

Financial Services  
Richard H. Hinds, Chief Financial Officer

**SUBJECT:                   REQUEST FOR AUTHORIZATION TO ISSUE REQUEST  
FOR PROPOSALS (RFP) #070-JJ10, GROUP TERM LIFE  
INSURANCE AND FLEXIBLE BENEFITS PROGRAM**

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

**LINK TO DISTRICT  
STRATEGIC PLAN:        IMPROVE FINANCIAL SERVICES**

At the Board meeting of November 18, 2008, the Board authorized the Superintendent to begin work on a comprehensive Request for Proposals (RFP) to seek competitive proposals for core life insurance coverage and flexible benefits, other than disability coverages, to become effective January 1, 2010.

The purpose of this RFP is to seek proposals for components of the District's Group Term Life Insurance and Flexible Benefits Program (FlexPlan) for eligible employees and retirees, including:

- Core Group Term Life, Optional Life and Accidental Death & Dismemberment Insurance
- Voluntary Life Insurance
- Voluntary Accidental Death & Dismemberment Insurance
- Blanket Accident Policy for its Police Officers
- Managed Dental Insurance
- Indemnity Dental Insurance
- Vision Care Insurance
- Hospital Indemnity Insurance
- Group Legal including Senior Assistance
- Identity Theft Protection

**RFP TIMELINES**

RFP Release Date ..... April 23, 2009  
Written Questions Due ..... May 6, 2009 (3:00 PM EST)  
RFP Due Date ..... May 19, 2009 (2:00 PM EST)  
Recommended Board Action ..... September 9, 2009  
Coverage Effective Date ..... January 1, 2010

## **REQUIREMENT FOR COLLECTIVE BARGAINING**

It is staff's intention to begin collective bargaining sessions with all employee unions regarding plan design and employer contributions for the flexible benefits program to become effective January 1, 2010. At the same time, staff will be completing its due diligence on the selection of providers for such benefits through the Superintendent's Ad-Hoc Insurance Committee.

## **SUPERINTENDENT'S AD-HOC INSURANCE COMMITTEE**

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:

Associate Superintendent and Chief Financial Officer, Financial Services  
Risk and Benefits Officer, Office of Risk and Benefits Management  
Assistant Superintendent, Human Resources, Recruitment & Performance  
Management  
Assistant Superintendent, Leadership and Development  
District Director, Compensation Administration  
ERP Team Leader, Benefits, Information Technology Services  
Benefits Manager, Risk and Benefits Management, Palm Beach County Schools

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

Representative from the Board Attorney's Office  
Representative from the Office of Procurement Management  
Representative from MWBE & Related Services  
Representatives from School Board Employee Benefits Consultant

Disability coverages will not be a part of this RFP as at the Board meeting of November 20, 2007, the Board authorized approval of contracts and rates for its Short Term and Long Term Disability coverages, which were re-marketed through the issuance of Request For Proposals (RFP) #095-GG10. The Board authorized re-marketing of these coverages subsequent to receiving a significant increase to the 2008 rates.

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 a Request For Proposals (RFP) #070-JJ10, Group Term Life Insurance and Flexible Benefits Program; and
2. approve the composition of Ad-Hoc Committee.

RHH:sbc