Clear Form

THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA
SCHOOL BOARD ADMINISTRATION BUILDING
Procurement Management Services
1450 N.E. 2nd Avenue, Room 650
Miami, FL 33132

Direct All Inquiries To
Procurement Management Services
Buyer's Name: Melody Thelwell
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TDD PHONE: (305) 995-2400

# BID/RFP ADDENDUM

Date: 10/16/2017

Addendum No. 6

BID/RFP No. ITB-17-001-AG BID/RFP TITLE: Consulting Services, Employee Benefit Program

**This addendum modifies the conditions of the above-referenced BID/RFP as follows:**

Please see the following pages for additional information regarding this solicitation.

All other terms and conditions within the above solicitation remain the same.

*All information, specifications terms, and conditions for the above-referenced BID/RFP, are included on the document posted on the Procurement Management website at http://procurement.dadeschools.net*

*The attached pages containing clarifications, additional information and requirements constitute an integral part of the referenced bid.*

1. If your bid/proposal has not been submitted, substitute the pages marked REVISED and mail your entire bid/proposal package. **REMEMBER TO SIGN THE BIDDER QUALIFICATION FORM.**

OR

2. If your bid/proposal has been submitted, sign and return this addendum form with the revised pages by the time and date indicated on the Bidder Qualification Form. BY SIGNING THIS ADDENDUM, THE VENDOR AGREES TO THE TERMS AND CONDITIONS CONTAINED IN THE BIDDER QUALIFICATION FORM AND ALL RELATED BID DOCUMENTS.

**I acknowledge receipt of Addendum Number** 6

PLEASE NOTE: If your firm has forwarded a copy of this bid/proposal to another vendor, it is your responsibility to forward him/her a copy of this addendum.

**(PLEASE TYPE OR PRINT BELOW)**

LEGAL NAME OF BIDDER: _____

MAILING ADDRESS: _____

CITY, STATE ZIP CODE: _____

TELEPHONE NUMBER: _____ E-MAIL I.D. _____ FAX # _____

BY: SIGNATURE (Manual): _____
OF AUTHORIZED REPRESENTATIVE

NAME (Typed): _____ TITLE: _____
OF AUTHORIZED REPRESENTATIVE

**The following list addresses the questions received regarding the above-referenced solicitation:**

**Q1. Can you provide the detailed monthly breakout of the AON monthly billings for the past 3 years?**

*A.*

| Cal Year | Gen Benefits Consulting | Self-Insured Plan | Other Services | Total |
|---|---|---|---|---|
| **2015** | $ 114,642.42 | $ 471,509.59 | $ 93,168.85 | $ 681,335.86 |
| **2016** | 108,575.00 | 523,414.80 | 32,375.00 | 666,380.80 |
| **2017** | - | 378,510.98 | - | 380,527.98 |
| | **$ 223,217.42** | **$ 1,373,435.37** | **$ 125,543.85** | **$ 1,728,244.64** |

*2017 data is through August 30, 2017.*

**Q2. Can you provide a copy of the AON consulting services agreement?**

*A. Please see Exhibit One attached to this addendum.*

**Q3. Are or have there been any service issues or deficiencies with AON?**

*A. No.*

**Q4. Has there been any actuarial discrepancies with AON?**

*A. No.*

**Q5. Can you clarify from Section 1.9 (Page 7 of 56) versus Section 4.2(1) (Page 34 of 56) how many original copies, additional copies and CD are needed?**

*A. Please refer to Section 4.2(1): 3 unbound original copies, 2 bound copies and 5 electronic copies.*

**Q6. Does AON currently utilize a Small Business Enterprise (SBE) as part of their current Agreement? If yes, who is being utilized?**

*A. No.*

**Q7. If the prime vendor (a non-SBE) identifies and utilizes an SBE, will the prime vendor be allotted points/credit for SBE usage?**

*A. Please see Section 5.2 of RFP.*

**Q8. Within Section 1.39 through Section 1.40, it seems that the indemnification and liability has been capped at a not-to-exceed $10,000,000 limit.**

**a. Under what Statute is a cap of liability allowed for governmental entity?**
**b. If a vendor is willing to provide no cap and essentially have an unlimited cap, will this**

**be given more credit/higher scoring during the evaluation process?**
**c. Is M-DCPS looking for a vendor(s) to agree to the indemnification outlined on Page 39 of 56 without a cap?**
**d. Will M-DCPS agree to limit to negligent acts and omissions, breaches of the contract, intentional misconduct, or violations of law.**
**e. Will M-DCPS agree to remove any wording to limitation of liability language regarding consequential damages?**
**f. Will M-DCPS agree that the $10 million limitation of liability from this section to be all inclusive.**

*A. We are not aware of any statute authorizing or prohibiting liability caps. Proposers are requested to clearly indicate if they will agree to the language on pages 18 and 19 of the RFP (Sections 1.39, Section 1.39.1, Section 1.39.2 and Section 1.40) and to clearly state any deviations. Deviations will be considered.*

**Q9. In Section 2.2 (Page 23 of 56) can you define how work/projects would be determined amongst the consultants if M-DCPS were to award to multiple consulting vendors?**

*A. If the selection committee recommends multiple vendors, the selection committee will provide recommendations regarding how work and projects would be determined.*

**Q10. Does M-DCPS have an opinion letter for post-65 retirees no longer being allowed to stay within the active plans? If so, please provide a copy of such opinion letter.**

*A. No.*

**Q11. Can you provide copies of your 403(b), 457, 401(a), and 401(K) plan documents, amendments, the latest fund report for each of the Plans showing the investment options, their fund values, their tickers or CUSSIPS, and who is eligible for each SERP?**

*A. 401(k) Plan:* (Attached to this addendum as Exhibit Two (A)) 11-D
http://attachmentmanagerfiles.dadeschools.net/getFile.ashx?id=pFDFIeEzJsHTRqpVqccX57RI2GZP9idY7xunXQ0MFxhmCYkxqAoRoF6xK6jsgFEdduRKAAKITww=&app=AttachmentManager

*403(b) Plan:* (Attached to this addendum as Exhibit Two (B)) 11-C
http://attachmentmanagerfiles.dadeschools.net/getFile.ashx?id=NwO~!BRGjSjyM/fgBwp4W42OG5MGczg2AhkPQMiNPwhQ=&app=AttachmentManager

*457(b) Plan:* (Attached to this addendum as Exhibit Two (C)) 11b
http://attachmentmanagerfiles.dadeschools.net/getFile.ashx?id=NwO~!BRGjSjz6UPuh~!rimtANAjfaDSRhQ1qFWg7f/0Ms=&app=AttachmentManager

*401(a) Plan:* (Attached to this addendum as Exhibit Two (D)) 11A
http://attachmentmanagerfiles.dadeschools.net/getFile.ashx?id=NwO~!BRGjSjyrMGtiZWXwqYSJHPIM4~!QvE0Odeh1KFbi1zH0PKjibf97k8LxlGCpELUPK7PGcEfc=&app=AttachmentManager

**Q12. Which securities licenses will you require based upon the requested services and what fiduciary role will you desire in the engagement with the consulting firm?**

*A. Proposer's staff should have the licenses required by federal and state law.*

**Q13. Can you provide a copy of both the medical and prescription drug audits that were performed by AON?**

*A. No.*

**Q14. Can you provide us the most recent GASB 45/75 report?**

*A. Please see Exhibit Three attached to this addendum.*

**Q15. What changes have been made to the active and retiree medical (including prescription drugs) plans and their corresponding implementation dates?**

*A. In 2010 the District changed the benefits platform from fully-insured to self-insured. Subsequent plan design changes have been made annually.*

**Q16. Does M-DCPS plan to make any medical or prescription drug plan changes for either the active or retiree plans?**

*A. Future plans are subject to collective bargaining and board approval.*

**Q17. Are there specific benefit related initiatives under consideration for implementation in 2018 and beyond (i.e. on-site clinics, direct contracting, etc.)?**

*A. Future plans are subject to collective bargaining and board approval.*

**Q18. What innovative initiatives from a benefits perspective has M-DCPS implemented in the last 5 years?**

*A. The District has implemented several initiatives over the past few years, including opening an onsite medical facility and contracting with a vendor offering a transparency tool enhancing employee awareness, rewarding educated decisions, and reducing claims costs.*

**Q19. What is M-DCPS's long-term benefit strategy guiding decisions on plan offerings and/or changes?**

*A. Future plans are subject to collective bargaining and board approval.*

**Q20. What year(s) would M-DCPS require the various RFPs for benefit services to go out for bid?**

*A. RFPs will be done in future years as needed.*

**Q21. Is there a Cigna allowance for audits and/or wellness initiatives? Who has conducted the audits over the past 5 years? Provide a copy of such audit reports.**

*A. There is a Cigna allowance for audits and wellness initiatives.*
*Aon has performed audits during the past 5 years.*
*Please see Question #13 regarding copies of audit reports.*

**Q22. Has M-DCPS conducted a recent employee satisfaction survey regarding benefits and health and well-being? If so, what were the results?**

*A. Please see Exhibit Four attached to this addendum.*

**Q23. On average, how many hours were billed by the current consultant over the past 3 fiscal years for ongoing services such as employee benefits, legal, actuarial, and retirement (excluding RFPs and other non-annual projects)?**

*A. Please see Question #1.*

**Q24. Will you provide a Cigna invoice from each of the last 2 fiscal years?**

*A. Cigna does not invoice the District.*

**Q25. Will you provide detailed information on the over-65 retiree medical plans?**

*A. Please see:*
http://mdcps.fbmcbenefitscommunications.com/medicare.html

**Q26. Will you provide the most-recent enrollment packet provided to actives, pre-65 retirees, and 65+ retirees?**

*A. This information can be found online on the District's benefits website. Please see:*
*http://riskmanagement.dadeschools.net/benefits/2017/index.asp*

**Q27. Pages 32-33 of 56 have one set of possible points different than the number of possible points stated on Page 35 of 56. Can you clarify the number of possible points for each criteria?**

*A. Please see Section 5.2 of RFP.*

**Q28. Is the M-DCPS looking for an annual flat fee for all services or an hourly rate for all services?**

*A. Proposers should provide their Price Proposal as outlined in Section 3.0 of the RFP.*

**Q29. With the current AON staff, how often does M-DCPS meet with the actuaries, pharmacists, doctors, retirement staff, and compliance attorney(s)?**

*A. M-DCPS and Aon Staff meet as needed.*

**Q30. INSURANCE REQUIREMENTS –Please confirm if M-DCPS is willing to accept the Auto Liability that our Auto limits are any one accident or loss with no aggregating limit applies.**

*A. Clearly stated deviations will be considered.*

**Q31. INSURANCE REQUIREMENTS –Please confirm if M-DCPS is willing to accept that our professional Liability limits are each wrongful act/annual aggregate and our policy has a $5 million retention. Our annual report is available online for M-DCPS to review.**

*A. Clearly stated deviations will be considered.*

**Q32. INSURANCE REQUIREMENTS – With regards to WOS we would request that the waiver of the insurer's subrogation rights with WC, EL, GL and Al be removed or if not, will M-DCPS allow mutual waivers under the other party's policies?**

*A. Clearly stated deviations will be considered.*

**Q33. It is our preference to have the contracting party's GL policy remain on a primary basis. Would M-DCPS allow the primary and non-contributory basis wording be deleted?**

*A. Clearly stated deviations will be considered.*

**Q34. CANCELLATION OF INSURANCE –Please confirm if M-DCPS would allow the Awardee to advise that a cancelled, or non-renewed policy would be replaced with no coverage gap and a current COI would be provided and not provide a cancellation notice, since coverage will be replaced with no gap.**

*A. Clearly stated deviations will be considered.*

**Q35. How many times, if any, has M-DCPS been in an employee benefits RFP protest during the last 5 years?**

*A. None.*

**Q36. If available, please provide a copy of Prior Year's Actuarial Reports (Full Valuation) outlined in RFP Section 2.3.3 and any reports in 2.3.4 for Supplemental Retirement Program**

*A. Please see question #14.*

**Q37. If available, please forward a summary of employee benefits requiring consulting services in RFP Section 2.3.1.**

*A. The employee benefits summary or SBC can be found at www.dadeschools.net, and click on the 2017 benefits link, then on healthcare and on each SBC.*

**Q38. If available, please provide a summary of historical consulting, actuarial and/or brokerage fees for services 2.3.1 to 2.3.4.**

*A. Please see Question #1.*

**Q39. For the services in 2.3.1 to 2.3.4, is one organization providing these services or are you using multiple vendors. If multiple vendors, then please confirm who they are.**

*A. One organization is providing services. Aon Hewitt is the current consultant.*

**Q40. Please provide the cost of services paid to Aon Hewitt for calendar year 2013, 2014, 2015, 2016 and 2017 YTD**

*A. Please see Question #1.*

**Q41. Please provide the current contract with Aon Hewitt**

*A. Please see question #2.*

**Q42. Please provide the pass-through agreement between Aon Hewitt and the current outside legal firm Greenburg Taurig**

*A. M-DCPS does not have this document.*

**Q43. Please provide an estimated decision timeline and estimated finalist meeting dates.**

*A. It is expected that the Selection Committee will meet and have interviews in November to December. Board action is expected in December to January. Dates have not yet been selected.*

**Q44. Please provide the last OPEB and SERP evaluations completed by Aon Hewitt on behalf of M-DCPS to include the cost for the evaluations**

*A. Please see question #14.*

**Q45. Please provide the scope and cost of the last medical and pharmacy audit conducted on behalf of M-DCPS**

*A. Please see question #13.*

**Q46. Will our employee benefits consulting services offer be considered if we do not provide GASB/SERP actuary services and 401k, 403b and 457 Retirement RFP services consulting?**

*A. Please see page 24 of RFP: Winning proposers must provide all required services in their entirety.*

**Q47. Please describe in more detail what your expectations are for the "Validation of Benefits audits."**

*A. The VOB is conducted by the benefits consultants on a sample of claims to verify the accuracy and adjudication process in the ASO vendor's system.*

**Q48. Do you have a schedule for when you expect to perform vendor RFPs? If not, please provide information on when these have been done in the last five years.**

*A. No. RFPs will be performed on an as needed basis. Past RFPs are available on the District's procurement website.*

**Q49. What is your expectation for the number of on-site meetings and presentations over the course of a typical year (excluding any meetings which are the result of an RFP process)?**

*A. Approximately 4 to 8 on site meetings per year.*

**Q50. Please provide additional detail on the healthcare benefits offered to retirees. If prescription benefits are provided, have you implemented an EGWP plan? What challenges are you facing dealing with retiree healthcare costs? Can you provide plan documents for the active and retiree health plans?**

*A. Please see questions #25 and #26.*

**Q51. Does M-DCPS' current consultant provide Data Warehousing and Predictive Analytics capabilities? If so, what are your expectations/goals for using that data to manage healthcare costs?**

*A. Yes.*

**Q52. Regarding the statement under 2.2 Purpose, which states: The District may seek to award this RFP to multiple qualified vendors. There are no guarantees of the volume of work associated with award.**

**a. Is the current contract split among multiple vendors?**

*A. No.*

**b. What was the volume of work issued to the current vendor in 2016 and 2015?**

*A. Please see question #1.*

**c. What were the fees paid for the volume of work in 2016 and 2015?**

*A. Please see question #1.*

**d. Please provide copies of work orders and invoices for 2016 and 2015.**

*A. Please see Question #1.*

**Q53. Is there a wellness program in place? If so, is the program tied to the insurance carrier or a separate third party vendor? Please provide details about the wellness program.**

*A. Well Way is the District's Employee Wellness Program. Well Way is not tied to our healthcare plan. It is a stand-alone program utilizing the ASO's resources. Please see:*
**http://riskmanagement.dadeschools.net/wellway/index.asp**

**Q54. Has the current consultant(s) successfully executed the scope of services of the last issued RFP?**

*A. Yes.*

**Q55. Does the district issue RFP's for medical/stop loss coverage on an annual basis?**

*A. No.*

**Q56. May we have copies of the Supplemental Early Retirement Program's Plan Design and any Actuarial Reports?**

*A. Please see Question #14.*

**Q57. May we have copies of the Terminal Leave Program's Plan Design and any Actuarial Reports?**

*A. Please see Question #14.*

**Q58. Please confirm that the 401(a) Plan is a Defined Contribution plan.**

*A. Yes, the 401(a) Plan is a Defined Contribution plan.*

**Q59. Are you able to provide Plan Documents for each of the retirement programs?**

*A. Please see question #11.*

**Q60. Can you describe what investment services the current consultant is providing with respect to each of the retirement programs?**

*A. Aon Hewitt does not provide investment services with respect to the retirement programs.*

**Q61. Can you provide a list of the vendors involved with the defined contribution retirement programs, as well as a list of the investment options?**

*A. Please see:*
http://www.tsacg.com/individual/plan-sponsor/florida/miami-dade-county-public-schools/

**Q62. When was the last time the defined contribution plans were bid and, if in the last 5 years, can you describe what changes were made?**

*A. The defined contribution plans were bid in 2015. Please refer to the following Board action:*

http://pdfs.dadeschools.net/Bdarch/2016/Bd062216/agenda/e66.pdf

**Q63. Can you provide information relating to Projects G and H; specifically: what voluntary benefits are currently offered to employees?**

*A. Regarding Project G, current products are grandfathered for employees who purchased these in the past. No products are currently being offered to new employees. Project G would be to solicit a new product for new employees.*

*Regarding Project H, the voluntary benefits currently offered are outlined at the following:*
http://riskmanagement.dadeschools.net/benefits/2017/index.asp

# Exhibit One

AGREEMENT
between
THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA
and
AON CONSULTING, INC. (operating as Aon Hewitt)
for
EMPLOYEE BENEFIT CONSULTANT SERVICES

**THIS AGREEMENT**, made and entered into by and between: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA, a political subdivision of the State of Florida (hereinafter, "M-DCPS,") and AON CONSULTING, INC. (operating as Aon Hewitt) (hereinafter, "Consultant").

