

Financial Services  
Richard H. Hinds, Chief Financial Officer

**SUBJECT:                   REQUEST FOR AUTHORIZATION TO ISSUE REQUEST  
FOR PROPOSALS (RFP) #041-PP10, GROUP TERM LIFE  
INSURANCE AND FLEXIBLE BENEFITS PROGRAM**

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

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

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
- Short Term Disability Insurance
- Long Term Disability 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
- Long Term Care Coverage

Staff has been conducting ongoing meetings with representatives of the District's employee unions to seek input on the content of the RFP.

**E-67**

**RFP TIMELINES**

RFP Release Date.....	June 19, 2014
Pre-bid Conference .....	June 26, 2014
Written Questions Due .....	June 27, 2014 (3:00 PM EST)
RFP Due Date .....	July 17, 2014 (2:00 PM EST)
Recommended Board Action.....	September 3, 2014
Coverage Effective Date.....	January 1, 2015

**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, 2015. 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 Policy 6332, 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:

- Chief of Staff
- Chief Operating Officer, School Operations
- Associate Superintendent and Chief Financial Officer, Financial Services
- Chief Human Capital Officer, Human Capital Management
- Deputy Chief Financial Officer, Financial Affairs
- Risk and Benefits Officer, Risk and Benefits Management
- Economic Development Officer, Economic Development
- Employee Benefits Director, Risk and Benefits Management
- Benefits Manager, Miami-Dade College

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
- Representatives from School Board Employee Benefits Consultant

The Ad-Hoc Committee meetings will be appropriately advertised, and representatives from the District's Employee Unions will be notified of the meeting dates in advance.

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.

Links to the final RFP documents are listed below:

- [http://pdfs.dadeschools.net/schoolboard/RFP 041-PP10 Group Term Life Insurance and Flexible Benefits Program.pdf](http://pdfs.dadeschools.net/schoolboard/RFP%20041-PP10%20Group%20Term%20Life%20Insurance%20and%20Flexible%20Benefits%20Program.pdf)
- [http://pdfs.dadeschools.net/schoolboard/RFP 041-PP10 Group Term Life Insurance and Flexible Benefits Program - Questionnaire.pdf](http://pdfs.dadeschools.net/schoolboard/RFP%20041-PP10%20Group%20Term%20Life%20Insurance%20and%20Flexible%20Benefits%20Program%20-%20Questionnaire.pdf)

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

1. authorize the Superintendent of Schools to issue a Request For Proposals (RFP) #041-PP10, Group Term Life Insurance & Flexible Benefits Program; and
2. approve the composition of Ad-Hoc Committee.

RHH:sbc