

Financial Services
Mr. Ron Y. Steiger, Chief Financial Officer

SUBJECT: AWARD REQUEST FOR PROPOSALS NO. RFP-21-054-CM - EMPLOYEE BENEFITS CONSULTING

COMMITTEE: FISCAL ACCOUNTABILITY & GOVERNMENT RELATIONS

LINK TO STRATEGIC PLAN: EFFECTIVE AND SUSTAINABLE OPERATIONAL PRACTICES

Procurement Management Services, at the request of the Office of Risk and Benefits Management, released the above-referenced solicitation. The purpose of this Request for Proposals (RFP) is to solicit proposals for the following services:

- Plan review, including plan design evaluation and benchmarking
- Renewal evaluations and negotiations, including review of claims and the ability to provide the Board assistance in the review of vendor administrative costs
- Validation of Benefits Audits
- Prepare annual GASB actuarial report
- Plan funding and premium contribution strategies
- Assistance with the drafting of RFPs 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 HIPAA, COBRA, and Health Care Reform
- Provide actuarial services for the self-insured medical program
- Perform Annual State of Florida actuarial filings

This RFP was advertised on the Procurement Management Services website, as well as DemandStar. The solicitation was shared with the District's Office of Economic Opportunity (OEO) for additional community outreach.

The initial term of the bid shall be for a five (5) year period, commencing upon contract execution, and may, by mutual agreement between The School Board of Miami-Dade County, Florida and the successful bidder, be extended for one (1) additional two (2) year renewal period, and if needed, an additional ninety (90) days beyond the expiration of the renewal period.

The Goal Setting Committee required mandatory participation by a M-DCPS-certified African American or Non-Minority Woman subcontractor.

Two (2) vendors responded to this advertised bid. Based on the criteria listed in the solicitation, oral presentations, a Q&A session, and the Selection Committee's scoring, one (1) vendor is being recommended for award. Based on the proposal submitted by the recommended awardee, the average annual cost of expected services is approximately \$500,000. Final hourly and project-based costs are subject to final negotiations.

M-DCPS OEO staff verified the Small, Micro, Veteran and/or M/WBE certification status of the firm(s).

This contract impacts the entire District workforce.

Fund Source

Self-Insured Medical Program (Fund 711)

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

1. **AWARD** REQUEST FOR PROPOSALS NO. RFP-21-054-CM - EMPLOYEE BENEFITS CONSULTING, to perform consulting services for the District's Employee Benefits Program for a period of five (5) years, commencing upon contract execution, and may, by mutual agreement between The School Board of Miami-Dade County, Florida, and the successful bidder, be extended for one (1) additional two (2) year period thereto, and if needed, an additional ninety (90) days beyond the expiration of the renewal period, pending contract negotiations as follows:

AON CONSULTING, INC.
200 EAST RANDOLPH STREET
CHICAGO, IL 60601
OWNER/OFFICER: DAVID GUILMETTE

SUBCONTRACTOR:

GARTH SOLUTIONS, INC.
5595 ORANGE DRIVE, SUITE 202
DAVIE, FL 33314
OWNER/OFFICER: YVONNE G. GARTH
AFRICAN AMERICAN

SBE/MWBE

\$270,000 (Approximately 8%) for the initial five (5) year term

2. **AUTHORIZE** the Superintendent to negotiate, finalize and execute a contract with Aon Consulting, Inc., for services to be performed pursuant to RFP 21-054-CM - Employee Benefits Consulting.