WHEREAS, M-DCPS issued a Request for Proposals and addenda, identified as RFP #012-NN10 (hereinafter collectively "RFP"), which is incorporated by reference herein, for the purpose of receiving proposals for Employee Benefit Consultant Services; and

WHEREAS, Consultant offered a proposal in response to RFP #012-NN10 (hereinafter "Proposal"), which is incorporated by reference herein; and

WHEREAS, M-DCPS and Consultant intend that the RFP and the Proposal be made part of this agreement in accordance with the document priority set forth in Section 4.3 herein; and

WHEREAS, Consultant desires to provide and M-DCPS desires to receive Employee Benefit Consultant Services as described under the terms and conditions of this Agreement.

NOW, THEREFORE, IN CONSIDERATION of mutual covenants and conditions set forth herein, the parties agree as follows:

## ARTICLE 1 – RECITALS

1.1 **Recitals**. The Parties agree that the foregoing recitals are true and correct and that such recitals are incorporated herein by reference.

## ARTICLE 2 – TERM OF AGREEMENT

2.1 **Term of Agreement.** This Agreement is effective as of February 1, 2013 and will continue until January 31, 2018. The term of the AGREEMENT may, by mutual agreement by M-DCPS and Consultant, be extended for up to two additional one-year periods.

## ARTICLE 3 - COMPENSATION OF CONSULTANT

See Attachment A.

## ARTICLE 4 – GENERAL CONDITIONS

4.1 **Scope of Services.** Consultant shall, as requested by M-DCPS, perform the services set forth in Attachment B (the "Services"). The Services may include advice and recommendations, but Consultant will not be required to make any decisions on behalf of Client in connection with the implementation of such advice and recommendations.

4.2 **Notice of Termination or Adverse Change**.

4.2.1 **Notice by Consultant – Except for Non-Payment**. Except as provided under 4.2.2, Consultant shall give written notice to M-DCPS at least one hundred and twenty (120) days prior to cancellation, non-renewal (i.e., unwillingness to extend this Agreement pursuant to Section 2.1), or restriction of Consultant's obligations under this Agreement. The written notice of cancellation, non-renewal, or restriction of Consultant's obligations under this Agreement shall be delivered by certified mail to:

Risk and Benefits Officer
Office of Risk & Benefits Management
Miami-Dade County Public Schools
1500 Biscayne Blvd., #335
Miami, FL 33132

4.2.2 **Notice by Consultant – For Non-Payment**. In the event that M-DCPS fails to pay within forty-five (45) days of receipt by M-DCPS of an invoice for Services properly rendered under this Agreement, Consultant may, on at least fifteen (15) days' written notice to M-DCPS of Consultant's intent to suspend or terminate the Services if payment is not received by the date specified in the notice.

4.2.3 **Notice by M-DCPS**. This Agreement may be canceled at any time, with or without cause, at the request of M-DCPS by written notice to Consultant stating when thereafter cancellation is to be effective.

4.2.4 **Basis of Termination**. In the event of termination of this Agreement for whatever reason, the earned fees shall be computed on a pro rata basis without penalty and Consultant shall refund to M-DCPS the excess of paid fees or other consideration that were received by Consultant within thirty (30) days from the date of termination.

4.3 **Agreement – Document Priority**. In the event of a conflict among the terms of this Agreement, the Negotiations, the Proposal, or the RFP, the order of priority in determining the intent of the parties shall be as follows:

(1) This Agreement
(2) The Negotiations
(3) Proposal

(4) RFP

4.4 **Hold Harmless/Indemnification by Consultant**.

4.4.1 **General Scope of Indemnification by Consultant**. Subject to Sections 4.4.2, 4.4.3 and 4.5, Consultant agrees to indemnify, hold harmless and defend M-DCPS, its members, officials, officers or employees from any and all claims, judgments, costs, and expenses including, but not limited to, reasonable attorney's fees, reasonable investigative and discovery costs, court costs and all other sums which M-DCPS, its members, officials, officers or employees may pay or become obligated to pay on account of any, all and every claim or demand, or assertion of liability, or any claim or action founded thereon, arising, or alleged to have arisen, out of the performance of this Agreement by, or on behalf of, Consultant.

4.4.2 **Indemnification for Bodily Injury, Including Death, and Damage to Tangible Property.**

4.4.2.1 With respect to a claim, judgment, cost, or expense resulting, or allegedly resulting, from bodily injury, including death, or damage to tangible property, Consultant's agrees to hold harmless and defend an indemnitee under Section 4.4.1, if the bodily injury, including death, or damage to tangible property is, or is allegedly, caused in whole or in part by the negligent or other culpable acts or omissions of Consultant, or others acting on Consultant's behalf.

4.4.2.2 Subject to the maximum amount of Consultant's obligation to indemnify and hold harmless pursuant to 4.4.2.3 for liability caused in part by an indemnitee, Consultant's obligation to indemnify, hold harmless and defend an indemnitee under Section 4.4.1 with respect to a claim, judgment, cost, or expense resulting, or allegedly resulting, from bodily injury, including death, or damage to tangible property shall apply notwithstanding that the bodily injury, including death, or damage to tangible property is, or is allegedly was, caused in part by the acts or omissions of an indemnitee.

4.4.2.3 Provided, however, the maximum amount of Consultant's obligation to indemnify and hold harmless an indemnitee or indemnitees, pursuant to 4.4.2.2 for that portion of the liability caused in whole or in part by an indemnitee, shall be limited to $2,000,000 per occurrence. Provided, further, however, that this monetary limitation in 4.4.2.3 shall not apply with respect to Consultant's obligation to indemnify an indemnitee or indemnitees from that portion of liability not caused in whole or in part by an act or omission of an indemnitee or indemnitees.

4.4.3 **Indemnification for other than Bodily Injury, Including Death and Damage to Tangible Property.**

4.4.3.1 Except with respect to a claim, judgment, cost, or expense resulting, or allegedly resulting, from bodily injury, including death, or damage to tangible property, Consultant's obligation to indemnify, hold harmless and defend an indemnitee under Section 4.4.1 shall only apply to the extent the claim, judgment, cost, or expense resulted, or allegedly resulted, from the negligence or other culpability of Consultant or others acting on Consultant's behalf.

4.4.3.2 Except with respect to a claim, judgment, cost, or expense resulting, or allegedly resulting, from bodily injury, including death, or damage to tangible property, Consultant's obligation to indemnify, hold harmless and defend an indemnitee under Section 4.4.1 shall not apply to that portion of the liability caused in whole or in part by an indemnitee or other third party not acting on Consultant's behalf.

4.4.4 **Additional Remedy; Provision Survives Agreement.** The remedy provided to an indemnitee by this indemnification shall be in addition to, and not in lieu of, any other remedy available under this Agreement or otherwise. The limit on the amount of indemnity pursuant to 4.4.2.3 is not applicable to any right to indemnity or contribution or any other remedy which would exist in favor of an indemnitee in the absence of this Section 4.4.

4.5 **Limitation on Liability of Consultant to M-DCPS for Other than Bodily Injury, Including Death and Damage to Tangible Property.** .

4.5.1 **Liability for Consequential Damages.** In no event will either party be liable to the other party for incidental consequential, special, or punitive damages (including loss of profits, data, business or goodwill, or government fines, penalties, taxes or filing fees), regardless of whether such liability is based on breach of contract, tort, strict liability, breach of warranty, failure of essential purpose or otherwise, and even if advised of the likelihood of such damages.

4.5.2 **Cumulative Liability**. Except with respect to a claim, judgment, cost, or expense resulting, or allegedly resulting, from Consultant's willful, fraudulent or criminal misconduct, bodily injury, including death, or damage to tangible property, infringement by Consultant of intellectual property pursuant to this Agreement, and Consultant's breach of its confidentiality obligations set forth in this Agreement, whether based on contract, indemnity, warranty, tort, strict liability, or otherwise, the maximum cumulative liability of Consultant to M-DCPS for damages arising, or alleged to have arisen, out of the performance of this Agreement by, or on behalf of, Consultant, shall be up to an annual cap of $2,000,000, which has been mutually agreed to by M-DCPS.

Subject to Consultant's indemnity obligations herein, M-DCPS shall indemnify, defend, and hold Consultant harmless from any and all claims, judgments, costs, and expenses arising from third parties, including, without limitation, M-DCPS employees members, and plans with respect to the Services provided hereunder.

4.6 **Consultant's Insurance Requirements**.

4.6.1 **Evidence of Insurance.**

4.6.1.1 **Certificate of Insurance.** Consultant shall furnish M-DCPS with a fully completed satisfactory Certificate of Insurance such as a standard ACORD Certificate of Liability Insurance (ACORD Form 25) or other evidence satisfactory to M-DCPS, signed by an authorized representative of the insurer(s) providing all of the coverages required herein.

4.6.1.2 **Additional Insured Endorsement.** In addition, as evidence of the required Additional Insured status for M-DCPS on the Commercial General Liability insurance, Consultant shall furnish M-DCPS with a copy of the actual additional insured endorsement as issued on the policy, signed by an authorized representative of the insurer(s), verifying inclusion of M-DCPS and M-DCPS's members, officials, officers and employees as Additional Insureds in the Commercial General Liability coverage.

4.6.1.3 **Notice of Cancellation.** Consultant will provide that M-DCPS shall be given no less than thirty (30) days' prior written notice prior to any cancellation of such policies. .

4.6.1.4 **Renewal/Replacement Evidence.** Until such time as the insurance is no longer required to be maintained by Consultant, upon request Consultant shall provide M-DCPS with renewal or replacement evidence of the insurance in the manner heretofore described no less than thirty (30) days after the expiration or termination of the insurance for which previous evidence of insurance has been provided.

4.6.2 **Qualification of Consultant's Insurers**

4.6.2.1 Insurers providing the insurance required by this Agreement for Consultant must either be: (1) authorized by a subsisting certificate of authority issued by the State of Florida to transact insurance in the State of Florida, or (2) except with respect to coverage for the liability imposed by the Florida Workers' Compensation Act, an eligible surplus lines insurer under Florida Statutes.

4.6.2.2 In addition, each such insurer shall have and maintain throughout the period for which coverage is required, a Best's Rating of "A-" or better and a Financial Size Category of "VII" or better according to A. M. Best Company.

4.6.2.3 If, during the period when an insurer is providing the insurance required by this Agreement, an insurer shall fail to comply with the foregoing minimum requirements, as soon as Consultant has knowledge of any such failure, Consultant shall immediately notify M-DCPS and immediately replace the insurance provided by the insurer with an insurer meeting the requirements. Until Consultant has replaced the unacceptable insurer with an insurer acceptable to M-DCPS, Consultant shall be in default of this Agreement.

4.6.3 **Description of Consultant Required Insurance**

4.6.3.1 **Workers' Compensation and Employer's Liability Insurance**. Such insurance shall be no more restrictive than that provided by the Standard Workers' Compensation Policy, as filed for use in Florida by the National Board on Compensation Insurance, without restrictive endorsements other than those which are required by the State of Florida. The minimum amount of coverage (inclusive of any amount provided by an umbrella or excess policy) shall be:

| | | |
|---|---|---|
| Part One: | "Statutory" | |
| Part Two: | $ 2,000,000 | Each Accident |
| | $ 2,000,000 | Disease - Policy Limit |
| | $ 2,000,000 | Disease - Each Employee |

4.6.3.2 **Commercial General Liability Insurance**. Such insurance shall be no more restrictive than that provided by the most recent version of standard Commercial General Liability Form (ISO Form CG 00 01) as filed for use in the State of Florida without any restrictive endorsements other than those required by ISO or the State of Florida those described below. The coverage may include restrictive endorsements which exclude coverage for liability arising out of:

Mold, fungus, or bacteria
Silica, asbestos or lead
Terrorism
Sexual Molestation

The minimum limits (inclusive of amounts provided by an umbrella or excess policy) shall be:

| | |
|---|---|
| $ 2,000,000 | General Aggregate |
| $ 2,000,000 | Products/Completed Operations Aggregate |
| $ 2,000,000 | Personal and Advertising Injury |

$ 2,000,000 Each Occurrence

M-DCPS and its members, officers, employees, and officials shall be included as an additional insured on a form no more restrictive than the most recent version of ISO Form CG 20 10 (Additional Insured - Owners, Lessees, or Contractors).

4.6.3.3 **Automobile Liability Insurance.** Such insurance shall be no more restrictive than that provided by Section II (Liability Coverage) of the most recent version of standard Business Auto Policy (ISO Form CA 00 01) without any restrictive endorsements, including coverage for liability contractually assumed, and shall cover all owned, non-owned, and hired autos used in connection with the performance of the Contract. The minimum limits (inclusive of any amounts provided by an umbrella or excess policy) shall be:

$ 2,000,000 Each Occurrence - Bodily Injury and Property Damage Combined

4.6.3.4 **Professional Liability Insurance.** Such insurance shall be on a form acceptable to M-DCPS and shall cover Consultant for those sources of liability arising out of the rendering or failure to render professional services in the performance of the services required in the Agreement including any hold harmless and/or indemnification agreement. Coverage must either be on an occurrence basis; or, if on a claims-made basis, the coverage must respond to all claims reported within four years following the period for which coverage is required and which would have been covered had the coverage been on an occurrence basis. The minimum limits (inclusive of any amounts provided by an umbrella or excess policy) shall be:

$ 5,000,000 Each Claim/Annual Aggregate

Except as otherwise agreed by M-DCPS pursuant to 4.6.5, the Professional Liability Insurance required under this Section 4.6.3.4 may be subject to a deductible not to exceed $25,000 per claim.

4.6.4 **Consultant's Insurance Primary and Non-Contributory.** The General Liability and Automobile Liability insurance provided by Consultant shall apply on a primary basis to, and shall not require contribution from, any other insurance or self-insurance maintained by M-DCPS or its members, officers, employees, and agents. Any insurance, or self-insurance, maintained by M-DCPS shall be excess of, and shall not contribute with, the insurance provided by Consultant.

4.6.5 **Self-Insurance, Deductibles or Self-Insured Retentions**. Consultant shall be solely responsible for any deductibles or self-insured retentions under each of its insurance policies.

4.6.6 **Consultant's Insurance as Additional Remedy.** Compliance with these insurance requirements shall not limit the liability of Consultant. Any remedy provided to M-DCPS by the insurance provided by Consultant shall be in addition to and not in lieu of any other remedy (including, but not limited to, as an indemnitee of Consultant) available to M-DCPS under this Agreement or otherwise.

4.6.7 **No Waiver by M-DCPS Approval/Disapproval.** Neither approval nor failure to disapprove insurance furnished by the Company shall relieve the Company from responsibility to provide insurance as required by this Contract.

4.7 **Compliance With Laws, Rules, And Regulations**. Consultant is responsible for full and complete compliance with all laws, rules, and regulations, including those of the Florida Department of Financial Services, which may be applicable to it. Failure or inability on the part of Consultant to comply with such laws, rules, and regulations shall not relieve Consultant from its obligation to perform completely in accordance with this Agreement.

4.8 **Default**. In the event of default, which may include, but is not limited to non-performance and/or poor performance of this Agreement, Consultant shall lose eligibility to transact new business with M-DCPS for a period of 14 months from date of termination of this Agreement by M-DCPS. Provided however, if M-DCPS intends to find Consultant in default, the basis of the cancellation by M DCPS is default by Consultant: (1) prior to such finding, M-DCPS shall provide Consultant with at least thirty (30) days written notice of such intended finding and the basis of the default, and (2) Consultant shall have the right to attempt to cure the default to the satisfaction of M-DCPS during the notice period. If Consultant is determined to be ineligible, Consultant may request a hearing pursuant to §120.569, Fla. Statute, and M-DCPS Board Rule 6Gx13-8C-1.064.

4.9 **Compliance with the Jessica Lunsford Act**. In accordance with the requirements of Sections, 1012.465, and 1012.32 and 1012.467, Florida Statutes, M-DCPS Rules 6Gx13- 3F-1.024 and 6Gx13- 4C-1.021, as amended from time to time ,Consultant agrees that, if Consultant receives remuneration for services, Consultant and all of its employees who, in the performing of services under this Agreement will be permitted access on school grounds when students are present, or will have direct contact with students or will have access to or control of school funds, will complete criminal history checks, and all background screening requirements, including level 2 screening requirements as outlined in the above-referenced statutes and M-DCPS rules prior to having access on school grounds when students are present, or having direct contact with students or having access to or control of school funds. Additionally, Consultant agrees that each of its employees, representatives, agents. subcontractors or suppliers who are permitted access on school grounds when students are present, who have direct contact with students or who have access to or control of school funds must meet level 2 screening requirements as described in the above-referenced statutes and M-DCPS rules.

Pursuant to the 2009 amendments to the Jessica Lunsford Act enacted by the Florida Legislature,

requirements for certain fingerprinting and criminal history checks shall be inapplicable to non-instructional contracted personnel who qualify for exemption from level 2 screening requirements as provided under § 1012.468, Fla. Stat. (2009). In addition, the provisions of § 1012.467, Fla. Stat. (2009) are incorporated herein by reference, and any provisions of this Agreement that may be inconsistent with, contrary to, or determined to be in conflict with § 1012.467, will be superseded by said statute

A non-instructional contractor who is exempt from the screening requirements set forth in § 1012.465, § 1012.468 or § 1012.467, Florida Statutes, is subject to a search of his or her name or other identifying information against the registration information regarding sexual predators and sexual offenders maintained by the Department of Law Enforcement under § 943.043 and the national sex offender public registry maintained by the United States Department of Justice. Consultant will not be charged for this search. Further, upon obtaining clearance by M-DCPS, if M-DCPS deems necessary, M-DCPS will issue a photo identification badge which shall be worn by the individual at all times while on M-DCPS property when students are present.

