

Solicitation RFP-4513-16-RD

Benefits Consultant

Bid Designation: Public



City of Hollywood, Florida

Bid RFP-4513-16-RD Benefits Consultant

Bid Number **RFP-4513-16-RD**
Bid Title **Benefits Consultant**

Bid Start Date **Jun 2, 2016 5:08:04 PM EDT**
Bid End Date **Jun 16, 2016 3:00:00 PM EDT**
Question &
Answer End **Jun 10, 2016 5:00:00 PM EDT**
Date

Bid Contact **Ralph Dierks**
954-921-3223
RDIERKS@hollywoodfl.org

Bid Contact **Linda Silvey**
954-921-3200
LSILVEY@hollywoodfl.org

Bid Contact **Paul Bassar**
Contract Compliance Officer
954-921-3015
pbassar@hollywoodfl.org

Addendum # 1

Previous End Date Jun 15, 2016 3:00:00 PM EDT	New End Date Jun 16, 2016 3:00:00 PM EDT
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Changes were made to the following items:
 Benefits Consultant

Addendum # 2

New Documents Actuarial Valuation as required by GASB 45.pdf

Description

NARRATIVE OR PURPOSE:

The purpose of this solicitation is to receive responses from qualified and experienced firms interested in providing a broad range of employee healthcare and benefits consulting services in support of the City's Employee and Retiree Benefits Program and in accordance with the terms, conditions and specifications contained herein. The selected firm shall give the City's projects top priority and appoint a lead management consultant with a staff of supporting consultants who will respond timely and effectively to perform the work required by the City.

The City's Point of Contact (POC) for this Effort will be the Human Resources (HR) Director or designee. All work priorities and work commitments will be established by the HR Director.

Consulting services will be performed primarily offsite. All work projects must be approved by the HR Director. At times and as directed by the HR Director, work may be required to be performed on site (meetings, ad hoc tasks, or at the direction of the Director) at City Hall

or other locations throughout the City. For onsite work—proposer will be given a minimum 48 hour notice. Location of onsite work may include City Hall or other locations throughout the City of Hollywood. Government furnishings will be provided as applicable for services to be completed; office space, computer access, minimal office supplies, telephone, fax, and copier usage. Travel to and from City Hall or other locations throughout the City will not be reimbursable.

Added on Jun 7, 2016:

"RFP End Date" has been changed to 3:00 P.M., June 16, 2016.

Addendum # 1

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**Benefits Consultant
Solicitation #RFP-4513-16-RD**

Issue Date: June 2, 2016

Closing Date: 3:00 P.M., June 15, 2016

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Solicitation #RFP-4513-16-RD**ACKNOWLEDGMENT AND SIGNATURE PAGE**

This form must be completed and submitted by the date and the time of bid opening.

Legal Company Name (include d/b/a if applicable): _____ Federal Tax Identification Number: _____

If Corporation - Date Incorporated/Organized: _____

State Incorporated/Organized: _____

Company Operating Address: _____

City _____ State _____ Zip Code _____

Remittance Address (if different from ordering address): _____

City _____ State _____ Zip Code _____

Company Contact Person: _____ Email Address: _____

Phone Number (include area code): _____ Fax Number (include area code): _____

Company's Internet Web Address: _____

IT IS HEREBY CERTIFIED AND AFFIRMED THAT THE BIDDER/PROPOSER CERTIFIES ACCEPTANCE OF THE TERMS, CONDITIONS, SPECIFICATIONS, ATTACHMENTS AND ANY ADDENDA. THE BIDDER/PROPOSER SHALL ACCEPT ANY AWARDS MADE AS A RESULT OF THIS SOLICITATION. BIDDER/PROPOSER FURTHER AGREES THAT PRICES QUOTED WILL REMAIN FIXED FOR THE PERIOD OF TIME STATED IN THE SOLICITATION.

