

Business Operations  
Ofelia San Pedro, Deputy Superintendent

**SUBJECT:           REQUEST FOR AUTHORIZATION TO RELEASE REQUEST FOR PROPOSAL (RFP) #019-FF10, MEDICAL BENEFITS, BEHAVIORAL HEALTH, WELLNESS, AND PRESCRIPTION DRUG PROGRAMS**

**COMMITTEE:       INNOVATION, EFFICIENCY & GOVERNMENTAL RELATIONS**

At the Board meeting of September 7, 2005, the Board authorized staff to prepare a comprehensive Request For Proposal (RFP) for Medical Benefits, Behavioral Health, Wellness, and Prescription Drug Programs. Staff and the Board's employee benefits consulting firm of Deloitte Consulting, LLP., have been working closely with representatives from each of the employee unions to structure an RFP which would seek competitive proposals for each of the products/services sought, with imbedded timelines which would provide for maximum latitude for an effective date.

At the Board meeting of September 7, 2005, the Board renewed its current contract with UnitedHealthcare of Florida, Inc. through December 31, 2006. The RFP is being developed to seek proposals for coverages which would become effective January 1, 2007, as well as proposals with an effective date of July 1, 2006. Any proposals which would be received with an effective date of July 1, 2006 are to be based upon an initial contract term of 18 months (through December 31, 2007) in order to keep the employee benefits plan year concurrent with the Internal Revenue Code (IRC) 125 plan year for taxation purposes.

Requested proposals are sought reflecting the following possible scenarios:

1. Proposals provide benefits and rates for employees, retirees, and their eligible dependents by bargaining unit with an effective date of July 1, 2006;
2. Proposals provide benefits and rates for all employees, retirees, and their eligible dependents with an effective date of January 1, 2007.

If proposals received on a bargaining unit specific basis provide improved coverages and economics, resulting in more than one union/bargaining unit being interested in negotiating a plan to be implemented effective July 1, 2006, it is the intention of staff to negotiate with the recommended carrier(s) to incorporate additional covered employees, retirees, and their eligible dependents, pursuant to the provisions of Section 112.08, Florida Statutes.

**E-66**

The timeline for RFP # 019-FF10 is as follows:

M-DCPS RELEASE TO RFP VENDORS	NOVEMBER 17, 2005
PRE-PROPOSAL CONFERENCE	DECEMBER 7, 2005
WRITTEN QUESTIONS DUE	DECEMBER 13, 2005
PROPOSALS DUE	JANUARY 17, 2006
STAFF/CONSULTANT EVALUATIONS	JANUARY/FEBRUARY, 2006
EVALUATION COMM./FINALIST PRESENTATIONS	MARCH, 2006
RECOMMENDED BOARD ACTION	APRIL/MAY, 2006
OPEN ENROLLMENT	JUNE – AUGUST, 2006
PLAN EFFECTIVE DATE	JULY 1, 2006/JANUARY 1, 2007

Pursuant to School Board Rule 6Gx13- 3F-1.022, Professional Service Contracts for Insurance or Risk Management Programs – Policy, an Ad-Hoc Insurance Committee will review received proposals, and make recommendations which subsequently will be taken to the Board for final action. The Ad-Hoc Insurance Committee will consist of the following individuals:

- Deputy Superintendent, Business Operations
- Chief Financial Officer
- Risk and Benefits Officer
- Human Resource Officer
- Chief Facilities Officer
- Representative, United Teachers of Dade (UTD)
- Representative, American Federation of State, County and Municipal Employees (AFSCME)
- Representative, Dade County Schools Maintenance Employee Committee (DCSMEC)
- Representative, Fraternal Order of Police (FOP)
- Representative, Dade County Schools Administrators' Association (DCSAA)

Additionally, the following representatives will serve as resource persons to the Ad-Hoc Committee:

- Representative, Board Attorney's Office
- Representative, Office of Procurement Management
- Director, MWBE & Related Services
- Representative, School Board Employee Benefits Consultant

Copies of the RFP will be distributed to Board Members, the Superintendent of Schools, and appropriate district staff and will be placed on file in the Office of the Recording Secretary to the School Board and in the Citizen Information Center.

**RECOMMENDED:**

That The School Board of Miami-Dade County, Florida:

1. authorize the Superintendent of Schools to issue Request For Proposal (RFP) # 019-FF10, Medical Benefits, Behavioral Health, Wellness, and Prescription Drug Programs; and
2. approve the Ad-Hoc Committee.

OSP:sc