Consultant agrees to bear any and all costs associated with acquiring the required background screening, including any costs associated with fingerprinting and obtaining the required photo identification badge. Consultant agrees to require all its affected employees to sign a statement, as a condition of employment with Consultant in relation to performance under this Agreement, agreeing that the employee will abide by the heretofore described background screening requirements, and also agreeing that the employee will notify the Consultant of any arrest(s) or conviction(s) of any offense enumerated in M-DCPS Rules 6Gx13- 3F - 1.024 and 6Gx13- 4C 1.021 within 48 hours of its occurrence. Consultant agrees to provide M-DCPS with a list of all of its employees who have completed background screening as required by the above-referenced statutes and who meet the statutory requirements contained therein. Consultant agrees that it has an ongoing duty to maintain and update these lists as new employees are hired and in the event that any previously screened employee fails to meet the statutory standards. Consultant further agrees to notify M-DCPS immediately upon becoming aware that one of its employees who was previously certified as completing the background check and meeting the statutory standards is subsequently arrested or convicted of any disqualifying offense. Failure by Consultant to notify M-DCPS of such arrest or conviction within 48 hours of being put on notice and within 5 business days of the occurrence of qualifying arrest or conviction, shall constitute grounds for immediate termination of this Agreement by M-DCPS.

The parties further agree that failure by Consultant to perform any of the duties described in this section shall constitute a default of the Agreement which shall entitle M-DCPS to terminate this Agreement. In addition, the parties also agree that M-DCPS shall have no responsibility to make payment for services provided by, or on behalf of, Consultant by any person or persons for whom criminal history checks or background screening were required, but not completed, at the time of such services.

4.10 **Public Records**. Each Party shall maintain its own respective records and documents associated with this Agreement in accordance with the records retention requirements, if any,

applicable to such records. Each Party shall be responsible for compliance with Chapter 119, Florida Statutes, to the extent applicable, including any public records request served upon it pursuant to Chapter 119, and shall also be responsible for any resultant award of attorneys' fees attributable to the party's non-compliance with the Chapter. This section will survive the termination of this Agreement regardless of the cause giving rise to such termination.

4.11 **Consultant Is Independent Contractor**. The Parties agree that Consultant is engaged to perform services under this Agreement as an independent contractor, and not as an agent, of M-DCPS.

4.12 **Entire Agreement**. This Agreement incorporates and includes all prior negotiations, correspondence, conversations, agreements and understandings applicable to the matters contained herein and the Parties agree that there are no commitments, agreements or understandings concerning the subject matter of this Agreement that are not contained in, or incorporated by reference in, this document. Accordingly, the Parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

4.13 **Amendments**. No modification, amendment, or alteration in the terms or conditions contained herein shall be effective unless contained in a written document prepared with the same or similar formality as this Agreement and executed by each Party hereto.

4.14 **Waiver**. The Parties agree that each requirement, duty and obligation set forth herein is substantial and important to the formation of this Agreement and, therefore, is a material term hereof. Any Party's failure to enforce any provision of this Agreement shall not be deemed a waiver of such provision or modification of this Agreement. A waiver of any breach of a provision of this Agreement shall not be deemed a waiver of any subsequent breach and shall not be construed to be a modification of the terms of this Agreement.

4.15 **Governing Law**. This Agreement shall be interpreted and construed in accordance with and governed by the laws of the State of Florida. Any controversies or legal problems arising out of this Agreement and any action involving the enforcement or interpretation of any rights hereunder shall be submitted to the jurisdiction of the State courts of the Eleventh Judicial Circuit of Miami-Dade County, Florida. This section will survive the termination of this Agreement regardless of the cause giving rise to such termination.

4.16 **No Waiver of Sovereign Immunity**. Nothing contained in this Agreement is intended to serve as a waiver of sovereign immunity by M-DCPS or any person to which sovereign immunity may be applicable. This section will survive the termination of this Agreement regardless of the cause giving rise to such termination.

4.17 **Non-Discrimination**. Consultant shall not discriminate against any person in the performance of the duties, responsibilities and obligations under this Agreement because of race, age, religion, color, gender, national origin, marital status, disability or sexual orientation.

4.18 **Successors**. This Agreement shall be binding upon and shall inure to the benefit of all assigns, transferees and successors in interest of the Parties.

4.19 **Assignment**. Neither this Agreement nor any interest herein may be assigned, transferred or encumbered by any party without the prior written consent of the other Party.

4.20 **Pass-thru Expenses.** Consultant has agreed to pay M-DCPS's Legal Consultant Greenberg Traurig on M-DCPS's behalf for services provided to M-DCPS. In turn Consultant will invoice M-DCPS for the exact amount paid to Greenberg Traurig, and M-DCPS will reimburse Consultant for such costs. These costs are estimated at $15,000 - $20,000 a year. It is understood and agreed that Consultant is acting purely as a billing agent with respect to Greenberg Traurig and shall have no rights or obligations with respect to any services or work product from Greenberg Traurig.

4.21 **Notice**. When any of the Parties desire to give notice to the other, such notice must be in writing, sent by U S Mail, postage prepaid, addressed to the Party for whom it is intended at the place last specified. The place for giving notice shall remain such until it is changed by written notice in compliance with the provisions of this paragraph. For the present, the Parties designate the following as the respective places for giving notice:

As to M-DCPS

Risk and Benefits Officer
Office of Risk & Benefits Management
Miami Dade County Public Schools
1500 Biscayne Blvd., #335
Miami, FL 33132

As to Consultant

Aon Consulting, Inc. (operating as Aon Hewitt)
4 Overlook Point
Lincolnshire, IL 60069-4302
Attn.: Chief Counsel

With cc to:

Mr. Ken Perry
Vice President – Health & Benefits
Aon Consulting, Inc. (operating as Aon Hewitt)
1001 Brickell Bay Drive, Suite 1000
Miami, FL 33131

IN WITNESS WHEREOF, the parties have made and executed this Agreement on the respective dates under each signature. THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA by and through its Chair, and AON CONSULTING, INC. (operating as Aon Hewitt), by and through its duly authorized representative.

FOR THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA

By: _____
Superintendent of Schools

On this 22 day of April, 2013.

RISK MANAGEMENT
REVIEWED AND APPROVED
_____, 4/18/13

FOR: Aon Consulting, Inc. (operating as Aon Hewitt)

By: _____

Attest: _____

By: _____
Secretary

On this _____ day of _____, 20__

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY
BY ATTORNEY FOR BOARD
_____ 4/19/13

**ATTACHMENT A**
**COMPENSATION OF CONSULTANT**

A. M-DCPS agrees to pay Aon Consulting, Inc. (operating as Aon Hewitt) for services rendered at M-DCPS's request per the following fee schedule. Aon Consulting, Inc. (operating as Aon Hewitt) will provide M-DCPS on a monthly basis with a detailed invoice showing the consultant, rate category, date of work, description of work, and time. Upon request and in accordance with Florida Statutes, Aon Consulting, Inc. (operating as Aon Hewitt) will provide M-DCPS detailed invoicing for any additional expenses billed.

Health and Benefits Lead Consultant $ 300.00

Health and Benefits Senior Consultant $ 275.00

Health and Benefits Consultant $ 225.00

Health and Benefits Fellow Actuary $ 275.00

Health and Benefits Associate Actuary $ 225.00

Above Hourly rates are guaranteed for 5 years (until January 31, 2018).

B. M-DCPS has negotiated the following hourly rates with Greenberg, Traurig:

Legal Consultant – Shareholder $500.00
Legal Consultant – Associate $360.00
Legal Consultant – Paralegal $160.00

Greenberg, Traurig hourly rates are guaranteed for 3 years (until January 31, 2016).

**ATTACHMENT B**
**EMPLOYEE BENEFIT CONSULTING**
**SCOPE OF SERVICES**

Consultant agrees to provide needed employee benefit consulting services. Services will include, but not be limited to, the following services:

**Basic Ongoing Services for Employee Benefits Consulting**

- Plan review
- 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
- Perform Validation of Benefits audits
- Provide current information of all aspects of compliance with federal healthcare legislation
- Plan funding and premium contribution strategies
- Assistance with the procurement process, including drafting RFPs, and subsequent comparison of proposals for employee benefits
- On-site meetings and presentations with the Office of Risk and Benefits Management and other senior staff
- Negotiate stop-loss renewal terms
- Assistance with administrative issues with benefit plan vendors

**Legal Services for Employee Benefits Consulting**

- Provide legal consulting services through an attorney or law firm knowledgeable about employee benefit issues, including tax law
- Assist with ensuring that that the Board's collectively bargained benefits are in compliance with all laws, rules, and regulations
- Have knowledge of Florida law as it pertains to employee benefits for political subdivisions of the State
- Have knowledge of Federal laws such as Health Insurance Portability and Accountability Act of 1996 (HIPAA), Consolidated Omnibus Budget Reduction Act (COBRA), Health Care Reform, as well as others
- Assist in the construction of plans to make sure that the Board is in compliance as required for HIPAA, COBRA, Health Care Reform, Florida laws and any other laws

**Actuarial Services for Employee Benefits Consulting**

- Provide in-house actuarial services for the medical self-insured plan which includes: annual reserving, estimating cash flow adjustments, etc.
- Perform actuarial analysis of self insured medical plan for both the calendar year and the fiscal year as needed for budgeting purposes
- Perform annual State of Florida actuarial filings
- Develop plan design modeling and premium equivalent rates annually
- Provide in-house actuarial services for any other loss sensitive programs, and any other Board-funded program, including retirement incentive programs and annual evaluation of the Supplemental Early Retirement Program (SERP)
- Perform annual actuarial evaluation of Post Employment Benefit Plan other than pensions (OPEB) under the Governmental Accounting Standards Board Statement No. 45 (GASB 45)

**Supplemental Retirement Program Consist of the Following:**

- IRS 403(b) Tax Sheltered Annuities (TSA) which include the IBC Model Plan plus other companies. Tax Sheltered Annuity Consulting Group (TSACG) is currently under contract to the District to provide selected administrative services. All funding for TSA's are elective deferrals. There are no District dollars involved.
- IRS 457 – This plan which is currently administered by ICMA Corporation and includes elective deferrals for enrolled District employees.
- IRS 401(a) – This plan provides an alternative for selected eligible administrators who choose to withdraw from the Florida Retirement System (FRS) and re-direct their contribution to this program.
- Terminal Leave Retirement Program – Special Pay Plan – This program provides a tax-advantaged mechanism of sheltering all or a portion of terminal leave payments (sick and vacation) for retiring employees. The program which is currently administered by Bencor, Inc., utilizes an IRS 403(b) platform for such contributions. Previously there was a 401(a) component which was suspended pending receipt of an IRS opinion letter.
- IRS 401(k) – This program began back in 1983 and was grandfathered in when Federal laws changed eliminating 401(k)'s for public employers. The plan which consists of approximately $170 million, representing five member School Board Districts (Miami-Dade, Okeechobee, Monroe, Charlotte and Madison) is administered by Vista Management Company (Tallahassee, Florida). M-DCPS employee/retiree contributions comprise over 90% of the total contributions (approximately $155 million).

# Exhibit Two (A)

Vista Management  Location: Miami Dade

March 31, 2017

Vista 401(k) Plan

Investment Summary

| Fund Name | TYP | 1/01/2017 Begin Balance | Contribution | Earnings | Payments | Loans | Transfers | 3/31/2017 End Balance |
|---|---|---|---|---|---|---|---|---|
| AM Cent Govt Bond | TOT | 5,032,136.92 | 92,349.68 | 20,954.77 | -88,903.46 | -13,385.93 | -783,443.44 | 4,259,708.54 |
| AM Cent Infl Adj Bd | TOT | 8,116,369.08 | 92,990.98 | 94,238.28 | -109,840.79 | -24,711.90 | -90,159.54 | 8,078,886.11 |
| AM FD Europacific R4 | TOT | 9,808,805.58 | 119,678.51 | 883,419.09 | -155,614.40 | -23,465.76 | -194,214.88 | 10,438,608.14 |
| American Fund 2010 | TOT | 1,478,125.27 | 14,070.71 | 41,106.18 | -38,022.76 | -1,988.79 | -152,869.83 | 1,340,420.78 |
| American Fund 2015 | TOT | 1,558,901.33 | 48,463.98 | 55,225.47 | -33,094.06 | 0.00 | 174,319.81 | 1,803,816.53 |
| American Fund 2020 | TOT | 3,059,811.86 | 72,458.13 | 121,978.20 | -26,379.24 | -8,483.25 | 193,468.23 | 3,412,853.93 |
| American Fund 2025 | TOT | 3,266,933.16 | 103,449.20 | 148,975.73 | -16,602.62 | -10,692.88 | 121,538.26 | 3,613,600.85 |
| American Fund 2030 | TOT | 2,547,099.07 | 67,902.20 | 141,069.26 | -5,093.59 | -6,126.11 | 60,965.60 | 2,805,816.43 |
| American Fund 2035 | TOT | 2,068,964.75 | 50,622.50 | 126,206.94 | 0.00 | -20,581.58 | 16,436.26 | 2,241,648.87 |
| American Fund 2040 | TOT | 1,442,042.39 | 49,239.45 | 91,432.03 | -3,902.17 | -6,019.06 | 115,322.91 | 1,688,115.55 |
| American Fund 2045 | TOT | 975,547.50 | 37,229.19 | 63,799.97 | -3,559.53 | -1,500.00 | 19,291.43 | 1,090,808.56 |
| American Fund 2050 | TOT | 490,909.86 | 26,918.52 | 31,758.25 | -3,191.10 | -4,919.80 | -4,270.52 | 537,205.21 |
| FID Ad Total Bond | TOT | 5,574,180.43 | 115,448.18 | 66,557.21 | -68,804.43 | -5,792.58 | -42,864.54 | 5,638,724.27 |
| FID Growth Strategy | TOT | 6,441,734.51 | 76,165.57 | 495,142.31 | -70,840.70 | -16,311.85 | -290,351.16 | 6,635,538.68 |
| TR Price Blue Chip G | TOT | 21,300,442.01 | 162,807.61 | 2,151,067.66 | -394,775.45 | -52,273.72 | -129,569.73 | 23,037,698.38 |
| TR Price Dividend Gr | TOT | 18,174,998.63 | 198,981.81 | 870,415.16 | -224,287.29 | -38,835.51 | 44,434.91 | 19,025,707.71 |
| TR Price Sm-cap Stk | TOT | 13,581,610.03 | 189,872.07 | 453,994.07 | -457,402.60 | -37,084.54 | 274,138.23 | 14,005,127.26 |
| Investment Co AM R4 | TOT | 12,461,298.20 | 132,887.27 | 686,817.62 | -107,925.08 | -26,084.84 | 82,896.66 | 13,229,889.83 |
| VGD Balanced | TOT | 9,984,428.00 | 113,344.29 | 365,887.70 | -231,110.16 | -24,285.93 | 133,331.58 | 10,341,595.48 |
| VGD Fed Money Market | TOT | 20,960,990.41 | 228,311.13 | -12,031.60 | -586,030.45 | -26,284.33 | 15,880.76 | 20,580,835.92 |
| VGD Institute Index | TOT | 21,201,301.47 | 262,557.09 | 1,273,647.82 | -175,368.60 | -54,594.27 | 335,999.29 | 22,843,542.80 |
| VGD Midcap Index Adm | TOT | 2,718,827.89 | 58,347.92 | 170,168.66 | -1,388.62 | -2,596.35 | 195,865.42 | 3,139,224.92 |
| VGD Small Cap | TOT | 572,298.08 | 28,465.65 | 29,853.91 | -61,309.07 | 0.00 | 505,631.59 | 1,074,940.16 |
| VGD Wellesley Inc Ad | TOT | 7,839,443.36 | 83,829.52 | 158,759.03 | -313,088.23 | -11,998.30 | -250,399.01 | 7,506,546.37 |
| VGD Wellington Fd Ad | TOT | 3,485,382.62 | 63,000.34 | 120,518.04 | -16,588.44 | -7,135.55 | 270,762.56 | 3,915,939.57 |
| Vista Loan Fund | TOT | 4,499,565.59 | 0.00 | 50,359.80 | -28,880.81 | 425,152.83 | -622,140.85 | 4,324,056.56 |
| Location Totals | | 188,642,148.00 | 2,489,391.50 | 8,701,321.56 | -3,222,003.65 | 0.00 | 0.00 | 196,610,857.41 |

Total participants in location: 11,926

# Exhibit Two (B)

# Total Assets for:
# ***Miami-Dade County Public Schools***
As of: 9/27/2017 11:53:00 AM CST

| Employer Name | Vendor | Participants | Total Assets | Average |
|---|---|---|---|---|
| Miami-Dade County Public Schools | American Century Services, LLC | 16 | $1,281,148.88 | $80,071.81 |
| | Americo Financial Life and Annuity | 327 | $9,369,922.41 | $28,654.20 |
| | Ameriprise Financial | 293 | $26,643,424.66 | $90,933.19 |
| | AXA Equitable Life Insurance Company | 1,009 | $23,776,058.30 | $23,563.98 |
| | Empower Retirement (formerly Great West Life & Annuity Ins Co) | 4 | $81,438.99 | $20,359.75 |
| | Foresters Financial | 760 | $13,458,927.46 | $17,709.12 |
| | Franklin Templeton Mutual Funds | 31 | $1,471,678.16 | $47,473.49 |
| | General American | 204 | $10,039,260.24 | $49,212.06 |
| | Global Atlantic (issued by Commonwealth) | 2 | $38,235.52 | $19,117.76 |
| | Great American-Annuity Investors Life | 2,251 | $63,012,914.85 | $27,993.30 |
| | Investacorp Inc. (FTJ Fund Choice) | 548 | $18,997,439.65 | $34,666.86 |
| | Jefferson National Insurance Company | 15 | $244,616.80 | $16,307.79 |
| | Kansas City Life | 12 | $806,117.47 | $67,176.46 |
| | Lincoln Investment Planning, LLC | 1 | $2,164.18 | $2,164.18 |
| | Lincoln National Life Insurance Company | 51 | $2,204,193.92 | $43,219.49 |
| | Mass Mutual Life Insurance Company | 15 | $310,548.32 | $20,703.22 |
| | Metropolitan Life Insurance Company | 2,040 | $75,483,232.07 | $37,001.58 |
| | Midland National Life | 7 | $651,586.65 | $93,083.81 |
| | National Life Group | 5,399 | $72,728,057.85 | $13,470.65 |
| | New York Life Insurance & Annuity Corp. | 82 | $2,336,239.51 | $28,490.73 |
| | Oppenheimer Funds | 200 | $5,422,218.43 | $27,111.09 |
| | PFS Investments (Primerica) | 231 | $9,065,312.71 | $39,243.78 |
| | PlanMember Services | 103 | $5,934,911.55 | $57,620.50 |
| | PlanMember Services (AXA Equitable) | 144 | $15,377,003.36 | $106,784.75 |
| | Putnam Funds | 43 | $2,281,145.10 | $53,049.89 |
| | ReliaStar Life Insurance Co | 3,104 | $188,328,302.12 | $60,672.78 |
| | Security Benefit Group | 66 | $5,641,691.55 | $85,480.18 |
| | TIAA-CREF | 8 | $237,175.87 | $29,646.98 |
| | VALIC | 8,610 | $183,845,167.53 | $21,352.52 |
| | Vanguard Investments | 2 | $241,615.26 | $120,807.63 |
| | VOYA Financial | 728 | $43,370,552.19 | $59,574.93 |
| | **Distinct Totals** | **21,419** | **$782,682,301.56** | **$36,541.50** |

