

Financial Services
Richard H. Hinds, Chief Financial Officer

**SUBJECT: REQUEST FOR AUTHORIZATION TO ISSUE REQUEST
FOR PROPOSALS (RFP) #071-JJ10, DISTRICT
HEALTHCARE BENEFIT PROGRAM**

COMMITTEE: INNOVATION, EFFICIENCY & GOVERNMENTAL RELATIONS

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

At the Board meeting of December 10, 2008, the Board authorized the Superintendent to begin work on a comprehensive Request for Proposals (RFP) to seek competitive proposals for a health insurance program to become effective January 1, 2010. The RFP is designed to seek all necessary components to fully explore the opportunities of changing the Board's funding platform for its health insurance program from fully insured to self funded.

The purpose of this Request for Proposals (RFP) is to facilitate the receipt of a uniform body of information to review and evaluate in order to determine those most capable of providing the services specified in the RFP at the most advantageous cost, and then enter into negotiations with Proposers pursuant to Sections 112.08 and 112.081, Florida Statutes.

M-DCPS is soliciting proposals to provide administrative services (ASO) for group employee medical, managed behavioral health, wellness and prescription drug benefits for M-DCPS employees, eligible retirees, and their dependents. Proposals are being sought for the following:

- Self-insured (Administrative Services Only - ASO) medical plans for active employees and pre-65 retirees, including a supplemental plan for Medicare entitled retirees with the carve-outs described below:
 - Customized group Medicare Advantage HMO plan and a Medicare Advantage Point of Service (PPO), Point of Service (POS) or Private Fee for Service (PFFS);
 - Self-insured pharmacy benefit management (PBM) services;
- Fully-insured stop loss coverage (specific with and without aggregate)

RFP TIMELINES

RFP Release Date April 23, 2009
Written Questions Due May 6, 2009 (3:00 PM EST)
RFP Due Date May 21, 2009 (2:00 PM EST)
Recommended Board Action September 9, 2009
Coverage Effective Date January 1, 2010

REQUIREMENT FOR COLLECTIVE BARGAINING

Pursuant to contractual provisions, the School Board must enter into collective bargaining for employee benefits related to plan design and employer contributions. Unlike previous RFP's where these issues were imbedded in the re-marketing effort, the self funded platform allows the School Board to select an ASO vendor to manage the self funded healthcare program(s), with specific plan designs to be determined through the collective bargaining process.

It is staff's intention to begin collective bargaining sessions with all employee unions regarding plan design and employer contributions for programs to become effective January 1, 2010. At the same time, staff will be completing its due diligence on the selection of a vendor or vendors to administer the plan(s) 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
- Controller, Office of the Controller
- Treasurer, Treasury Management
- Deputy Superintendent, District/School Operations
- ERP Team Leader, Benefits, Information Technology Services
- Director, Risk Management Division, Miami-Dade County

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

- Representative from the Board Attorney's Office
- Representative from the Office of Procurement Management
- Representative from Office of MWBE & Related Services
- Representatives from 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 a Request For Proposals (RFP) #071-JJ10, District Healthcare Benefit Program; and
2. approve the composition of Ad-Hoc Committee.

RHH:sbc