

NB 20. REFERRAL TO DISCUSS ADDING INFERTILITY TREATMENT AS A BENEFIT
FOR PLAN PARTICIPANTS INSURED UNDER THE CITY'S SELF-FUNDED
HEALTH PLAN

Applicable Area:

MIAMI BEACH

COMMITTEE MEMORANDUM

TO: Finance and Economic Resiliency Committee Members

FROM: Eric Carpenter, City Manager

DATE: March 26, 2025

TITLE: REFERRAL TO DISCUSS ADDING INFERTILITY TREATMENT AS A BENEFIT FOR PLAN PARTICIPANTS INSURED UNDER THE CITY'S SELF-FUNDED HEALTH PLAN

RECOMMENDATION

Click or tap here to enter text.

BACKGROUND/HISTORY

At the February 26, 2025 City Commission meeting, the Mayor and the City Commission approved a referral (Item C4 AL) to the Finance and Economic Resiliency Committee (FERC or Committee) to discuss adding infertility as a health insurance benefit to the City's self-funded health plan.

ANALYSIS

The City offers eligible employees and their dependents health insurance through a self-funded plan administered by Cigna. As a self-insured plan, it is entirely up to the City to determine whether and to what extent to cover infertility treatment since it bears the full risk of paying for the cost of medical care of its plan participants as opposed to paying for coverage through a fully-insured plan.

Presently, the City's health plan does not cover infertility treatment once a diagnosis of infertility is made.

Prior to the diagnosis of infertility, the plan will cover treatment for underlying medical conditions. There are numerous medical conditions that may be the underlying cause of infertility which if treated may result in conception. The plan would cover these underlying conditions as any other illness.

Once a diagnosis of infertility is made, the plan will not cover testing performed specifically to identify the cause of infertility, treatment or procedures performed specifically to restore fertility, or assistive reproductive treatments such as intrauterine insemination (IUI), invitro fertilization (IVF), embryo transfer, or gamete (sperm and ova) in-vivo fertilization (GIFT), to list a few. The plan defines infertility as

- the inability of opposite-sex partners to achieve conception after at least one year of unprotected intercourse;
- the inability of opposite-sex partners to achieve conception after six months of unprotected intercourse, when the female partner trying to conceive is age 35 or older;
- the inability of a woman, with or without an opposite-sex partner, to achieve conception after at least six [self-funded] trials of medically supervised artificial insemination over a one-year period.

Limits and Costs of Adding Benefit to Plan

In response to the city's inquiry about adding infertility treatment benefits, CIGNA, the third-party administrator, proposes the below changes to amend the City's plan:

- Testing performed specifically to determine the cause of infertility.
- Treatment and/or procedures performed specifically to restore fertility (i.e., procedures to correct an infertility condition)
- Artificial/Intrauterine Insemination (IUI)
- In-vitro fertilization (IVF)
- GIFT (gamete intrafallopian transfer)
- ZIFT (zygote intrafallopian transfer)
- Cryopreservation (upon request)
- \$20,000 Lifetime Maximum, including infertility specialty/injectable drugs

If the Commission so desires to amend the city's health plan and approves a budget inclusive of these costs, the plan description can be amended and participants notified of the change in benefits, perhaps as early as August 2025 open enrollment for this upcoming plan year starting October 1, 2025. There is no other known fiscal, regulatory, or administrative requirements that would impede the provision of these benefit enhancements by the next fiscal year.

Notwithstanding this enhancement, because fertility involves conception as a result of intercourse, the benefit enhancement may not address the family planning needs of all employees - namely single individuals wishing to preserve their fertility or become single parents or same-sex couples.

Alternatives Designed to Meet Diverse Employee Needs

There are a number of third-party vendors that specialize in comprehensive family-building programs that can be considered in lieu of providing coverage through the self-funded plan or as a complement to the health insurance benefit. Conceptually, the benefit would involve a defined subsidy or stipend which can be used to pay for a suite of programs and services offered by the vendor and specifically designed for the City, including more expansive family building options such as surrogacy or adoption. Pricing would depend on the demographic of plan participants, assumed rate of use, and scope of services. As a complement to clinical treatment paid for through the self-funded plan enhancement, these programs can be used to offer concierge care management services focused on education, counseling, support, and monitoring including:

- Advising participants on treatment options based on a review of the member's medical history.
- Assisting participants with provider selection across a network of infertility providers.
- Coordinating treatment plans with the provider to encourage use of up-to-date protocols.
- Providing both benefit education and assistance with questions throughout the process.
- Providing emotional support throughout the participant's journey, as needed.
- Assistance with obtaining and managing any required fertility medications.
- Fertility behavioral coaching

One such provider the City has interviewed is Maven Clinic. A proposal of the family building benefits provided through Maven, including support options such as fertility assistance, maternity support, adoptions, and surrogacy, is attached. The proposal assumes that the City would cover infertility treatment through the City's self-funded plan. These services may have to be procured which would delay implementation into mid-fiscal year 2026. Any new benefit provided by the City to any group of employees may be subject to collective bargaining.

FISCAL IMPACT STATEMENT

The inclusion of this benefit is projected to cost the plan between 1% and 2% of claims plus 3% over the individual stop loss rate. The appropriation for the increased costs to the plan can be made through the budget process.

Does this Ordinance require a Business Impact Estimate?
(FOR ORDINANCES ONLY)

The Business Impact Estimate (BIE) was published on .

See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notices/>

FINANCIAL INFORMATION

The City's health insurance is funded in the 1791 Risk Benefits Fund and has sufficient reserves to cover the cost of the enhancing the benefit.

CONCLUSION

The Committee should discuss and consider enhancing the City's health benefit to include infertility treatments, the fiscal impact on the city's self-funded plan and whether to fund it, and whether to direct the administration to procure third-party vendors to round out the benefit with comprehensive family building services that meet the needs of a diverse workforce.

Applicable Area

Citywide

Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?

No

Is this item related to a G.O. Bond Project?

No

Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying? No

If so, specify the name of lobbyist(s) and principal(s):

Department

Human Resources

Sponsor(s)

Commissioner Alex Fernandez

Co-sponsor(s)

Condensed Title

Referral to discuss health coverage for fertility benefits. (HR)



COMMISSION MEMORANDUM

TO: Honorable Mayor and Members of the City Commission
FROM: Commissioner Alex Fernandez
DATE: February 26, 2025
TITLE: REFERRAL TO THE FINANCE AND ECONOMIC RESILIENCY COMMITTEE TO DISCUSS EXPANDING THE CITY OF MIAMI BEACH'S CURRENT HEALTH BENEFITS TO INCLUDE FERTILITY TREATMENTS FOR ELIGIBLE EMPLOYEES.

RECOMMENDATION

Please place on the February 26, 2025, City Commission agenda this updated referral to the Finance and Economic Resiliency Committee to research the inclusion of fertility treatments as part of the City's healthcare coverage. This referral is intended to direct the administration to investigate the feasibility, potential costs, and benefits of expanding our current health benefits to include fertility treatments for eligible employees.

Considering the increasing challenges of fertility issues and the impact they have on both employees' health and overall well-being, I believe this is an important area for further consideration. According to the National Institute of Child Health and Human Development, about 9% of men and about 11% of women of reproductive age in the United States have experienced fertility problems. Moreover, the financial burden of fertility treatments is substantial. One example is In Vitro Fertilization (IVF), with costs ranging from \$12,000 to \$25,000 per cycle. This issue was further highlighted in a recent Executive Order released by the Trump Administration on February 18, 2025, which acknowledges the growing need to providing support, awareness and access to affordable fertility treatments and address such challenges.

As part of this referral, I would request the administration come prepared to the Committee with recommendations and potential options for integrating fertility treatments into our healthcare plans, as well as any associated financial considerations.

BACKGROUND/HISTORY

ANALYSIS

FISCAL IMPACT STATEMENT

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FINANCIAL INFORMATION

CONCLUSION

Applicable Area

Citywide

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pursuant to City Code Section 2-17?**

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Project?**

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Department

Office of Commissioner Alex Fernandez

Sponsor(s)

Commissioner Alex Fernandez

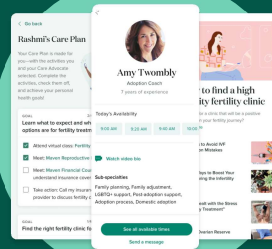
Co-sponsor(s)

Condensed Title

REF: FERC - Discuss Expanding the City of Miami Beach's Current Health Benefits to Include Fertility Treatments for Eligible Employees (Fernandez).

Previous Action (For City Clerk Use Only)

Together, we can deliver the next generation of women's & family health benefits.