## Trends

| Min | Max | Average | Median |
|---|---|---|---|
| **$ 0.01** | **$ 1,103,005.60** | **$ 36,541.50** | **$ 10,363.37** |

# Exhibit Two (C)

# EZLink
## Plan Balance

| | | | |
|---|---|---|---|
| **Plan** | SCHOOL BOARD OF MIAMI DADE | | |
| **City/State** | MIAMI, FL | **Account Type** | 457 |
| **Inception To Date** | $4,363,619.01 | **Year To Date** | $236,600.17 |

**BALANCE INFORMATION** (as of 10/09/2017)

| Fund Name | Fund Code | # Shares | Share Price | Balance | % Total |
|---|---|---|---|---|---|
| **VT AMG TimesSquare Mid Cap Gr**<br>AMG TimesSquare Mid Cap Growth N | 7463 | 2,327.8499 | $13.38 | $31,146.63 | 0.9% |
| **VT Cash Management**<br>Fidelity Money Market Govt Portfolio III | 7360 | 2,379.3960 | $16.01 | $38,094.13 | 1.1% |
| **VT Contrafund®**<br>Fidelity Contrafund® | 7733 | 1,495.8057 | $79.79 | $119,350.34 | 3.3% |
| **VT Diversified International**<br>Fidelity Diversified International | 7753 | 3,587.7780 | $18.93 | $67,916.64 | 1.9% |
| **VT Harbor International**<br>Harbor International Administrative | 7842 | 645.3721 | $19.19 | $12,384.69 | 0.3% |
| **VT Harbor Mid Cap Growth**<br>Harbor Mid Cap Growth Administrative | 7848 | 603.5131 | $19.72 | $11,901.28 | 0.3% |
| **VT Invesco Diversified Div**<br>Invesco Diversified Dividend Y | 7903 | 46.0607 | $13.79 | $635.18 | 0.0% |
| **VT Nuveen Real Estate Secs**<br>Nuveen Real Estate Securities I | 8112 | 736.8525 | $35.17 | $25,915.10 | 0.7% |
| **VT Oppenheimer Discovery**<br>Oppenheimer Discovery Y | 8124 | 1,074.1956 | $12.93 | $13,889.35 | 0.4% |
| **VT Oppenheimer Main Street**<br>Oppenheimer Main Street Y | 8131 | 318.5332 | $22.03 | $7,017.29 | 0.2% |
| **VT PIMCO High Yield**<br>PIMCO High Yield Administrative | 8176 | 1,474.4550 | $30.53 | $45,015.11 | 1.2% |
| **VT PLUS Fund** | 7071 | | | $768,072.03 | 21.2% |
| **VT T Rowe Price® Growth Stock**<br>T Rowe Price® Growth Stock Advisor | 8368 | 3,527.6957 | $30.47 | $107,488.89 | 3.0% |
| **VT Vantagepnt Ovrseas Eq Idx**<br>VT III VP Overseas Equity Index | 7036 | 474.4993 | $20.75 | $9,845.86 | 0.3% |

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| | | | | | |
|---|---|---|---|---|---|
| **VT Vantagepoint 500 Stk Idx**<br>VT III Vantagepoint 500 Stock Index | 7037 | 30,759.5628 | $36.14 | $1,111,650.60 | 30.8% |
| **VT Vantagepoint Aggressive Ops**<br>VT III VP Aggressive Opportunities | 7026 | 343.7448 | $72.97 | $25,083.06 | 0.7% |
| **VT Vantagepoint Brd Mkt Idx**<br>VT III Vantagepoint Broad Market Index | 7050 | 570.3191 | $72.31 | $41,239.77 | 1.1% |
| **VT Vantagepoint Cor Bnd Idx**<br>VT III Vantagepoint Core Bond Index | 7030 | 1,395.0878 | $27.67 | $38,602.08 | 1.1% |
| **VT Vantagepoint Discovery**<br>VT III Vantagepoint Discovery | 7023 | 2,935.8578 | $22.30 | $65,469.63 | 1.8% |
| **VT Vantagepoint Equity Income**<br>VT III Vantagepoint Equity Income | 7025 | 227.3517 | $77.05 | $17,517.45 | 0.5% |
| **VT Vantagepoint Growth**<br>VT III Vantagepoint Growth | 7020 | 338.6030 | $57.55 | $19,486.60 | 0.5% |
| **VT Vantagepoint Grwth & Income**<br>VT III Vantagepoint Growth & Income | 7047 | 11.3953 | $42.31 | $482.14 | 0.0% |
| **VT Vantagepoint Infltn Focused**<br>VT III Vantagepoint Inflation Focused | 7075 | 52.3865 | $24.86 | $1,302.33 | 0.0% |
| **VT Vantagepoint International**<br>VT III Vantagepoint International | 7045 | 174.5483 | $27.71 | $4,836.73 | 0.1% |
| **VT Vantagepoint Md/Sm Co Idx**<br>VT III VP Mid/Small Company Index | 7038 | 2,673.4730 | $47.26 | $126,348.33 | 3.5% |
| **VT Vantagepoint Milestone 2010**<br>VT III Vantagepoint Milestone 2010 | 7257 | 1,846.7946 | $17.23 | $31,820.27 | 0.9% |
| **VT Vantagepoint Milestone 2015**<br>VT III Vantagepoint Milestone 2015 | 7258 | 6,641.7116 | $18.03 | $119,750.06 | 3.3% |
| **VT Vantagepoint Milestone 2020**<br>VT III Vantagepoint Milestone 2020 | 7259 | 6,336.1213 | $18.76 | $118,865.64 | 3.3% |
| **VT Vantagepoint Milestone 2025**<br>VT III Vantagepoint Milestone 2025 | 7260 | 5,004.8026 | $19.54 | $97,793.84 | 2.7% |
| **VT Vantagepoint Milestone 2030**<br>VT III Vantagepoint Milestone 2030 | 7261 | 3,084.2244 | $20.19 | $62,270.49 | 1.7% |
| **VT Vantagepoint Milestone 2035**<br>VT III Vantagepoint Milestone 2035 | 7262 | 114.4986 | $21.14 | $2,420.50 | 0.1% |
| **VT Vantagepoint Milestone 2040**<br>VT III Vantagepoint Milestone 2040 | 7263 | 148.1272 | $21.74 | $3,220.29 | 0.1% |
| **VT Vantagepoint Milestone 2045**<br>VT III Vantagepoint Milestone 2045 | 7264 | 9,211.6516 | $21.17 | $195,010.66 | 5.4% |
| **VT Vantagepoint Milestone 2050** | 7265 | 4,307.4981 | $15.94 | $68,661.52 | 1.9% |

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| | | | | | |
|---|---|---|---|---|---|
| VT III Vantagepoint Milestone 2050 | | | | | |
| **VT Vantagepoint MP Cons Growth**<br>VT III VP MP Conservative Growth | 7252 | 2,100.8846 | $29.29 | $61,534.91 | 1.7% |
| **VT Vantagepoint MP Glbl Eq Gr**<br>VT III VP MP Global Equity Growth | 7256 | 433.2003 | $44.60 | $19,320.73 | 0.5% |
| **VT Vantagepoint MP Trad Growth**<br>VT III VP MP Traditional Growth | 7253 | 258.3597 | $34.76 | $8,980.58 | 0.2% |
| **VT Vantagepoint MS Ret Inc**<br>VT III VP Milestone Retirement Inc | 7250 | 34.5066 | $15.84 | $546.58 | 0.0% |
| **VT Vantagepoint Select Value**<br>VT III Vantagepoint Select Value | 7022 | 3,628.7705 | $22.46 | $81,502.19 | 2.2% |
| **VT Victory Sycamore Est Value**<br>Victory Sycamore Established Value Y | 8535 | 1,895.5808 | $10.43 | $19,770.91 | 0.5% |
| **VT Western Asset Core Plus Bnd**<br>Western Asset Core Plus Bond I | 8900 | 1,158.2329 | $10.92 | $12,647.90 | 0.4% |
| **Total** | - | - | - | $3,614,808.31 | 100.0% |

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# Exhibit Two (D)

# EZLink
## Plan Balance

| | | | |
|---|---|---|---|
| **Plan** | MIAMI DADE COUNTY SCHOOL BOARD | | |
| **City/State** | MIAMI, FL | **Account Type** | 401 |
| **Inception To Date** | $475,754.03 | **Year To Date** | $0.00 |

**BALANCE INFORMATION** (as of 10/09/2017)

| Fund Name | Fund Code | # Shares | Share Price | Balance | % Total |
|---|---|---|---|---|---|
| **VT Vantagepoint Equity Income**<br>VT III Vantagepoint Equity Income | 7025 | 872.3381 | $77.05 | $67,213.65 | 33.5% |
| **VT Vantagepoint Growth**<br>VT III Vantagepoint Growth | 7020 | 53.4023 | $57.55 | $3,073.30 | 1.5% |
| **VT Vantagepoint MP Trad Growth**<br>VT III VP MP Traditional Growth | 7253 | 436.4033 | $34.76 | $15,169.38 | 7.6% |
| **VT Vantagepoint MS Ret Inc**<br>VT III VP Milestone Retirement Inc | 7250 | 7,259.0293 | $15.84 | $114,983.02 | 57.4% |
| **Total** | - | - | - | $200,439.35 | 100.0% |

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# Exhibit Three

# Actuarial Valuation Report

*Miami-Dade County Public Schools*

*Miami-Dade County Public Schools' Supplemental Early Retirement Program*

*For the Fiscal Year Ending June 30, 2017*

*Measurement Date June 30, 2016*

# Introduction

This report documents the results of the actuarial valuation for the fiscal year ending June 30, 2017, of the Miami-Dade County Public Schools' Supplemental Early Retirement Program for the plan sponsor and for Miami-Dade County Public Schools. The plan is a single-employer plan and does not issue a separate financial statement. As a result, all reporting requirements are included in the employer's financial statement. These results are based on a Measurement Date of June 30, 2016. The information provided in this report is intended strictly for documenting information relating to company and plan disclosure and reporting requirements.

Determinations for purposes other than the financial accounting requirements may be significantly different from the results in this report. Thus, the use of this report for purposes other than those expressed here may not be appropriate.

This valuation has been conducted in accordance with generally accepted actuarial principles and practices, including the applicable Actuarial Standards of Practice as issued by the Actuarial Standards Board. In addition, the valuation results are based on our understanding of the financial accounting and reporting requirements under U.S. Generally Accepted Accounting Principles as set forth in Government Accounting Standards Board Statement 68 (GASB 68) including any guidance or interpretations provided by the Company and/or its audit partners prior to the issuance of this report. The information in this report is not intended to supersede or supplant the advice and interpretations of the Company's auditors.

Future actuarial measurements may differ significantly from the current measurements presented in this report due (but not limited to) to such factors as the following:

- Plan experience differing from that anticipated by the economic or demographic assumptions;
- Changes in actuarial methods or in economic or demographic assumptions;
- Increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period); and
- Changes in plan provisions or applicable law.

Due to the limited scope of our assignment, we did not perform an analysis of the potential range of such future measurements.

In conducting the valuation, we have relied on personnel, plan design, and asset information supplied by Miami-Dade County Public Schools as of the valuation date. While we cannot verify the accuracy of all the information, the supplied information was reviewed for consistency and reasonableness. As a result of this review, we have no reason to doubt the substantial accuracy or completeness of the information and believe that it has produced appropriate results.

The actuarial assumptions and methods used in this valuation are described in the Actuarial Assumptions and Methods section of this report. Miami-Dade County Public Schools selected the economic and demographic assumptions and prescribed them for use for purposes of compliance with GASB 68. Aon Hewitt provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

The undersigned are familiar with the near-term and long-term aspects of pension valuations and collectively meet the Qualification Standards of the American Academy of Actuaries necessary to render the actuarial opinions contained herein. The information provided in this report is dependent upon various factors as documented throughout this report, which may be subject to change. Each section of this report is considered to be an integral part of the actuarial opinions.

To our knowledge, no colleague of Aon Hewitt[1] providing services to Miami-Dade County Public Schools has any material direct or indirect financial interest in Miami-Dade County Public Schools. Thus, we believe there is no relationship existing that might affect our capacity to prepare and certify this actuarial report for Miami-Dade County Public Schools.

This actuarial valuation and/or cost determination was prepared and completed by the undersigned or under my direct supervision, and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate, and in my opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Part VII, Chapter 112, Florida Statutes. There is no benefit or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material increase in plan costs or required contribution rates have been taken into account in the valuation.

Fred Peterson, FSA, EA
Aon Hewitt
919 786-6261
Fred.Peterson@aonhewitt.com

August 22, 2016

[1] Aon Consulting, Inc. and Hewitt Associates LLC are operating as Aon Hewitt.

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# Funding Requirements

## Calculation Details

The following table illustrates the unfunded pension Liability under the plan's funding policy, which is effective for June 30, 2017 fiscal year and later.

| | | Valuation Date | |
|---|---|---|---|
| | | **07/01/2015** | **07/01/2016** |
| (1) | Accrued Liability | N/A* | $ 40,040,923 |
| (2) | Actuarial Value of Assets | N/A | 24,158,365 |
| (3) | Unfunded Accrued Liability | N/A | $ 15,882,558 |
| (4) | Amortization Factor | N/A | 7.728297 |
| (5) | Amortization of the Unfunded Liability Payable at the beginning of the year | N/A | $ 2,055,118 |
| (6) | Amortization Payable Quarterly | N/A | $ 2,118,367 |

## Recommended Contribution

The following table illustrates the recommended contribution under the plan's funding policy.

| | | Fiscal Year Ending | |
|---|---|---|---|
| | | **June 30, 2016** | **June 30, 2017** |
| (1) | Amortization of the Unfunded Liability | $1,890,265 | $ 2,118,367 |
| (2) | Expense Load | 0 | 48,713 |
| (3) | Total Contribution | $1,890,265 | $ 2,167,080 |

***Not applicable. The contribution for 2015-16 was based on results at 7/1/2014. Starting with 2016-17, the recommended contribution will be based on results at July 1 of the current fiscal year instead of July 1 of the prior year. As a result, the actuarial results at 7/1/2015 are not used for contribution purposes.**

# Schedule Illustrating the Amortization of Unfunded Liabilities Existing this Date—Projected Unfunded Actuarial Accrued Liability

| July 1 | Liability |
|---|---|
| 2016 | $15,882,558 |
| 2017 | $14,691,655 |
| 2018 | $13,426,321 |
| 2019 | $12,081,904 |
| 2020 | $10,653,461 |
| 2021 | $ 9,135,740 |
| 2026 | $ 0 |

The first figure is the Unfunded Actuarial Accrued Liability as of the current valuation date. For each year thereafter, the preceding year's Unfunded Liability is reduced by the annual amortization payment and adjusted with interest at 6.25% per annum.

Thus the last amortization period as of the July 1, 2016, valuation is 2026, or 10 years.

# Development of Unfunded Actuarial Accrued Liability

| | | |
|---|---|---|
| 1. | Unfunded Actuarial Accrued Liability as of July 1, 2015 | $ 12,493,760 |
| | Interest to June 30, 2016 | 843,329 |
| | Subtotal | $ 13,337,089 |
| 2. | Employer Normal Cost plus expenses for Year with interest, to June 30, 2016 | $ 0 |
| 3. | Employer Contribution (includes expenses) for Period with interest to June 30, 2016 | 1,953,023 |
| 4. | Expected Unfunded Actuarial Accrued Liability to June 30, 2016 (1 + 2 – 3) | $ 11,384,066 |
| 5. | Actual Unfunded Actuarial Accrued Liability as of July 1, 2016 | $14,542,792 |
| 6. | Actuarial (Gain)/Loss (5 – 4) | $ 3,158,726 |
| 7. | Change in Actuarial Accrued Liability due to Change of Actuarial Assumption | $ 1,339,766 |
| 8. | Actual Unfunded Actuarial Accrued Liability as of July 1, 2016 (5 + 7) | $ 15,882,558 |

# Market (Actuarial) Value of Assets

| | 07/01/15 | 07/01/16 |
|---|---|---|
| **Assets** | | |
| Cash | $ 719,523 | $ 91,145 |
| Fixed Income – Government Bonds | 8,310,152 | 9,740,519 |
| Domestic Equity | 11,065,183 | 9,993,043 |
| International Equity | 6,055,116 | 3,040,590 |
| Real Estate | 0 | 1,293,068 |
| Receivable Contribution | 0 | 0 |
| Total Assets | $ 26,149,974 | $ 24,158,365 |
| **Liabilities and Fund Balance** | | |
| Liabilities | $ 0 | $ 0 |
| Fund Balances | 26,149,974 | 24,158,365 |
| Total Liabilities and Fund Balances | $ 26,149,974 | $ 24,158,365 |

# Reconciliation of Assets (Market Value)

| | 07/01/15 | 07/01/16 |
|---|---|---|
| **Revenues** | | |
| Contributions | $ 2,275,984 | $ 1,890,265 |
| Interest and Dividends | 649,196 | 588,627 |
| Unrealized Gains (Losses) | (148,431) | 58,011 |
| Realized Gains (Losses) | 363,316 | (298,638) |
| Total Revenues | $ 3,140,065 | $ 2,238,265 |
| **Expenses** | | |
| Pension Payments | $ 4,098,498 | $ 4,106,311 |
| Administrative and Investment Expenses | 86,947 | 123,563[1] |
| Total Expenses | $ 4,185,445 | $ 4,229,874 |
| Net Income | $ (1,045,380) | $ (1,991,609) |
| Fund Balances, beginning of plan year | $ 27,195,354 | $ 26,149,974 |
| Fund Balances, end of plan year | $ 26,149,974 | $ 24,158,365 |
| Accrued Income | $ 0 | $ 0 |
| Receivable Contribution | $ 0 | $ 0 |
| Total Plan Assets, end of plan year | $ 26,149,974 | $ 24,158,365 |

[1] $48,713 is administrative and $74,850 is investment expense.

