

Financial Services
Richard H. Hinds, Chief Financial Officer

**SUBJECT: REQUEST FOR AUTHORIZATION TO ISSUE REQUEST
FOR PROPOSALS (RFP) #012-NN10, CONSULTING
SERVICES FOR EMPLOYEE BENEFIT PROGRAM**

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

**LINK TO STRATEGIC
FRAMEWORK: FINANCIAL EFFICIENCY/STABILITY**

At the Board meeting of January 12, 2011, the Board awarded Request For Proposal (RFP)# 003-LL10, Consulting Services, Employee Benefit Program to Deloitte Consulting, LLP (Deloitte), effective February 1, 2011 for a three-year term with the fees for year one as expiring and years two and three subject to 4% increases, respectively.

Following negotiations with Deloitte after the first year of the contract, staff from the Office of Risk and Benefits Management received a memorandum notifying the District that the originally approved rate increase of 4% for calendar year 2012 would not be put into place, leaving the current fee structure in place for the contract period of February 1, 2012 to February 1, 2013. Also, the proposed 4% increase for 2013 would be applied to the agreed upon rate base, not the base which would have included the 4% which would have become effective in 2012.

Pursuant to the existing contract with Deloitte Consulting, LLP, the District has the ability to non-renew the existing contract for convenience, subject to a 30-day advanced written notice provision. Notification of non-renewal of the existing contract, effective February 1, 2013 has been sent to Deloitte.

Staff is now recommending issuance of RFP# 012-NN10, Consulting Services, Employee Benefit Programs to solicit proposals for the following services:

- Plan review, including plan design evaluation and benchmarking
- Renewal evaluations and negotiations, including review of claims and vendor administrative costs
- Validation of Benefits Audit/Claims Audits
- Plan funding and premium contribution strategies
- Supplemental Retirement Programs including IRS 403(b) Tax Sheltered Annuity; IRS 401(k) and IRS 457 Programs

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- Voluntary Products (dental, vision, legal, disability, etc.)
- Assistance with the drafting of RFP's and subsequent comparison of proposals for all employee benefit programs
- Negotiation of stop-loss coverage renewal terms
- Legal Consulting services through an attorney or law firm knowledgeable about employee benefit issues including, but not limited to tax law; collective bargaining, Florida law pertaining to employee benefits; Federal laws such as HPAA, COBRA, and Health Care Reform

SUPERINTENDENT'S AD-HOC INSURANCE COMMITTEE

Pursuant to School Board Policy 6332 - Professional Service Contracts for Insurance or Risk Management Programs, an Ad-Hoc Committee will review received proposals and make recommendations to the Superintendent, which upon approval will be taken to the School Board for final approval.

The Ad-Hoc Insurance Committee will consist of the following individuals:

- Chief Operating Officer
- Associate Superintendent and Chief Financial Officer, Financial Services
- Risk and Benefits Officer, Office of Risk and Benefits Management
- Assistant Superintendent, Human Resources,
- Controller
- Claims Compliance Officer, Office of Risk and Benefits Management
- Vice Provost, Human Resources, Miami-Dade College

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

- Representatives from:
- School Board Attorney's Office
 - Office of Procurement Management
 - M/WBE & Related Services
 - District's Risk Management Consultant

Copies of the RFP will be distributed to Board Members, 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 Proposals (RFP) # 012-NN10, Request For Proposals for Consulting Services, Employee Benefit Programs; and
2. approve the composition of the Ad-Hoc Committee.

RHH:sbc