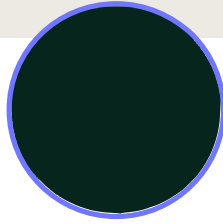


● MAVEN OVERVIEW

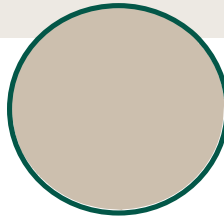
Maven offers member-centric care across life stages



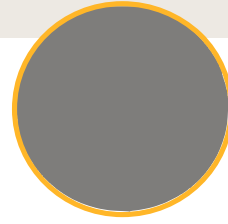
Fertility & Family Building



Maternity & Newborn Care



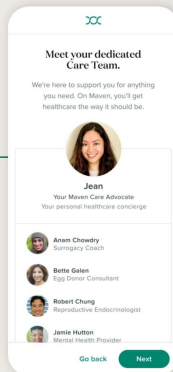
Parenting & Pediatrics



Menopause & Midlife Health

All on one seamless platform

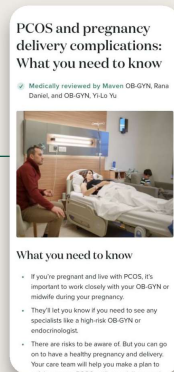
Dedicated care advocacy



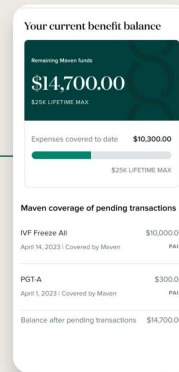
Always-on virtual specialists



Guided education & community



Seamless benefit administration



15+
Member touchpoints monthly

30%
Fertility members achieve pregnancy without treatment

97%
singleton pregnancy rate

30%
lower c-section rates

28%
Lower NICU admissions

● FERTILITY & FAMILY BUILDING

Compassionate fertility and family building support for every journey



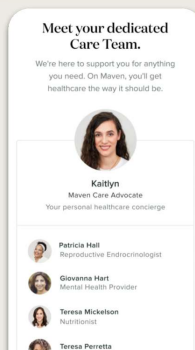
“To know that Maven will not only get me to the point of starting a family but then supporting me and my family beyond pregnancy into postpartum and getting back to work, and really supporting me and my family holistically--that is just life-changing.”

- MO, MAVEN MEMBER

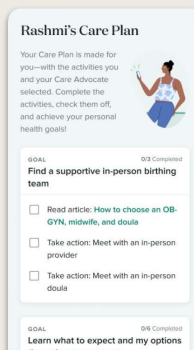
24/7 virtual specialists



Dedicated care team



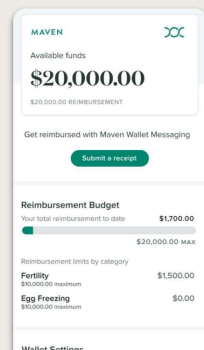
Personalized care plans



Trusted articles and classes



Transparent financial support



30%

achieve pregnancy without treatment

>30%

lower miscarriage rate, compared to national average

92%

overall SET rate (96% for age <35)

● MAVEN WALLET

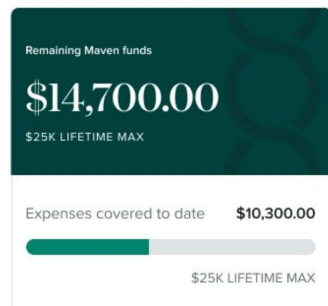
Maven Wallet: Financial support for every journey

Maven's secure and user-friendly expense management solution supports global members' financial needs.



- Inclusive support from preconception to menopause - for members around the world, across 175+ countries
- Flexible configuration options include reimbursement or the Maven Card to avoid out-of-pocket expenses
- Digital-first experience, available within the Maven app anytime, anywhere
- The ability to check claim status and balance in real-time, all in one place

Your current benefit balance



Maven coverage of pending transactions

IVF Freeze All \$10,000.00
April 14, 2023 | Covered by Maven PAID



"Going through the reimbursement process with Maven, I was kind of assuming it would be a nightmare like you would, maybe, with insurance companies. And it couldn't have been farther from that. It was so easy. I just uploaded my itemized receipts to Maven Wallet, they had one question and I gave them the answer, and then they said they were processing it." - Mo, Maven Member

Sample covered expenses:

Fertility & Family Building

IVF & IUI treatment
Medication
Donor Material
Adoption fees
Surrogacy fees
Preservation

Maternity & Newborn Care

Doula services
Travel expenses
Rx not covered by the health plan

Parenting & Pediatrics

Childcare costs
Education costs
New parent support

Menopause & Midlife Health

Prescription treatments
Over-the-counter symptom relief

Pricing proposal & projections

PROGRAM FEES

Maven's pricing is designed to tie the employer investment to actual engagement. This includes a one-time implementation fee when the program goes live for employees and enrollment fees when individuals sign up for Maven.