# Accounting Requirements

# Development of GASB 68 Net Pension Expense

## Calculation Details

The following table illustrates the Net Pension Liability under GASB 68

| | | Fiscal Year End 06/30/2017 |
|---|---|---|
| (1) | Total Pension Liability | $40,040,923 |
| (2) | Plan Fiduciary Net Position | 24,158,365 |
| (3) | Net Pension Liability | $15,882,558 |
| (4) | Plan Fiduciary Net Position as a Percentage of the Total Pension Liability | 39.67% |

The following table illustrates the pension expense under GASB 68.

| | | Fiscal Year Ending June 30, 2017 |
|---|---|---|
| (1) | Service Cost | $ 0 |
| (2) | Interest Cost | $ 2,469,864 |
| (3) | Expected Investment Return | $ (1,688,688) |
| (4) | Admin Expense | $ 48,713 |
| (5) | Plan Changes | $ 0 |
| (6) | Amortization of Unrecognized | |
| | (a) Liability (Gain)/Loss | $ 1,693,870 |
| | (b) Asset (Gain)/Loss | (111,211) |
| | (c) Assumption Changes | 1,339,766 |
| (7) | Total Expense | $ 3,752,314 |

# Expense Component Development

Shown below are details regarding the calculation of Service and Interest Cost components of the Expense.

| | | | **Fiscal Year End 06/30/2017** |
|---|---|---|---|
| (1) | Development of Service Cost: | | |
| | (a) | Normal Cost at Measurement Date | $ 0 |
| (2) | Development of Interest Cost: | | |
| | (a) | Total Pension Liability at Measurement Date | $ 38,643,734 |
| | (b) | Normal Cost at Measurement Date | $ 0 |
| | (c) | Actual Benefit Payments | $ 4,106,311 |
| | (d) | Discount Rate | 6.75% |
| | (e) | Interest Cost | $ 2,469,864 |
| (3) | Development of Expected Investment Return: | | |
| | (a) | Plan Fiduciary Net Position at Measurement Date | $ 26,149,974 |
| | (b) | Actual Contributions—Employer | $ 1,890,265 |
| | (c) | Actual Benefit Payments | $ 4,106,311 |
| | (d) | Administrative Expenses | $ 48,713 |
| | (e) | Other | $ 0 |
| | (f) | Expected Return on Assets | 6.75% |
| | (g) | Expected Return | $ 1,688,688 |

# Reconciliation of Net Pension Liability

Shown below are details regarding the Total Pension Liability, Plan Fiduciary Net Position, and Net Pension Liability for the Measurement Period from June 30, 2015 to June 30, 2016:

| | Increase (Decrease) | | |
|---|---|---|---|
| | **Total Pension Liability** | **Plan Fiduciary Net Position** | **Net Pension Liability** |
| | **(a)** | **(b)** | **(c) = (a) - (b)** |
| Balance recognized at 7/1/2016 (based on 6/30/2015 Measurement Date) | $ 38,643,734 | $ 26,149,974 | $ 12,493,760 |
| Changes recognized for the fiscal year: | | | |
| Service Cost | 0 | N/A | 0 |
| Interest on the total pension liability | 2,469,864 | N/A | 2,469,864 |
| Changes of benefit terms | 0 | N/A | 0 |
| Differences between expected and actual experience | 1,693,870 | N/A | 1,693,870 |
| Changes of assumptions | 1,339,766 | N/A | 1,339,766 |
| Contributions from the employer | N/A | 1,890,265 | (1,890,265) |
| Net investment income | N/A | 273,150 | (273,150) |
| Benefit payments | (4,106,311) | (4,106,311) | 0 |
| Administrative expense | N/A | (48,713) | 48,713 |
| Net Changes | 1,397,189 | (1,991,609) | 3,388,798 |
| Balance recognized at 6/30/2017 (based on 6/30/2016 Measurement Date) | $ 40,040,923 | $ 24,158,365 | $ 15,882,558 |

## Liability (Gain)/Loss

The following table illustrates the liability gain/loss under GASB 68.

| | | Fiscal Year End June 30, 2016 |
|---|---|---|
| (1) | Pension Liability Prior Measurement Date | $ 38,643,734 |
| (2) | Service Cost | $ 0 |
| (3) | Interest Cost | $ 2,469,864 |
| (4) | Plan Changes | $ 0 |
| (5) | Assumption Changes | $ 1,339,766 |
| (6) | Benefit Payments | $ (4,106,311) |
| (7) | Expected Pension Liability | $ 38,347,053 |
| (8) | Actual Pension Liability | 40,040,923 |
| (9) | Pension Liability (Gain)/Loss | $ 1,693,870 |
| (10) | Average Future working Life Expectancy | 1.00 |
| (11) | Pension Liability (Gain)/Loss Amortization | $ 1,693,870 |

## Asset (Gain)/Loss

The following table illustrates the asset gain loss under GASB 68.

| | | Fiscal Year End June 30, 2016 |
|---|---|---|
| (1) | Pension Asset Prior Measurement Date | $ 26,149,974 |
| (2) | Contributions—Employer | $ 1,890,265 |
| (3) | Expected Investment Income | $ 1,688,688 |
| (4) | Benefit Payments | $ (4,106,311) |
| (5) | Administrative Expense | $ (48,713) |
| (6) | Other | $ 0 |
| (7) | Expected Pension Asset | $ 25,573,903 |
| (8) | Actual Pension Asset | 24,158,365 |
| (9) | Pension Asset (Gain)/Loss | $ 1,415,538 |
| (10) | Amortization Factor | 5 |
| (11) | Pension Asset (Gain)/Loss Amortization | $ 283,108 |

## Deferred Outflows/Inflows

The following table illustrates the Deferred Inflows and Outflows at the end of the fiscal year under GASB 68.

| | | Deferred Outflows | Deferred Inflows |
|---|---|---|---|
| (1) | Difference between actual and expected experience | | |
| | (a) Measurement Date June 30, 2016 | $0 | $0 |
| (2) | Assumption Changes | | |
| | (a) Measurement Date June 30, 2016 | $0 | $0 |
| (3) | Net Difference Between Expected and Actual Earnings on Pension Plan Investments | | |
| | (a) Measurement Date June 30, 2016 | $1,616,847 | $1,151,502 |
| (4) | Contribution made in Fiscal Year Ending June 30, 2016 | $0 | N/A |
| (5) | Total | $1,616,847 | $1,151,502 |

## Amortization of Deferred Inflows/Outflows

The table below lists the amortization bases included in the deferred inflows/outflows as of June 30, 2016.

| Date | | Period | | Balance | | Annual |
|---|---|---|---|---|---|---|
| Established | Type of Base | Original | Remaining | Original | Remaining | Payment |
| 07/01/2016 | Liability (Gain)/Loss | 1.00 | 0.00 | $ 1,693,870 | $ 0 | $ 1,693,870 |
| 07/01/2016 | Assumption Change | 1.00 | 0.00 | $ 1,339,766 | 0 | 1,339,766 |
| 07/01/2014 | Asset (Gain)/Loss | 5.00 | 2.00 | $ (2,878,755) | $(1,151,502) | $ (575,751) |
| 07/01/2015 | Asset (Gain)/Loss | 5.00 | 3.00 | $ 907,161 | 544,297 | 181,432 |
| 07/01/2016 | Asset (Gain)/Loss | 5.00 | 4.00 | $ 1,415,538 | 1,132,430 | 283,108 |
| | **Total Charges** | | | | **$ 525,225** | **$ 2,922,425** |

Amounts Recognized in the deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in the pension expense as follows:

**Year Ended June 30:**

| | |
|---|---|
| 2017 | $(111,211) |
| 2018 | $(111,211) |
| 2019 | $ 464,541 |
| 2020 | $ 283,106 |
| 2021 | $ 0 |
| Thereafter | $ 0 |

# Sensitivity

## GASB Requirements

The following table illustrates the impact of interest rate sensitivity on the Net Pension Liability for fiscal year end June 30, 2016:

| | | 1% Decrease (5.75%) | Current Rate (6.75%) | 1% Increase (7.75%) |
|---|---|---|---|---|
| (1) | Total Pension Liability | $ 41,497,824 | $38,643,734 | $36,364,092 |
| (2) | Plan Fiduciary Net Position | 26,149,974 | 26,149,974 | 26,149,974 |
| (3) | Net Pension Liability | $ 15,347,850 | $12,493,760 | $10,214,118 |

The following table illustrates the impact of interest rate sensitivity on the Net Pension Liability for fiscal year end June 30, 2017:

| | | 1% Decrease (5.25%) | Current Rate (6.25%) | 1% Increase (7.25%) |
|---|---|---|---|---|
| (1) | Total Pension Liability | $ 42,986,275 | $40,040,923 | $37,440,725 |
| (2) | Plan Fiduciary Net Position | 24,158,365 | 24,158,365 | 24,158,365 |
| (3) | Net Pension Liability | $ 18,827,910 | $15,882,558 | $13,282,360 |

# Disclosure—Changes in the Net Pension Liability and Related Ratios

## Changes in the Net Pension Liability and Related Ratios

| | Fiscal Year Ending | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **2007** | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** |
| **Total Pension Liability** | | | | | | | | | | |
| Service Cost | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Interest Cost | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,661,955 | $ 2,466,694 | $ 2,469,864 |
| Changes of Benefit Terms | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Differences Between Expected and Actual Experiences | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (1,431,840) | $ (968,535) | $ 1,693,870 |
| Changes of Assumptions | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 2,651,202 | $ 1,339,766 |
| Benefit Payments, Including Refunds of Member Contributions | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (4,147,224) | $ (4,098,498) | $ (4,106,311) |
| **Net Change in Total Pension Liability** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (2,917,109) | $ 50,863 | $ 1,397,189 |
| **Total Pension Liability (Beginning)** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 41,509,980 | $ 38,592,871 | $ 38,643,734 |
| **Total Pension Liability (Ending)** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 38,592,871 | $ 38,643,734 | $ 40,040,923 |
| **Plan Fiduciary Net Position** | | | | | | | | | | |
| Contributions—Employer | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,275,984 | $ 2,275,984 | $ 1,890,265 |
| Contributions—Member | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Net Investment Income | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 4,476,829 | $ 864,081 | $ 273,150 |
| Benefit Payments, Including Refunds of Member Contributions | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (4,147,224) | $ (4,098,498) | $ (4,106,311) |
| Administrative Expense | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (42,047) | $ (86,947) | $ (48,713) |
| Other | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| **Net Change in Plan Fiduciary Net Position** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,563,542 | $ (1,045,380) | $ (1,991,609) |
| **Plan Fiduciary Net Position (Beginning)** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 24,631,812 | $ 27,195,354 | $ 26,149,974 |
| **Plan Fiduciary Net Position (Ending)** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 27,195,354 | $ 26,149,974 | $ 24,158,365 |
| **Net Pension Liability (Ending)** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 11,397,517 | $ 12,493,760 | $ 15,882,558 |
| **Net Position as a % of Pension Liability** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 70.47% | 67.67% | 60,.33% |
| **Covered-Employee Payroll** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| **Net Pension Liability as a % of Payroll** | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

# Disclosure—Contribution Schedule

| | Fiscal Year Ending | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **2007** | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** |
| Actuarially Determined Contribution | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,275,984 | $ 2,275,984 | $ 1,890,265 |
| Contributions made in Relation to the Actuarially Determined Contribution | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,275,984 | $ 2,275,984 | $ 1,890,265 |
| Contribution Deficiency (excess) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Covered-Employee Payroll | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Contributions as a % of Payroll | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

**Notes to Schedule:**
Valuation Date: Actuarially determined contributions rates are calculated as of July 1 of the year before the fiscal year in which contributions are reported. For example, the contribution calculated at 7/1/2014 was contributed during 2015-16. There will be a slight change in this for future years.

Methods and assumptions used to determine contribution rates:

Actuarial Cost Method: Entry Age Normal

Asset Valuation Method: Market Value

Inflation: 2.5%

Cost of Living Increases 3%

IRS Limit Increases: N/A

Salary Increases: N/A

Investment Rate of Return: 6.25%, net of pension plan investment expense; nominal return: includes inflation.

Retirement Age: N/A

Mortality: RP2000 Generational at Scale BB, Females - 100% Annuitant White Collar; Males - 50% Annuitant White Collar / 50% Annuitant Blue Collar.

# State Requirements

## Sensitivity

The following table illustrates the impact of interest rate sensitivity on the Net Pension Liability for fiscal year end June 30, 2016:

| | | 2% Decrease (4.75%) | Current Rate (6.75%) | FRS Interest (7.75%) |
|---|---|---|---|---|
| (1) | Total Pension Liability | $ 44,750,294 | $ 38,643,734 | $ 36,364,092 |
| (2) | Plan Fiduciary Net Position | 26,149,974 | 26,149,974 | 26,149,974 |
| (3) | Net Pension Liability | $ 18,600,320 | $ 12,493,7660 | $ 10,214,118 |

The following table illustrates the impact of interest rate sensitivity on the Net Pension Liability for fiscal year end June 30, 2017:

| | | 2% Decrease (4.25%) | Current Rate (6.25%) | FRS Interest (7.65%) |
|---|---|---|---|---|
| (1) | Total Pension Liability | $ 46,340,093 | $ 40,040,923 | $ 36,485,353 |
| (2) | Plan Fiduciary Net Position | 24,158,365 | 24,158,365 | 24,158,365 |
| (3) | Net Pension Liability | $ 22,181,728 | $ 15,882,558 | $ 12,326,988 |

### Adequacy of Assets

The following table illustrates the number of years for which the Market Value of Assets is adequate to sustain expected retirement benefits assuming no contributions.

| Assumed return on assets | Years |
|---|---|
| 6.25% | 7.58 |
| 4.25% | 6.92 |
| 7.65% | 8.08 |

# State Required Disclosure—Changes in the Net Pension Liability and Related Ratios

## Changes in the Net Pension Liability and Related Ratios

| | Fiscal Year Ending | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **2007** | **2008** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** | **2015** | **2016** |
| **Total Pension Liability** | | | | | | | | | | |
| Service Cost | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Interest Cost | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,187,547 | $ 2,012,846 | $ 2,028,114 |
| Changes of Benefit Terms | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Differences Between Expected and Actual Experiences | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (1,742,598) | $ (1,630,215) | $ (139,318) |
| Changes of Assumptions | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 1,974,162 | $ 1,732,451 |
| Benefit Payments, Including Refunds of Member Contributions | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (4,147,224) | $ (2,031,448) | $ (2,031,448) |
| Net Change in Total Pension Liability | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (3,702,275) | $ 325,345 | $ 1,589,799 |
| Total Pension Liability (Beginning) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 48,127,224 | $ 44,424,949 | $ 44,750,294 |
| Total Pension Liability (Ending) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 44,424,949 | $ 44,750,294 | $ 46,340,093 |
| **Plan Fiduciary Net Position** | | | | | | | | | | |
| Contributions—Employer | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,275,984 | $ 2,275,984 | $ 1,890,265 |
| Contributions—Member | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Net Investment Income | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 4,476,829 | $ 864,081 | $ 273,150 |
| Benefit Payments, Including Refunds of Member Contributions | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (4,147,224) | $ (4,098,498) | $ (4,106,311) |
| Administrative Expense | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ (42,047) | $ (86,947) | $ (48,713) |
| Other | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Net Change in Plan Fiduciary Net Position | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,563,542 | $ (1,045,380) | $ (1,991,609) |
| Plan Fiduciary Net Position (Beginning) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 24,631,812 | $ 27,195,354 | $ 26,149,974 |
| Plan Fiduciary Net Position (Ending) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 27,195,354 | $ 26,149,974 | $ 24,158,365 |
| Net Pension Liability (Ending) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 17,229,595 | $ 18,600,320 | $ 22,181,728 |
| Net Position as a % of Pension Liability | N/A | N/A | N/A | N/A | N/A | N/A | N/A | 61.22% | 58.44% | 52.13% |
| Covered-Employee Payroll | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Net Pension Liability as a % of Payroll | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

# State Required Disclosure—Contribution Schedule

| | Fiscal Year Ending | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **2006** | **2007** | **2008** | **2009** | **2010** | **2011** | **2012** | **2014** | **2015** | **2016** |
| Actuarially Determined Contribution | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,275,984 | $ 2,275,984 | $ 1,890,265 |
| Contributions made in Relation to the Actuarially Determined Contribution | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 2,275,984 | $ 2,275,984 | $ 1,890,265 |
| Contribution Deficiency (excess) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | $ 0 | $ 0 | $ 0 |
| Covered-Employee Payroll | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Contributions as a % of Payroll | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

**Notes to Schedule:**
Valuation Date: Actuarially determined contributions rates are calculated as of July 1 of the year before the fiscal year in which contributions are reported. For example, the contribution calculated at 7/1/2014 was contributed during 2015-16. There will be a slight change in this for future years.

Methods and assumptions used to determine contributions:

| | |
|---|---|
| Actuarial Cost Method: | Entry Age Normal |
| Asset Valuation Method: | Market Value |
| Inflation: | 2.5% |
| Cost of Living Increases | 3% |
| IRS Limit Increases: | N/A |
| Salary Increases: | N/A |
| Investment Rate of Return: | 6.25%, net of pension plan investment expense; nominal return: includes inflation. |
| Retirement Age: | N/A |

Mortality: RP2000 Generational at Scale BB, Females - 100% Annuitant White Collar; Males - 50% Annuitant White Collar / 50% Annuitant Blue Collar.

