

Business Operations
Ofelia San Pedro, Deputy Superintendent

**SUBJECT: EMPLOYEE BENEFITS PROGRAM FOR CALENDAR YEAR
2005**

COMMITTEE: INNOVATION, EFFICIENCY & GOVERNMENTAL RELATIONS

Staff and the Board's employee benefits consulting firm of Deloitte Consulting, LLP, has been discussing renewal terms for its health insurance program with UnitedHealthcare of Florida, Inc. Numerous meetings have also been held with the various unions and employee organizations which represent Miami-Dade County School employees. As the Board is aware, United Teachers of Dade (UTD) settled its contract for 2005-2006, which was approved at the Board meeting of August 17, 2005, including the re-opener for health insurance.

Staff is finalizing the terms and conditions for the employee benefits program for calendar year 2006, which will include a renewal of its contract with UnitedHealthcare of Florida, Inc. for one year, inclusive of a 2% premium increase. Additionally, staff in conjunction with the employee unions and associations which represent School Board employees, will begin working on a comprehensive Request For Proposal (RFP) to seek competitive proposals for a multi-year health insurance contract, to be issued early in calendar year 2006 for an effective date of January 1, 2007.

A finalized item which will include request to renew its health insurance contract for calendar year 2006 for Board employees, retirees, and their eligible dependents, including all renewal terms and conditions, as well as a recommendations to begin preparing an RFP to seek competitive proposals on a multi-year health insurance contract, effective January 1, 2007, will be submitted to the Board prior to the Board meeting of September 7, 2005.