sargent, Zone 2
Kristin Deaton, Zone 3
Harold Briley, Zone 4*

Minutes

1. CALL TO ORDER

Mayor Leslie called the meeting to order at 5:30 PM.

Present: Mayor Jason Leslie, Commissioners Lori Tolland, Travis Sargent, Kristin Deaton, and Harold Briley, City Manager Joyce Shanahan, City Attorney Randy Hayes, Assistant City Managers Claire Whitley and Shawn Finley, Human Resource Manager Samantha Potts, Finance Director Kelly McGuire, Gehring Group Representative Shawn Fleming, and Foundation Risk Partners Representative John Kern.

2. DISCUSSIONS

A. RFP - Employee Benefits Broker of Record

Ms. Claire Whitley, Assistant City Manager, reviewed the Employee Benefits Broker of Record role and the issued Request for Proposals (RFP). She explained Foundation Risk Partners (FRP) and Gehring Group (Gehring) were the two firms who submitted proposals and met the qualifications.

Mr. John Kern, FRP representative, reviewed a PowerPoint presentation and provided information about the firm, sharing different plan designs. He highlighted work FRP completed with other municipalities.

Mayor Leslie inquired about the number of employees at a referenced municipality; whereby, Mr. Kern stated there were 2,300 employees. Mr. Kern discussed strategies and data-based solutions utilized by FRP.

Commissioner Deaton asked for elaboration on guarantees; whereby, Mr. Kern explained the referenced guarantees.

Mr. Shawn Fleming, Gehring Representative, noted Gehring was a specialty division of Brown & Brown. He provided information about Gehring and reviewed a PowerPoint. He highlighted the benefits of having licensed, salaried professionals at Gehring and shared how they customized solutions and scope of services per client.

Mayor Leslie questioned service level changes from Brown & Brown to Gehring; whereby, Mr. Fleming shared the benefits of Brown & Brown and Gehring. Mayor Leslie inquired about the licensed employees at Gehring; whereby, Mr. Fleming clarified all

employees at Gehring are licensed except for the graphic artists. Mayor Leslie asked if Gehring had self-insured clients; whereby, Mr. Fleming explained they had roughly 80 clients with various self-insured plans.

Commissioner Tolland asked when Gehring merged with Brown & Brown; whereby, Mr. Fleming stated the merger occurred in 2024.

Commissioner Tolland inquired if all employees at FRP were licensed; whereby, Mr. Kern confirmed all were.

Mayor Leslie asked if employees at FRP had commissioned incentives; whereby, Mr. Kern explained the fee schedule at FRP and all employees were salaried.

Commissioner Sargent discussed benefit expenses the first responders and their families had. He questioned how often the brokers shopped other lines of coverage; whereby, Mr. Fleming explained at Gehring, other lines of coverage were shopped based on satisfaction, not a specific timeline.

Mr. Kern stated at FRP the market was checked annually for the best rates for clients.

Mayor Leslie voiced concerns about a self-insured plan; whereby, Mr. Kern explained stop-loss reimbursement and options to mitigate risk. Mayor Leslie questioned if there were caps on reimbursement; whereby, Mr. Kern stated reimbursement was negotiated with no caps.

Mr. Fleming explained that self-insured was a long-term strategy and noted associated risks.

Mayor Leslie inquired about new employees unable to be insured with a self-insured plan; whereby, Mr. Kern explained FRP would be able to look at historical data to complete a full analysis.

Ms. Whitley clarified that a full evaluation of self-insurance was completed in 2017-2018 and, at the time, a self-insured plan was not beneficial.

Commissioner Deaton asked for clarification about the proposed self-insurance; whereby, Ms. Whitley explained it was an example of a cost-saving strategy from the firms.

Commissioner Tolland questioned how the self-insured study was done; whereby, Ms. Whitley stated the analysis considered historical claims data and projected financially what the city would need in the future.

Commissioner Sargent noted the city's contract was piggybacked with the City of Palm Coast before Palm Coast decided to switch to a self-funded plan.

Mayor Leslie questioned the current plan's utilization statistics; whereby, Ms. Whitley discussed changes to the plan in 2016, increased usage in 2022 due to COVID-19 claims, and a leveling off of claims in 2023.

Commissioner Briley remarked there were benefits to a self-funded plan; whereby, Mr. Kern indicated potential savings, noting more past claims data needed to be reviewed.

Mayor Leslie asked if the benefits were seen for a self-funded plan after a long-term commitment; whereby, Mr. Kern indicated not necessarily, it was dependent on cash management.

Ms. Whitley assured staff assessed ancillary insurance lines every year. She mentioned more information would be provided on self-funded plans and other plan types.

Commissioner Tolland stated the meeting was to discuss the brokers, not the type of insurance coverage.

Mr. Fleming reviewed how Gehring controlled long-term costs and plan options.

Ms. Whitley stated the need for direction of which broker to move forward with and questioned if another workshop was needed.

Commissioner Sargent disclosed he was an employee for FRP and removed himself from further discussion.

Commissioner Tolland stated she would refrain from further discussion and vote due to a conflict of interest.

Ms. Whitley reviewed the fees from both proposals.

Commissioner Briley reviewed positives about FRP such as creativity and innovation.

Commissioner Deaton stated she asked employees if they were satisfied with the current insurance plan, noting several shared issues.

Mayor Leslie inquired if past Commissions had given direction on self-insured plans; whereby, Ms. Whitley stated it was discussed, but no direction was given. She clarified the broker could do any plan design, noting a self-insured plan would require switching carriers. Mayor Leslie clarified the level of coverage under union contracts could not be changed without collective bargaining; whereby, Ms. Whitley confirmed that was correct.

Commissioner Deaton questioned the current broker fee; whereby, Ms. Whitley stated it was two percent, equating to about \$75,000 a year, and explained the previous fee was three percent at about \$90,000 a year.

City Attorney Randy Hayes reminded the Commission they could provide direction, but no official decision was needed at the time.

The Commission agreed no additional workshop was needed and would like to select FRP as the benefits broker; whereby, Ms. Whitley stated the FRP acceptance would be added to the next agenda.

3. ADJOURNMENT

The meeting was adjourned at 6:54 PM.

Prepared by: Elizabeth Walden