# Actuarial Present Value of Accrued Benefits

| | 07/01/15 | 07/01/16 |
|---|---|---|
| Vested Benefits | | |
| Participants Currently Receiving Payments | $ 38,643,734 | $ 40,040,923 |
| All Other Participants | 0 | 0 |
| Total Vested Benefits | $ 38,643,734 | $ 40,040,923 |
| Nonvested Benefits | 0 | 0 |
| Total Actuarial Present Value of Accumulated Plan Benefits | $ 38,643,734 | $ 40,040,923 |
| Statement of Changes in Total Accrued Benefits | | |
| Actuarial Present Value of Accrued Benefits at July 1, 2015 | | $ 38,643,734 |
| Increase (Decrease) attributable to | | |
| Plan Amendments | | $ 0 |
| Changes in Actuarial Assumptions | | $ 1,339,766 |
| Increase for Interest, Probability of Payment Due to Decrease in Discount Period and Benefits Accrued/(Forfeited) | | $ 4,163,734 |
| Benefits Paid | | $ (4,106,311) |
| Other Changes (Transfers) | | $ 0 |
| Net Increase (Decrease) | | $ 1,397,189 |
| Actuarial Present Value of Accrued Benefits at July 1, 2016 | | $ 40,040,923 |

# 15 Year Projection of Emerging Liabilities

| July 1 | Expected Benefit Payments |
|---|---|
| 2016 | $4,131,066 |
| 2017 | $4,086,901 |
| 2018 | $4,029,420 |
| 2019 | $3,958,250 |
| 2020 | $3,873,146 |
| 2021 | $3,774,108 |
| 2022 | $3,661,425 |
| 2023 | $3,535,583 |
| 2024 | $3,397,164 |
| 2025 | $3,246,807 |
| 2026 | $3,085,539 |
| 2027 | $2,914,672 |
| 2028 | $2,735,601 |
| 2029 | $2,550,052 |
| 2030 | $2,359,819 |

# Appendix

# Participant Data

The actuarial valuation was based on personnel information from Miami-Dade County Public Schools records as of July 1, 2016. Following are some of the pertinent characteristics from the personnel data as of that date. Prior year characteristics are also provided for comparison purposes. Both age and service have been determined using years and months as of the valuation date.

| | July 1, 2015 | July 1, 2016 |
|---|---|---|
| **Inactives with Deferred Benefits** | | |
| Number | 0 | 0 |
| **Inactives Receiving Payment** | | |
| Number | 542 | 521 |
| Average Current Age | 78.6 | 79.4 |
| Average Monthly Benefit | $ 624 | $ 672 |
| | | |
| **Total Participants** | | |
| Number | 542 | 521 |

# Participant Data Summary

## Reconciliation

| | Actives | Retirees | Beneficiaries | Total |
|---|---|---|---|---|
| **Participants as of July 1, 2015** | 0 | 525 | 17 | 542 |
| **Changes During Year** | | | | |
| New Participants | | | | |
| No Longer Eligible | | | | |
| Retirements | | | | |
| Correction | | 1 | 2 | 3 |
| Benefit Reinstated | | | | |
| Benefit Period Ceased | | | | |
| Death with no Beneficiary | | (20) | (4) | (24) |
| Death with a Beneficiary | | (1) | 1 | 0 |
| **Participants as of July 1, 2016** | 0 | 505 | 16 | 521 |

# Retiree Age-Years Receiving Distribution

Shown below is the distribution of retirees based on age and years elapsed since their retirement date. Total retirees and their average annual benefit are shown for each cell.

| | Years Receiving as of 07/01/2016 | | | | | |
|---|---|---|---|---|---|---|
| **Age** | **10-14** | **15-19** | **20-24** | **25-30** | **>30** | **Total** |
| 70-74 | 8 | 95 | | | | **103** |
| | $7,210 | $10,668 | | | | **$10,399** |
| 75-79 | 1 | 94 | 76 | 12 | | **183** |
| | $472 | $5,3445 | $10,984 | $19,414 | | **$8,583** |
| 80-84 | | 9 | 65 | 70 | | **144** |
| | | $1,680 | $4,908 | $9,906 | | **$7,136** |
| 85-90 | | 1 | 5 | 54 | 22 | **82** |
| | | $10,358 | $1,851 | $5,109 | $9,367 | **$6,117** |
| >90 | | | 1 | | 8 | **9** |
| | | | $8,826 | | $3,084 | **$3,722** |
| **Total** | **9** | **199** | **147** | **136** | **30** | **521** |
| | **$6,462** | **$7,746** | **$7,972** | **$8,840** | **$7,692** | **$8,070** |

## Asset Allocation

The following table illustrates the allocation of the Plan Fiduciary Net Position as of June 30, 2016:

| Asset Class | Total Allocation |
|---|---|
| Government Fixed Income | 40% |
| Cash | 1% |
| Domestic Equity | 41% |
| International Equity | 13% |
| Real Estate | 5% |
| Total | 100% |

The following table illustrates the expected rate of return for each of the asset classes in Plan Fiduciary Net Position as of June 30, 2016:

| Asset Class | Expected Nominal Return | Expected Real Rate of Return |
|---|---|---|
| Government Fixed Income | 4.0% | 1.5% |
| Cash | 2.7% | 0.2% |
| Domestic Equity | 6.9% | 4.4% |
| International Equity | 7.9% | 5.4% |
| Real Estate | 6.6% | 4.1% |

## Five Year History of Asset Returns and Portfolio Percentages

| Year Ended June 30, | Assumed Return | Actual Return | Cash | Domestic Equity | International Equity | Real Estate | Fixed Income |
|---|---|---|---|---|---|---|---|
| 2011 | 6.75% | 14.10% | 24% | 51% | 0% | 0% | 25% |
| 2012 | 6.75% | 2.39% | 45% | 55% | 0% | 0% | 0% |
| 2013 | 6.75% | 13.37% | 45% | 55% | 0% | 0% | 0% |
| 2014 | 6.75% | 18.53% | 3% | 48% | 18% | 0% | 31% |
| 2015 | 6.75% | 3.29% | 3% | 42% | 23% | 0% | 32% |
| 2016 | 6.75% | 1.39% | 1% | 41% | 13% | 5% | 40% |

The actual experience figures are the approximate time-weighted rates of return for the particular year. Income includes dividends, interest, and unrealized and realized gains (losses), based upon statements of Fund Balances provided by BNY Mellon. The time-weighted balance reflects estimated transaction dates for income, employer contributions, expenses, and disbursements.

# Actuarial Assumptions and Methods

| | |
|---|---|
| Expected Return on Assets | 6.25%. |
| Discount Rate | 6.25%[1]. |
| Salary Increases | N/A. |
| General Inflation | 2.5%. |
| Cost of Living Increases | 3% |
| Benefit and Compensation Limits | N/A. |
| Mortality Rates | RP2000 Generational, 100% Annuitant White Collar - Female, Scale BB, 50% Annuitant White Collar / 50% Annuitant Blue Collar - Male, Scale BB. |
| Withdrawal Rates | N/A. |
| Disability Rates | N/A. |
| Decrement Timing | Middle of year decrements, with 100% retirement occurring at beginning of year. |
| Administrative Expenses Included in Service Cost | Prior year's administrative expenses paid from the trust of $48,713. |
| Actuarial Cost Method | Entry Age Normal with Unfunded Liabilities – Spreads the excess of the present value of benefits minus the actuarial value of assets over a 10 year amortization period for the initial year, with the actuarial gains/losses for each subsequent year being a new base amortized over 10 years. |
| Measurement Date | June 30, 2016 |
| Measurement Period | July 1, 2015 to June 30, 2016. |
| Valuation Date | July 1, 2016. |
| Census Data | As of July 1, 2016. |

[1] Based on the employer's funding policy, projected assets are projected to always be sufficient to cover projected benefit payments, so the EROA is used as the discount rate.

# Changes in Methods/Assumptions Since the Prior Year

### Method Changes

The July 1, 2016 unfunded liability is being refreshed to start a new 10 year amortization and the gains and losses occurring each year in the future will be amortized over a new 10 year period.

### Assumption Changes

The expected return on assets and the discount rate were lowered from 6.75% to 6.25% to better reflect actual return on plan assets. The prior year's administrative expenses, which the plan pays out of the trust, are now being loaded into the annual contribution.

# Actuarial Assumptions and Methods

## Discussion of Actuarial Assumptions and Methods

Miami-Dade County Public Schools selected the economic and demographic assumptions and prescribed them for use for purposes of compliance with GASB 68. Aon Hewitt provided guidance with respect to these assumptions, and it is our belief that the assumptions represent reasonable expectations of anticipated plan experience.

## Calculation of Normal Costs and Liabilities

The method used to calculate the service cost and projected benefit obligation for determining pension expense is the entry age normal cost method. Under this cost method, the actuarial accrued liability is based on a prorated portion of the present value of all benefits earned to date over expected future working life time as defined by GASB. The proration is determined so that the cost with respect to service accrued from date of hire is recognized as a level percentage of pay each year. The Normal Cost is equal to the prorated cost for the year of the valuation.

## Accounting Information Under GASB 68

Benefit obligations and expense/(income) are calculated under U.S. Generally Accepted Accounting Principles as set forth in Government Accounting Standards Board Statement 68.

The total pension liability represents the actuarial present value of benefits based on the entry age normal cost method as of the measurement date. The service cost represents the actuarial present value of benefits that are attributed to the 2016 fiscal year, reflecting the effect of assumed future pay increases.

The pension expense is the annual amount to be recognized in the income statement as the cost of pension benefits for this plan for the period ending June 30, 2017.

# Plan Provisions

| | |
|---|---|
| Effective Date | July 1, 1984. |
| Eligibility | Employees of the School Board of Miami-Dade, including teachers, administrators, and non-instructional personnel, but excluding members of the Board, who are participants in the Florida Retirement System (FRS). Eligibility into the Plan shall cease as of July 1, 2003. |
| Fiscal Year and Plan Year | July 1 through June 30. |
| Final Average Annual Compensation | The highest 5 plan years of total compensation received divided by 5. This is the same Final Average Compensation which is calculated by the Florida Retirement System as determined by the Florida Division of Retirement. |
| Early Retirement | |
| Eligibility | All participants who early retire under the FRS and are at least 55 but less than 60 years old, and have completed at least 25 but less than 28 years of credited service. The participant must also have at least 5 years of continuous and uninterrupted years of credited service for the Miami-Dade County Public Schools immediately prior to retirement. |
| Benefit | The full replacement of reduction in benefits from the Florida Retirement System on account of early retirement. The FRS reduction is 5% for each year that early retirement precedes age 62. |
| Benefit Formula | 1.60% of Final Average Compensation times years of service. |
| Normal Form of Payment | Life Annuity. |
| Early Retirement Reduction | 5/12 of 1% for each month a participant's early retirement date precedes his normal retirement date. |
| Cost of Living Increase | Same as FRS. This has been 3% historically. |
| Forms of Payment | All Early Retirement Program benefits are based directly on the amount and form of payment under the Florida Retirement System. All FRS adjustments for optional forms apply to the Early Retirement Program. |

## Plan Changes Since the Prior Year

The funding and financial accounting valuation does not reflect any plan changes.

# Exhibit Four

# Customer Survey for the Miami-Dade County Public Schools

Report Prepared by:

**Amplitude Research, Inc.**

June 2017

# Appendix

The tables below present the 2017 results for each question in the order they appear on the questionnaire.

**Online or Paper**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Online | 758 | 97.4 | 97.4 | 97.4 |
| | Paper | 20 | 2.6 | 2.6 | 100.0 |
| | Total | 778 | 100.0 | 100.0 | |

**BU#**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | BU1 | 627 | 80.6 | 80.6 | 80.6 |
| | BU3 | 63 | 8.1 | 8.1 | 88.7 |
| | BU4 | 15 | 1.9 | 1.9 | 90.6 |
| | BU5 | 5 | 0.6 | 0.6 | 91.3 |
| | BU6 | 41 | 5.3 | 5.3 | 96.5 |
| | BU7 | 9 | 1.2 | 1.2 | 97.7 |
| | BU8 | 12 | 1.5 | 1.5 | 99.2 |
| | BU9 | 6 | 0.8 | 0.8 | 100.0 |
| | Total | 778 | 100.0 | 100.0 | |

**Q1. Have you had any problems logging onto the enrollment website?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 77 | 9.9 | 10.0 | 10.0 |
| | No | 695 | 89.3 | 90.0 | 100.0 |
| | Total | 772 | 99.2 | 100.0 | |
| Missing | (No answer) | 6 | 0.8 | | |
| Total | | 778 | 100.0 | | |

IF YES IN QUESTION ABOVE, PLEASE DESCRIBE WHY:
As a retired teacher coming back the website did not recognize me.
Because I had problems that are indescribable.
Certain search engines wouldn't allow.
Computer goes wacky.
Computers were down.
Confusing.
Difficulty updating information and finding the information needed.
Do not know. It was not working properly.
Dropping info.
During enrollment, I didn't realize you had to click on the top. I kept clicking on the individual steps as it had been in previous years.
Forgot password and user ID.
Had to use a specific browser.
Hard to see where to go.

Having information and options clearly explained.
I am visually impaired and use a screen reader program (JAWS) and the website does not interface well with it, preventing me from independently taking care of my enrollment.
I could log in but it took several tries before it would become interactive.
I couldn't sign in, it was a little confused to me.
I didn't know the website.
I had, and continue to have, trouble editing/deleting my beneficiaries for life insurance. This happened last year, too.
Who has time for this?
I really don't know.
I tried to do deferred pay and never could.
I was not sure where to go.
Is not user-friendly.
It does not provide all the options.
It froze at times and I just never went back.
It had intermittent issues in the beginning.
IT IS CONFUSING.
It is not user-friendly.
It required a pin number that was going to be mailed, and I never received it.
It said server error.
It was not opening.
It was not very user-friendly. I had to call several times before I was able to enroll and verify my dependents.
It was very difficult find the site for enrollment.
IT WOULD NOT OPEN DUE TO COOKIES.
It would not open. I had to call.
It's not very visible.
Loading and saving.
Not able to access.
Not able to access the enrollment page.
Not able to log on, probably because there were too many employees trying to log on at the same time. A suggestion would be to try to do some form of alphabetical order giving certain times and days throughout enrollment.
NOT AN EASY SITE TO NAVIGATE. VERY CONFUSING.
Not on the page stated and not very user-friendly.
Not too clear.
Not user-friendly.
Not user-friendly.
Nothing in Dade schools is user-friendly.
Outdated computer.
Page was not uploading.
Password doesn't work.
Passwords.
Sometimes is very slow and by phone it is problem.
Sometimes my PASSWORD is not ACCEPTED.
Takes too long or freezes.
The link was not working.
The New Hire drop down menu would not appear for days.
The site wasn't working.
The website is not user-friendly and has a lot of content blocked when viewed outside of a school.
Too slow.
Two years ago, I was constantly unable to log in....when I finally was able, I filled everything out but apparently it was not finalized, so I was without dental insurance for a year.
Unclear.
Used Google not Internet Explorer.
Website down.
Website was down.
Would not accept my password in the AM, but then accepted it in the PM?
Yes, and I was put on hold 3 times.

**Q2. Were you able to enroll via the enrollment application?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 670 | 86.1 | 88.4 | 88.4 |
| | No | 88 | 11.3 | 11.6 | 100.0 |
| | Total | 758 | 97.4 | 100.0 | |
| Missing | (No answer) | 20 | 2.6 | | |
| Total | | 778 | 100.0 | | |

**Q3. Did you feel it was easy to navigate through the enrollment application?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 587 | 75.4 | 77.9 | 77.9 |
| | No | 167 | 21.5 | 22.1 | 100.0 |
| | Total | 754 | 96.9 | 100.0 | |
| Missing | (No answer) | 24 | 3.1 | | |
| Total | | 778 | 100.0 | | |

**Q4. How many times did you enroll?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 1 | 547 | 70.3 | 73.4 | 73.4 |
| | 2-3 | 185 | 23.8 | 24.8 | 98.3 |
| | 4 or more | 13 | 1.7 | 1.7 | 100.0 |
| | Total | 745 | 95.8 | 100.0 | |
| Missing | (No answer) | 33 | 4.2 | | |
| Total | | 778 | 100.0 | | |

IF 4 OR MORE IN QUESTION ABOVE, PLEASE DESCRIBE WHY:
Forgot information.
Because of inadequate directions.
It kept loading.
To make changes.
I changed my mind.
Once yearly.
Across the years.
Not all at one time over years.
Finally went to SBAB and enrolled in person.
I tried and failed to do it by myself and had to ask for help.
IT WAS CONFUSING -- I COULD NOT FIGURE IT OUT.
I could not enroll.
Via telephone.