Eligible Employee Count: 1,200

Program	Projected Annual Enrollments	Projected Total Annual Enrollment Fees
Family Building (\$850)	23	\$19,550
Maternity End-to-End (\$1250)	0	\$0
Parenting & Pediatrics (\$600)	0	\$0
Menopause (\$600)	0	\$0
Wallet (\$600)	6	\$3,600
Total Enrollments and Annual Fees	29	\$23,150
<i>Minimum Annual Commitment</i>		<i>\$6,945</i>
<i>Implementation Fee (Year 1 only)</i>		<i>\$3,500</i>
<i>Total Due Upfront</i>		<i>\$10,445</i>

1. Pricing Proposal: The enclosed pricing proposal is valid for 90 days and assumes a three-year contract with use of Maven's standard Master Service Agreement. Any changes to the Agreement may impact pricing.

2. Projected Enrollments: The above Projected Enrollments for are based on clients of similar size & industry across Maven's book of business and are adjusted for any demographic information provided. Actual employee enrollments may vary.

3. Enrollment Drivers: The primary driver of enrollments is a strong communications strategy prior to, at, and following launch.

4. Pricing escalator: All fees, with the exception of implementation fees, are subject to an Annual Fee Increase of 3%.

5. Payment Upfront: Enrollment fees due upfront (at launch) are non-refundable and typically represent 20-30% of enrollment fees.

6. Annual minimum: Maven requires a minimum annual fee of \$20,000 due at launch.

7. Wallet: Projected enrollments in Maven's Wallet are estimated based on applicable programs and expected coverage of expenses through public or private insurance.

CLAIMS PROJECTIONS

Program	Estimated range of annual members	\$5,000 LTM	\$10,000 LTM	\$15,000 LTM
		Claims cost	Claims cost	Claims cost
Adoption ²	1	\$5K	\$8K	\$11K
Surrogacy ³	1	\$5K	\$10K	\$14K
Egg Freezing ⁴	2 - 4	\$8K - \$16K	\$15K - \$31K	\$19K - \$38K
Total	4 - 6	\$22K - \$31K	\$41K - \$56K	\$55K - \$74K

1. Total cost of adoption ranges from \$20k - \$50k+. This can often be a multi-year journey. Annual utilization at each benefit level is based on Maven's book of business utilization rates.

2. Total cost of surrogacy ranges from \$90k - \$130k+. This can often be a multi-year journey. Annual utilization at each benefit level is based on Maven's book of business utilization rates and assumes that costs are being grossed up.

3. Average utilization at each benefit level is based on Maven's book of business utilization rates for fertility preservation.

● OUTCOMES

Why employers choose Maven as their single solution for continuous women's & family care

Employers are choosing Maven for their employees across all life stages because we offer one trusted platform with a validated care model that delivers improved outcomes and cost savings.

PROVEN OUTCOMES

Up to 4x ROI on the investment

Whole-person care

30%
achieve pregnancy
without treatment

40%
find emotional support
with Maven

60%
breastfeed longer with
Maven support

Family building

97%
singleton pregnancy
rate

>30%
lower miscarriage rate
vs. national average

93%
overall SET rate (96%
for age <35)

Maternity

UP TO
20%
lower C-sections

UP TO
28%
lower NICU admissions

UP TO
31%
reduction in
unnecessary ER visits

Business outcomes

70%
of Maternity members
feel more productive

96%
of Family Building
members more loyal to
employer

94%
Return-to-work
(57% ntl. average)

OUR COMMITMENT TO END-TO-END EXCELLENCE

Continuity of
compassionate care



Members fluidly move
across health journeys
with the same Care
Team in one platform

Depth and expertise in
every experience



Specialized care and
dynamic resourcing for
every pathway

One trustworthy,
accountable partner



Delivering holistic client
services to make
reporting impactful and
administration easy