

Office of Human Resources
Marjorie H. Adler, Chief Personnel Officer

SUBJECT: FRINGE BENEFITS PROGRAM FOR CALENDAR YEAR 2004

COMMITTEE: LEGISLATIVE RELATIONS, PUBLIC RELATIONS AND PERSONNEL SERVICES

Staff has been working with United Healthcare of Florida, Inc., regarding the Board's renewal of the second year of the three year contract it approved at its meeting of September 24, 2002. Additionally, pursuant to Board direction, staff has been working through its third party administrator for its flexible benefits program, Fringe Benefits Management Company, to negotiate renewal terms for the various flexible benefits programs offered to employees. Renewal terms have also been sought and received from the Board's core term life insurance carrier, MetLife, Inc.

Staff is currently finalizing all renewal terms, and has met twice in the past few months with the members of the Compensatory Fringe Benefits Council. Additionally, meetings are being scheduled to meet with the various employee unions which represent Board employees to negotiate benefit programs for calendar year 2004.

A completed agenda item, including terms for renewal comprised of all Board-paid and employee-paid premiums, as well as applicable deductibles, benefit levels, conditions and negotiated terms will be made available to the Board prior to the School Board Meeting of September 10, 2003.