**Q5. Did you print out your benefits confirmation statement?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 520 | 66.8 | 69.1 | 69.1 |
| | No | 232 | 29.8 | 30.9 | 100.0 |

| | | | | | |
|---|---|---|---|---|---|
| | Total | 752 | 96.7 | 100.0 | |
| Missing | (No answer) | 26 | 3.3 | | |
| Total | | 778 | 100.0 | | |

**Q6. Did you visit the 2017 Benefits webpage?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 555 | 71.3 | 72.6 | 72.6 |
| | No | 209 | 26.9 | 27.4 | 100.0 |
| | Total | 764 | 98.2 | 100.0 | |
| Missing | (No answer) | 14 | 1.8 | | |
| Total | | 778 | 100.0 | | |

**Q6a. Did you feel it was easy to navigate through the Benefits webpage?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 523 | 67.2 | 72.0 | 72.0 |
| | No | 203 | 26.1 | 28.0 | 100.0 |
| | Total | 726 | 93.3 | 100.0 | |
| Missing | (No answer) | 52 | 6.7 | | |
| Total | | 778 | 100.0 | | |

**Q6b. Did you find the information you were looking for?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 584 | 75.1 | 80.1 | 80.1 |
| | No | 145 | 18.6 | 19.9 | 100.0 |
| | Total | 729 | 93.7 | 100.0 | |
| Missing | (No answer) | 49 | 6.3 | | |
| Total | | 778 | 100.0 | | |

**Q6c. Have you used the Healthcare Bluebook Transparency Tool?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 214 | 27.5 | 27.5 | 27.5 |
| | No | 563 | 72.4 | 72.5 | 100.0 |
| | Total | 777 | 99.9 | 100.0 | |
| Missing | (No answer) | 1 | 0.1 | | |
| Total | | 778 | 100.0 | | |

**Q6d. Did you find the information helpful?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 191 | 24.6 | 91.0 | 91.0 |
| | No | 19 | 2.4 | 9.0 | 100.0 |
| | Total | 210 | 27.0 | 100.0 | |
| Missing | (No answer) | 568 | 73.0 | | |
| Total | | 778 | 100.0 | | |

**Q7. Have you visited the UHealth Medical Center located at Miami Jackson Senior High School?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 54 | 6.9 | 7.0 | 7.0 |
| | No | 720 | 92.5 | 93.0 | 100.0 |
| | Total | 774 | 99.5 | 100.0 | |
| Missing | (No answer) | 4 | 0.5 | | |
| Total | | 778 | 100.0 | | |

**Q7a. Were you satisfied with the services provided?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 48 | 6.2 | 94.1 | 94.1 |
| | No | 3 | 0.4 | 5.9 | 100.0 |
| | Total | 51 | 6.6 | 100.0 | |
| Missing | (No answer) | 727 | 93.4 | | |
| Total | | 778 | 100.0 | | |

**Q7b. Were you referred to any specialist?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 31 | 4.0 | 58.5 | 58.5 |
| | No | 22 | 2.8 | 41.5 | 100.0 |
| | Total | 53 | 6.8 | 100.0 | |
| Missing | (No answer) | 725 | 93.2 | | |
| Total | | 778 | 100.0 | | |

**Q8. From what location did you access the enrollment website? [Please select only ONE]**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Home | 233 | 29.9 | 30.7 | 30.7 |
| | Work | 479 | 61.6 | 63.2 | 93.9 |
| | Risk Management | 16 | 2.1 | 2.1 | 96.0 |
| | Maintenance / Transportation / Enrollment Hubs (worksites with an Enroller) | 7 | 0.9 | 0.9 | 97.0 |
| | Other | 23 | 3.0 | 3.0 | 100.0 |
| | Total | 758 | 97.4 | 100.0 | |
| Missing | (No answer) | 20 | 2.6 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Cigna OAP 20**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 119 | 15.3 | 23.3 | 23.3 |
| | Satisfied | 195 | 25.1 | 38.2 | 61.6 |
| | Neutral | 110 | 14.1 | 21.6 | 83.1 |
| | Dissatisfied | 59 | 7.6 | 11.6 | 94.7 |
| | Very Dissatisfied | 27 | 3.5 | 5.3 | 100.0 |
| | Total | 510 | 65.6 | 100.0 | |
| Missing | Not Used | 132 | 17.0 | | |
| | (No answer) | 136 | 17.5 | | |
| | Total | 268 | 34.4 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Cigna OAP 10**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 26 | 3.3 | 17.6 | 17.6 |
| | Satisfied | 42 | 5.4 | 28.4 | 45.9 |
| | Neutral | 54 | 6.9 | 36.5 | 82.4 |
| | Dissatisfied | 20 | 2.6 | 13.5 | 95.9 |
| | Very Dissatisfied | 6 | 0.8 | 4.1 | 100.0 |
| | Total | 148 | 19.0 | 100.0 | |
| Missing | Not Used | 358 | 46.0 | | |
| | (No answer) | 272 | 35.0 | | |
| | Total | 630 | 81.0 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- LocalPLus**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 31 | 4.0 | 17.3 | 17.3 |
| | Satisfied | 44 | 5.7 | 24.6 | 41.9 |
| | Neutral | 59 | 7.6 | 33.0 | 74.9 |
| | Dissatisfied | 26 | 3.3 | 14.5 | 89.4 |
| | Very Dissatisfied | 19 | 2.4 | 10.6 | 100.0 |
| | Total | 179 | 23.0 | 100.0 | |
| Missing | Not Used | 335 | 43.1 | | |
| | (No answer) | 264 | 33.9 | | |
| | Total | 599 | 77.0 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Short-Term Disability**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 55 | 7.1 | 20.4 | 20.4 |
| | Satisfied | 94 | 12.1 | 34.9 | 55.4 |
| | Neutral | 103 | 13.2 | 38.3 | 93.7 |
| | Dissatisfied | 12 | 1.5 | 4.5 | 98.1 |
| | Very Dissatisfied | 5 | 0.6 | 1.9 | 100.0 |
| | Total | 269 | 34.6 | 100.0 | |
| Missing | Not Used | 287 | 36.9 | | |
| | (No answer) | 222 | 28.5 | | |
| | Total | 509 | 65.4 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Long-Term Disability**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 38 | 4.9 | 18.3 | 18.3 |
| | Satisfied | 70 | 9.0 | 33.7 | 51.9 |
| | Neutral | 88 | 11.3 | 42.3 | 94.2 |
| | Dissatisfied | 9 | 1.2 | 4.3 | 98.6 |
| | Very Dissatisfied | 3 | 0.4 | 1.4 | 100.0 |
| | Total | 208 | 26.7 | 100.0 | |
| Missing | Not Used | 336 | 43.2 | | |
| | (No answer) | 234 | 30.1 | | |
| | Total | 570 | 73.3 | | |

| | | | | | |
|---|---|---|---|---|---|
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- DeltaCare USA DHMO**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 28 | 3.6 | 17.1 | 17.1 |
| | Satisfied | 41 | 5.3 | 25.0 | 42.1 |
| | Neutral | 62 | 8.0 | 37.8 | 79.9 |
| | Dissatisfied | 21 | 2.7 | 12.8 | 92.7 |
| | Very Dissatisfied | 12 | 1.5 | 7.3 | 100.0 |
| | Total | 164 | 21.1 | 100.0 | |
| Missing | Not Used | 355 | 45.6 | | |
| | (No answer) | 259 | 33.3 | | |
| | Total | 614 | 78.9 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- UnitedHealthcare Solstice DHMO**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 25 | 3.2 | 14.1 | 14.1 |
| | Satisfied | 55 | 7.1 | 31.1 | 45.2 |
| | Neutral | 64 | 8.2 | 36.2 | 81.4 |
| | Dissatisfied | 19 | 2.4 | 10.7 | 92.1 |
| | Very Dissatisfied | 14 | 1.8 | 7.9 | 100.0 |
| | Total | 177 | 22.8 | 100.0 | |
| Missing | Not Used | 346 | 44.5 | | |
| | (No answer) | 255 | 32.8 | | |
| | Total | 601 | 77.2 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Delta Dental PPO**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 57 | 7.3 | 20.2 | 20.2 |
| | Satisfied | 85 | 10.9 | 30.1 | 50.4 |
| | Neutral | 79 | 10.2 | 28.0 | 78.4 |
| | Dissatisfied | 46 | 5.9 | 16.3 | 94.7 |
| | Very Dissatisfied | 15 | 1.9 | 5.3 | 100.0 |
| | Total | 282 | 36.2 | 100.0 | |

| | | | | | |
|---|---|---|---|---|---|
| Missing | Not Used | 282 | 36.2 | | |
| | (No answer) | 214 | 27.5 | | |
| | Total | 496 | 63.8 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- UnitedHealthcare PPO**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 41 | 5.3 | 24.4 | 24.4 |
| | Satisfied | 51 | 6.6 | 30.4 | 54.8 |
| | Neutral | 51 | 6.6 | 30.4 | 85.1 |
| | Dissatisfied | 15 | 1.9 | 8.9 | 94.0 |
| | Very Dissatisfied | 10 | 1.3 | 6.0 | 100.0 |
| | Total | 168 | 21.6 | 100.0 | |
| Missing | Not Used | 337 | 43.3 | | |
| | (No answer) | 273 | 35.1 | | |
| | Total | 610 | 78.4 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Davis Vision**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 51 | 6.6 | 22.5 | 22.5 |
| | Satisfied | 87 | 11.2 | 38.3 | 60.8 |
| | Neutral | 70 | 9.0 | 30.8 | 91.6 |
| | Dissatisfied | 11 | 1.4 | 4.8 | 96.5 |
| | Very Dissatisfied | 8 | 1.0 | 3.5 | 100.0 |
| | Total | 227 | 29.2 | 100.0 | |
| Missing | Not Used | 311 | 40.0 | | |
| | (No answer) | 240 | 30.8 | | |
| | Total | 551 | 70.8 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- UnitedHealthcare Vision**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 49 | 6.3 | 22.2 | 22.2 |
| | Satisfied | 76 | 9.8 | 34.4 | 56.6 |
| | Neutral | 73 | 9.4 | 33.0 | 89.6 |
| | Dissatisfied | 15 | 1.9 | 6.8 | 96.4 |

| | | | | | |
|---|---|---|---|---|---|
| | Very Dissatisfied | 8 | 1.0 | 3.6 | 100.0 |
| | Total | 221 | 28.4 | 100.0 | |
| Missing | Not Used | 312 | 40.1 | | |
| | (No answer) | 245 | 31.5 | | |
| | Total | 557 | 71.6 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Hospital Indemnity Coverage**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 33 | 4.2 | 20.0 | 20.0 |
| | Satisfied | 53 | 6.8 | 32.1 | 52.1 |
| | Neutral | 68 | 8.7 | 41.2 | 93.3 |
| | Dissatisfied | 6 | 0.8 | 3.6 | 97.0 |
| | Very Dissatisfied | 5 | 0.6 | 3.0 | 100.0 |
| | Total | 165 | 21.2 | 100.0 | |
| Missing | Not Used | 357 | 45.9 | | |
| | (No answer) | 256 | 32.9 | | |
| | Total | 613 | 78.8 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- ARAG Legal**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 69 | 8.9 | 29.9 | 29.9 |
| | Satisfied | 86 | 11.1 | 37.2 | 67.1 |
| | Neutral | 61 | 7.8 | 26.4 | 93.5 |
| | Dissatisfied | 6 | 0.8 | 2.6 | 96.1 |
| | Very Dissatisfied | 9 | 1.2 | 3.9 | 100.0 |
| | Total | 231 | 29.7 | 100.0 | |
| Missing | Not Used | 315 | 40.5 | | |
| | (No answer) | 232 | 29.8 | | |
| | Total | 547 | 70.3 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- MetLaw Legal**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 10 | 1.3 | 11.8 | 11.8 |
| | Satisfied | 20 | 2.6 | 23.5 | 35.3 |

| | | | | | |
|---|---|---|---|---|---|
| | Neutral | 47 | 6.0 | 55.3 | 90.6 |
| | Dissatisfied | 2 | 0.3 | 2.4 | 92.9 |
| | Very Dissatisfied | 6 | 0.8 | 7.1 | 100.0 |
| | Total | 85 | 10.9 | 100.0 | |
| Missing | Not Used | 413 | 53.1 | | |
| | (No answer) | 280 | 36.0 | | |
| | Total | 693 | 89.1 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- ID Watchdog**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 26 | 3.3 | 24.1 | 24.1 |
| | Satisfied | 27 | 3.5 | 25.0 | 49.1 |
| | Neutral | 47 | 6.0 | 43.5 | 92.6 |
| | Dissatisfied | 5 | 0.6 | 4.6 | 97.2 |
| | Very Dissatisfied | 3 | 0.4 | 2.8 | 100.0 |
| | Total | 108 | 13.9 | 100.0 | |
| Missing | Not Used | 397 | 51.0 | | |
| | (No answer) | 273 | 35.1 | | |
| | Total | 670 | 86.1 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- MetLife Voluntary Life Insurance**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 34 | 4.4 | 19.9 | 19.9 |
| | Satisfied | 57 | 7.3 | 33.3 | 53.2 |
| | Neutral | 72 | 9.3 | 42.1 | 95.3 |
| | Dissatisfied | 4 | 0.5 | 2.3 | 97.7 |
| | Very Dissatisfied | 4 | 0.5 | 2.3 | 100.0 |
| | Total | 171 | 22.0 | 100.0 | |
| Missing | Not Used | 345 | 44.3 | | |
| | (No answer) | 262 | 33.7 | | |
| | Total | 607 | 78.0 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- MetLife (AD&D) Accidental Death & Dismemberment**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 33 | 4.2 | 20.5 | 20.5 |
| | Satisfied | 50 | 6.4 | 31.1 | 51.6 |
| | Neutral | 69 | 8.9 | 42.9 | 94.4 |
| | Dissatisfied | 4 | 0.5 | 2.5 | 96.9 |
| | Very Dissatisfied | 5 | 0.6 | 3.1 | 100.0 |
| | Total | 161 | 20.7 | 100.0 | |
| Missing | Not Used | 360 | 46.3 | | |
| | (No answer) | 257 | 33.0 | | |
| | Total | 617 | 79.3 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Dependent Care FSA**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 16 | 2.1 | 17.0 | 17.0 |
| | Satisfied | 20 | 2.6 | 21.3 | 38.3 |
| | Neutral | 48 | 6.2 | 51.1 | 89.4 |
| | Dissatisfied | 6 | 0.8 | 6.4 | 95.7 |
| | Very Dissatisfied | 4 | 0.5 | 4.3 | 100.0 |
| | Total | 94 | 12.1 | 100.0 | |
| Missing | Not Used | 405 | 52.1 | | |
| | (No answer) | 279 | 35.9 | | |
| | Total | 684 | 87.9 | | |
| Total | | 778 | 100.0 | | |

**Q9. For each of the following benefits that your employer offers ...- Medical Expense FSA**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 43 | 5.5 | 30.1 | 30.1 |
| | Satisfied | 44 | 5.7 | 30.8 | 60.8 |
| | Neutral | 47 | 6.0 | 32.9 | 93.7 |
| | Dissatisfied | 5 | 0.6 | 3.5 | 97.2 |
| | Very Dissatisfied | 4 | 0.5 | 2.8 | 100.0 |
| | Total | 143 | 18.4 | 100.0 | |
| Missing | Not Used | 367 | 47.2 | | |
| | (No answer) | 268 | 34.4 | | |
| | Total | 635 | 81.6 | | |

| | | | |
|---|---|---|---|
| Total | 778 | 100.0 | |

**Q10. If you have declined dependent medical coverage, please indicate the primary reason. [Please select only ONE]**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Currently participating in a Florida KidCare / Medicare/Medicaid Plan | 44 | 5.7 | 10.5 | 10.5 |
| | I already participate in other Group Medical Coverage | 64 | 8.2 | 15.3 | 25.8 |
| | Obtained dependent medical coverage with spouse | 75 | 9.6 | 17.9 | 43.7 |
| | Other (please describe): | 236 | 30.3 | 56.3 | 100.0 |
| | Total | 419 | 53.9 | 100.0 | |
| Missing | (No answer) | 359 | 46.1 | | |
| Total | | 778 | 100.0 | | |

IF “OTHER” IN QUESTION ABOVE:
Adult children
ADULT CHILDREN
Affordable Healthcare Act (Obamacare)
Aged out
Already have coverage
Cannot afford other benefits
Can't afford
Cheaper with the other parent
Child is under exhusband
Children are of adult age
Children are older
Children have their own insurance
Cigna
Cost
Coverage is in process
Coverage to expensive
CRAZY expensive
D3ependent aged out over 26
Dependent has her own coverage.
Dependent has Medical Insurrance
dependent is 35 years old
Dependent is above the age of 25 and has his own health insurance.
Dependent on medicare
Dependent over age
Dependents all adults
Dependents are adults & husband has own insurance
Dependents have their own coverage
Did not decline coverage
Did not decline dependent medical coverage
Didn't decline
Didn't decline coverage
Do not need dependent coverage
Does not meet my needs
Don't have dependents
Don't have dependents
Don't have dependents
Don't need
DON'T NEED
Don't need it
Don't need it

Don't need it
Don’t have dependent
Don’t know
DONT NEED
Expensive
Extremely expensive!
Family coverage elsewhere
Family covered through other sources.
Father covers children.  He is not a spouse
Florida Kidcare I was on but the price was horrible
Going through adoption process and the state provides medical for the boys.
Grown
Grown children
Have no dependent
Have no dependents
He has his own insurance
High cost
Husband uses VA, too expensive to add him
I am broke can't pay additional things
I am in process of enrolling dependent. Dependent was disenrolled from Medicaid program,
I am single
I am single
I am the primary client
I did not decline
I did not decline medical coverage
I didn't declined
I don't have a dependent
I do not have any dependents
I do not have any dependents
I do not have any dependents
I do not have any dependents.
I don't have a dependent
I DON'T HAVE DEPENDENT AGE CHILDREN.
I don't know
I don't need
I got divorced
I have a very low pay. I can't take money out of my payment
I have dependent coverage under CIGNA OAP 20
I have dependent medical coverage for my child
I have no dependent
I have no dependents
I have no dependents.
I have not decline medical coverage
I have other coverage
I participated with medical care for dependents
I use a private insurer.
It's too expensive
It's too expensive to add to my coverage
Kid are over 26
Local Plus
Medicaid
Medicaid Plan
Medicare Part A + B
Missed re-enrollment when my disabled daughter turned 26.
My children are adults. Wife is a M-DCPS employee with her own plan.
My children are working and have own insurance
My husband is on medicare
My husband passed.
My kids are over 26 years old
My son is a dependent on my coverage
My spouse don't have health insurance
My spouse have health coverage through his employer.
My wife gets her coverage from work
N/A

N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
N/A
No dependents
No children
No children
No Children or spouse
No dependents
NO DEPENDENTS
No dependent
No dependent
No dependent
No dependent
No dependent
No dependent
No dependent
No Dependent
No Dependent
No dependents
No dependents
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No dependents
No dependents
No dependents
No dependents
No Dependents
No Dependents
No Dependents
No Dependents
NO DEPENDENTS
NO DEPENDENTS
No dependents - all over the age of 40 years old
No dependents for 2016-17 school year.
No dependents to cover

No dependents to cover
No eligible dependents
No kids
No kids
No kids
No little children
No longer necessary
No necessary
No need
No need
No need
No need to
No small children
None
None
None applicable
None needed
Not applicable
Not applicable
Not applicable
Not applicable
Not applicable
Not applicable
Not Applicable
Not applicable did not decline medical coverage
Not needed
Not needed
Not needed
Not needed
Not sure what this is
Obtained dependent coverage through MDCPS
One cannot add domestic partners dependents without domestic partner added as well.
Participate in dependent medical coverage
RIDICULOUSLY EXPENSIVE FOR 1 CHILD
Self no dependent coverage needed
She has college insurance
Single
Single
Son is of age
Spouse has her own insurance
Spouse is MDCPS employee
Temporary position
They are grown
They are older than 26
They have their own
They have their own medical insurance
To expensive
Too expensive
Too expensive
Too expensive
Too expensive
TOO EXPENSIVE
Too expensive for me to pay
Too expensive, found other insurance for my son.
Too high premium
Uh, I don't have dependents
Unmarried, no children
Unaffordable
Very expensive
With so many cheaper options available outside why should I use the junk offered

**Q11. If you have declined medical coverage, please indicate the primary reason. [Please select only ONE]**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Currently covered under a Medicare/Medicaid Plan | 14 | 1.8 | 2.8 | 2.8 |
| | I already participate in other Group Medical Coverage | 31 | 4.0 | 6.2 | 9.0 |
| | Obtained medical coverage with spouse | 33 | 4.2 | 6.6 | 15.5 |
| | Not applicable – did not decline medical coverage | 424 | 54.5 | 84.5 | 100.0 |
| | Total | 502 | 64.5 | 100.0 | |
| Missing | (No answer) | 276 | 35.5 | | |
| Total | | 778 | 100.0 | | |

**Q12. Do you participate in a Flexible Spending Account (FSA) for medical and/or dependent care?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 105 | 13.5 | 16.8 | 16.8 |
| | No | 519 | 66.7 | 83.2 | 100.0 |
| | Total | 624 | 80.2 | 100.0 | |
| Missing | Don't Know | 84 | 10.8 | | |
| | (No answer) | 70 | 9.0 | | |
| | Total | 154 | 19.8 | | |
| Total | | 778 | 100.0 | | |

**Q12a. What are the reasons why you do not participate in an FSA? - Never heard of it**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 347 | 44.6 | 61.3 | 61.3 |
| | Yes | 219 | 28.1 | 38.7 | 100.0 |
| | Total | 566 | 72.8 | 100.0 | |
| Missing | (No answer) | 212 | 27.2 | | |
| Total | | 778 | 100.0 | | |

**Q12a. What are the reasons why you do not participate in an FSA? - Used to have an FSA, but it did not work for me**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 533 | 68.5 | 94.2 | 94.2 |
| | Yes | 33 | 4.2 | 5.8 | 100.0 |
| | Total | 566 | 72.8 | 100.0 | |
| Missing | (No answer) | 212 | 27.2 | | |
| Total | | 778 | 100.0 | | |

**Q12a. What are the reasons why you do not participate in an FSA? - The FSA does not save me tax dollars**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 528 | 67.9 | 93.3 | 93.3 |
| | Yes | 38 | 4.9 | 6.7 | 100.0 |
| | Total | 566 | 72.8 | 100.0 | |
| Missing | (No answer) | 212 | 27.2 | | |
| Total | | 778 | 100.0 | | |

**Q12a. What are the reasons why you do not participate in an FSA? - I have no need for one**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 383 | 49.2 | 67.7 | 67.7 |
| | Yes | 183 | 23.5 | 32.3 | 100.0 |
| | Total | 566 | 72.8 | 100.0 | |
| Missing | (No answer) | 212 | 27.2 | | |
| Total | | 778 | 100.0 | | |

**Q12a. What are the reasons why you do not participate in an FSA? - There is the possibility of losing money at year end**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 494 | 63.5 | 87.3 | 87.3 |
| | Yes | 72 | 9.3 | 12.7 | 100.0 |
| | Total | 566 | 72.8 | 100.0 | |
| Missing | (No answer) | 212 | 27.2 | | |
| Total | | 778 | 100.0 | | |

**Q12a. What are the reasons why you do not participate in an FSA? - Other**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 512 | 65.8 | 90.5 | 90.5 |
| | Yes | 54 | 6.9 | 9.5 | 100.0 |
| | Total | 566 | 72.8 | 100.0 | |
| Missing | (No answer) | 212 | 27.2 | | |
| Total | | 778 | 100.0 | | |

IF “OTHER” IN THE QUESTION ABOVE:
Can't afford
Decided against it
DID NOT WANT TO GET IT AGAIN.
Do not trust it.
Doesn't seem worthwhile
Don't know a lot about it
Don't know anything about it
Haven't inquired yet

Husband has one
I am not really sure what it does
I didn't see it
I do not understand the purpose of it
I don't know how it works
I don't know what it is
I don't think usually have a sufficient number of expenditures to make it useful.
I have no money left due to my salary.
I have too many deductions from my paycheck!
I need more information
I prefer HSA
I would prefer a secondary Gap insurance
My husband has it through his insurance
My salary doesn't allow me to participate in FSA
Need more information on it
Never tried it
Not as familiar
Not at the moment
Not correctly explained
Not familiar with how the account works
Not Interested
Not Interested
NOT INTERESTED
Not sure
Not sure how it works
Not sure how it works
Not sure how it works and the advantage.
Not sure what that is
Not very familiar with this plan
Participate and already invest
Pointless. There are better programs out there, change the status quo
Representative didn't explain it because I didn't have much time to see him/her
Spouse is enrolled
Spouse is not educated about program
They don't offer Av Med
Too much paper work to do
Too expensive
Too many restrictions
Uninterested
Unsure how to use it
Was not aware it is offered
what is it?

**Q12b. Did you use your FSA debit card to access your funds?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 71 | 9.1 | 67.6 | 67.6 |
| | No | 34 | 4.4 | 32.4 | 100.0 |
| | Total | 105 | 13.5 | 100.0 | |
| Missing | (No answer) | 673 | 86.5 | | |
| Total | | 778 | 100.0 | | |

**Q12c. Overall, how satisfied were you with your FSA?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 37 | 4.8 | 52.9 | 52.9 |
| | Satisfied | 23 | 3.0 | 32.9 | 85.7 |
| | Neutral | 7 | 0.9 | 10.0 | 95.7 |
| | Dissatisfied | 2 | 0.3 | 2.9 | 98.6 |
| | Very Dissatisfied | 1 | 0.1 | 1.4 | 100.0 |
| | Total | 70 | 9.0 | 100.0 | |
| Missing | (No answer) | 708 | 91.0 | | |
| Total | | 778 | 100.0 | | |

**Q13. How often have you called the FBMC Service Center during the last 12 months?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Never | 517 | 66.5 | 72.8 | 72.8 |
| | 1 - 2 times | 164 | 21.1 | 23.1 | 95.9 |
| | 3 or more times | 29 | 3.7 | 4.1 | 100.0 |
| | Total | 710 | 91.3 | 100.0 | |
| Missing | (No answer) | 68 | 8.7 | | |
| Total | | 778 | 100.0 | | |

**Q13a. What topics did you call about? - Coverage Verification**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 86 | 11.1 | 45.0 | 45.0 |
| | Yes | 105 | 13.5 | 55.0 | 100.0 |
| | Total | 191 | 24.6 | 100.0 | |
| Missing | (No answer) | 587 | 75.4 | | |
| Total | | 778 | 100.0 | | |

**Q13a. What topics did you call about? - Dental/Medical Providers**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 145 | 18.6 | 75.9 | 75.9 |
| | Yes | 46 | 5.9 | 24.1 | 100.0 |
| | Total | 191 | 24.6 | 100.0 | |
| Missing | (No answer) | 587 | 75.4 | | |
| Total | | 778 | 100.0 | | |

**Q13a. What topics did you call about? - Enrollment**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 132 | 17.0 | 69.1 | 69.1 |
| | Yes | 59 | 7.6 | 30.9 | 100.0 |
| | Total | 191 | 24.6 | 100.0 | |
| Missing | (No answer) | 587 | 75.4 | | |
| Total | | 778 | 100.0 | | |

**Q13a. What topics did you call about? - Forms**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 158 | 20.3 | 82.7 | 82.7 |
| | Yes | 33 | 4.2 | 17.3 | 100.0 |
| | Total | 191 | 24.6 | 100.0 | |
| Missing | (No answer) | 587 | 75.4 | | |
| Total | | 778 | 100.0 | | |

**Q13a. What topics did you call about? - Other**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 167 | 21.5 | 87.4 | 87.4 |
| | Yes | 24 | 3.1 | 12.6 | 100.0 |
| | Total | 191 | 24.6 | 100.0 | |
| Missing | (No answer) | 587 | 75.4 | | |
| Total | | 778 | 100.0 | | |

IF “OTHER” IN THE QUESTION ABOVE:
Amount available on card
Arag Information / Identity Theft
Balance
Balance
Coverage for non-dependent children
Davis Vision
Disenrolling spouse because he now gets medicare
Doctors in area
FSA
FSA
FSA
How much money I had left in account
ID cards
Issues with enrollment page for New Hire
Maternity Benefits
medical copayments
MRI NEEDED AND INSURANCE REFUSED TO COVER
Prescriptions
Questions
Remove dependent
Replacement card
Short-term disability declined, but still being charged
Sick leave

**Q13b. Did the Service Center Agent answer your questions?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 165 | 21.2 | 86.8 | 86.8 |
| | No | 25 | 3.2 | 13.2 | 100.0 |
| | Total | 190 | 24.4 | 100.0 | |
| Missing | (No answer) | 588 | 75.6 | | |
| Total | | 778 | 100.0 | | |

**Q13c. Did you request an action, such as a form to be sent to you?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 77 | 9.9 | 40.1 | 40.1 |
| | No | 115 | 14.8 | 59.9 | 100.0 |
| | Total | 192 | 24.7 | 100.0 | |
| Missing | (No answer) | 586 | 75.3 | | |
| Total | | 778 | 100.0 | | |

**Q13d. Was the request met in a timely manner?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 64 | 8.2 | 86.5 | 86.5 |
| | No | 10 | 1.3 | 13.5 | 100.0 |
| | Total | 74 | 9.5 | 100.0 | |
| Missing | (No answer) | 704 | 90.5 | | |
| Total | | 778 | 100.0 | | |

**Q14. How would you rate your overall satisfaction with the FBMC Service Center department? [Please select only ONE]**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 46 | 5.9 | 24.6 | 24.6 |
| | Satisfied | 82 | 10.5 | 43.9 | 68.4 |
| | Neutral | 43 | 5.5 | 23.0 | 91.4 |
| | Dissatisfied | 13 | 1.7 | 7.0 | 98.4 |
| | Very Dissatisfied | 3 | 0.4 | 1.6 | 100.0 |
| | Total | 187 | 24.0 | 100.0 | |
| Missing | N/A | 2 | 0.3 | | |
| | (No answer) | 589 | 75.7 | | |
| | Total | 591 | 76.0 | | |
| Total | | 778 | 100.0 | | |

**Q15. How often have you contacted/visited the Office of Risk and Benefit Management during the last 12 months?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Never | 521 | 67.0 | 73.4 | 73.4 |
| | 1 - 2 times | 168 | 21.6 | 23.7 | 97.0 |
| | 3 or more times | 21 | 2.7 | 3.0 | 100.0 |
| | Total | 710 | 91.3 | 100.0 | |
| Missing | (No answer) | 68 | 8.7 | | |
| Total | | 778 | 100.0 | | |

**Q15a. For which of the following topics did you contact the office? - Enrollment**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 98 | 12.6 | 52.7 | 52.7 |
| | Yes | 88 | 11.3 | 47.3 | 100.0 |
| | Total | 186 | 23.9 | 100.0 | |
| Missing | (No answer) | 592 | 76.1 | | |
| Total | | 778 | 100.0 | | |

**Q15a. For which of the following topics did you contact the office? - Change in Status**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 139 | 17.9 | 74.7 | 74.7 |
| | Yes | 47 | 6.0 | 25.3 | 100.0 |
| | Total | 186 | 23.9 | 100.0 | |
| Missing | (No answer) | 592 | 76.1 | | |
| Total | | 778 | 100.0 | | |

**Q15a. For which of the following topics did you contact the office? - Retirement**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 163 | 21.0 | 87.6 | 87.6 |
| | Yes | 23 | 3.0 | 12.4 | 100.0 |
| | Total | 186 | 23.9 | 100.0 | |
| Missing | (No answer) | 592 | 76.1 | | |
| Total | | 778 | 100.0 | | |

**Q15a. For which of the following topics did you contact the office? - New Hire**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 178 | 22.9 | 95.7 | 95.7 |
| | Yes | 8 | 1.0 | 4.3 | 100.0 |
| | Total | 186 | 23.9 | 100.0 | |
| Missing | (No answer) | 592 | 76.1 | | |
| Total | | 778 | 100.0 | | |

**Q15a. For which of the following topics did you contact the office? - Leave**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 167 | 21.5 | 89.8 | 89.8 |
| | Yes | 19 | 2.4 | 10.2 | 100.0 |
| | Total | 186 | 23.9 | 100.0 | |
| Missing | (No answer) | 592 | 76.1 | | |
| Total | | 778 | 100.0 | | |

**Q15a. For which of the following topics did you contact the office? - Forms**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 151 | 19.4 | 81.2 | 81.2 |
| | Yes | 35 | 4.5 | 18.8 | 100.0 |
| | Total | 186 | 23.9 | 100.0 | |
| Missing | (No answer) | 592 | 76.1 | | |
| Total | | 778 | 100.0 | | |

**Q15a. For which of the following topics did you contact the office? - Other**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | No | 164 | 21.1 | 88.2 | 88.2 |
| | Yes | 22 | 2.8 | 11.8 | 100.0 |
| | Total | 186 | 23.9 | 100.0 | |
| Missing | (No answer) | 592 | 76.1 | | |
| Total | | 778 | 100.0 | | |

IF “OTHER” IN QUESTION ABOVE:
Benefits coverage
Benefits information question
Cigna information
Dependent verification
Dependents
General Q&A
I lost my Davis Vision card
ID Watch Dog
Information

Information
Issues with insurance
medical copayments
Needed Davis Vision Card
Non-dependent health insurance benefits
Possible dependent coverage
Proper Information
Salary
Short-term disability
Suggested providers
Summer disbursement
They never answer the phone

**Q15b. Did the Representative answer your questions?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 152 | 19.5 | 83.5 | 83.5 |
| | No | 30 | 3.9 | 16.5 | 100.0 |
| | Total | 182 | 23.4 | 100.0 | |
| Missing | (No answer) | 596 | 76.6 | | |
| Total | | 778 | 100.0 | | |

**Q15c. Did you request an action, such as a form to be sent to you?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 79 | 10.2 | 41.8 | 41.8 |
| | No | 110 | 14.1 | 58.2 | 100.0 |
| | Total | 189 | 24.3 | 100.0 | |
| Missing | (No answer) | 589 | 75.7 | | |
| Total | | 778 | 100.0 | | |

**Q15d. Was the request met in a timely manner?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 64 | 8.2 | 83.1 | 83.1 |
| | No | 13 | 1.7 | 16.9 | 100.0 |
| | Total | 77 | 9.9 | 100.0 | |
| Missing | (No answer) | 701 | 90.1 | | |
| Total | | 778 | 100.0 | | |

**Q16. How would you rate your satisfaction with the service provided by the Office of Risk and Benefit Management? [Please select only ONE]**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Very Satisfied | 56 | 7.2 | 30.8 | 30.8 |
| | Satisfied | 74 | 9.5 | 40.7 | 71.4 |
| | Neutral | 31 | 4.0 | 17.0 | 88.5 |
| | Dissatisfied | 13 | 1.7 | 7.1 | 95.6 |
| | Very Dissatisfied | 8 | 1.0 | 4.4 | 100.0 |
| | Total | 182 | 23.4 | 100.0 | |
| Missing | N/A | 1 | 0.1 | | |
| | (No answer) | 595 | 76.5 | | |
| | Total | 596 | 76.6 | | |
| Total | | 778 | 100.0 | | |

**Q17. What is your gender?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Male | 150 | 19.3 | 21.3 | 21.3 |
| | Female | 555 | 71.3 | 78.7 | 100.0 |
| | Total | 705 | 90.6 | 100.0 | |
| Missing | (No answer) | 73 | 9.4 | | |
| Total | | 778 | 100.0 | | |

**Q18. What is your current marital status?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Married | 417 | 53.6 | 59.7 | 59.7 |
| | Single | 282 | 36.2 | 40.3 | 100.0 |
| | Total | 699 | 89.8 | 100.0 | |
| Missing | (No answer) | 79 | 10.2 | | |
| Total | | 778 | 100.0 | | |

**Q19. Do you have any dependent children?**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Yes | 331 | 42.5 | 47.2 | 47.2 |
| | No | 371 | 47.7 | 52.8 | 100.0 |
| | Total | 702 | 90.2 | 100.0 | |
| Missing | (No answer) | 76 | 9.8 | | |
| Total | | 778 | 100.0 | | |

**Q19a. How many dependent children do you have living at home? - Under the age of 13:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 0 | 158 | 20.3 | 48.9 | 48.9 |
| | 1 | 104 | 13.4 | 32.2 | 81.1 |
| | 2 | 52 | 6.7 | 16.1 | 97.2 |
| | 3 | 8 | 1.0 | 2.5 | 99.7 |
| | 4 | 1 | 0.1 | 0.3 | 100.0 |
| | Total | 323 | 41.5 | 100.0 | |
| Missing | (No answer) | 455 | 58.5 | | |
| Total | | 778 | 100.0 | | |

**Q19b. How many dependent children do you have living at home? - Age 13 and over:**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 0 | 95 | 12.2 | 29.4 | 29.4 |
| | 1 | 123 | 15.8 | 38.1 | 67.5 |
| | 2 | 83 | 10.7 | 25.7 | 93.2 |
| | 3 | 15 | 1.9 | 4.6 | 97.8 |
| | 4 | 4 | 0.5 | 1.2 | 99.1 |
| | 5 or more | 3 | 0.4 | 0.9 | 100.0 |
| | Total | 323 | 41.5 | 100.0 | |
| Missing | (No answer) | 455 | 58.5 | | |
| Total | | 778 | 100.0 | | |