Bidder/Proposer's Authorized Representative's Signature: Date

Type or Print Name: _____

THE EXECUTION OF THIS FORM CONSTITUTES THE UNEQUIVOCAL OFFER OF BIDDER/PROPOSER TO BE BOUND BY THE TERMS OF ITS PROPOSAL. FAILURE TO SIGN THIS SOLICITATION WHERE INDICATED BY AN AUTHORIZED REPRESENTATIVE SHALL RENDER THE BID/PROPOSAL NON-RESPONSIVE. THE CITY MAY, HOWEVER, IN ITS SOLE DISCRETION, ACCEPT ANY BID/PROPOSAL THAT INCLUDES AN EXECUTED DOCUMENT WHICH UNEQUIVOCALLY BINDS THE BIDDER/PROPOSER TO THE TERMS OF ITS OFFER.

ANY EXCEPTION, CHANGES OR ALTERATIONS TO THE GENERAL TERMS AND CONDITIONS, HOLDHARMLESS/INDEMNITY DOCUMENT OR OTHER REQUIRED FORMS MAY RESULT IN THE BID/PROPOSAL BE DEEMED NON-RESPONSIVE AND DISQUALIFIED FORM THE AWARD PROCESS.

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City of Hollywood, Florida
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Response to this Request must be submitted to the City of Hollywood, City Hall, City Clerk's Office, 2600 Hollywood Boulevard, Room 221, Hollywood Florida 33020 in a sealed envelope marked with a completed solicitation label below, with the specified number of copies, no later than the time and date specified in this solicitation.

Always use the label the below on all packages when returning your bid or proposal to the City



A:
Bid/Proposal Name: Benefits Consultant
Bid/Proposal Number: RFP-4513-16-RD
Bid/Proposal Opening Date: 3:00 P.M., June 15, 2016

Firm Name/Address: _____

Return to:

City of Hollywood, Florida
c/o: Office of City Clerk
2600 Hollywood Blvd., Rm#: 221
Hollywood, Florida 33020

RESPONSE MUST INCLUDE:

One (1) original
Five (5) Copies
One (1) complete electronic copy (CD)

Important Notice:

The Procurement Services Division shall distribute all official changes, modifications, responses to questions or notices relating to the requirements of this document. Any other information of any kind from any other source shall not be considered official, and bidders relying on other information do so at their own risk.

The responsibility for submitting a bid/proposal on or before the time and date is solely and strictly the responsibility of the bidder/proposer, the City will in no way be responsible for delays caused by technical difficulty or caused by any other occurrence. No part of a bid/proposal can be submitted via FAX or via direct Email to the City. No variation in price or conditions shall be permitted based upon a claim of ignorance.

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CONE OF SILENCE

The City of Hollywood City Commission adopted Ordinance No. O-2007-05, which created Section 30.15(F) imposing a Cone of Silence for certain City purchases of goods and Services.

The Cone of Silence refers to limits on communications held between vendors and vendor's representatives and City elected officials, management and staff during the period in which a Formal Solicitation is open.

The Ordinance does allow potential vendors or vendor's representatives to communicate with designated employees for the limited purpose of seeking clarification or additional information. The names and contact information of those employees that may be contacted for clarification or additional information are included in the solicitation.

The Cone of Silence does not prohibit a vendor or vendor's representative from communicating verbally, or in writing with the City Manager, the City Manager's designee, the City Attorney or the City Attorney's designee on those procurement items to be considered by the City Commission.

The Cone of Silence does not prohibit a vendor or vendor's representative from making public presentations at a duly noticed pre-bid conference or duly noticed evaluation committee meeting or from communicating with the City Commission during a duly noticed public meeting.

The Cone of Silence shall be imposed when a formal competitive solicitation has been issued and shall remain in effect until an award is made, a contract is approved, or the City Commission takes any other action which ends the solicitation.

To view the Cone of Silence, Ordinance No. O-2007-05, go to the City of Hollywood's Official website at <http://www.hollywoodfl.org/ConeOfSilence>

All communications regarding this bid should be sent in writing to the Procurement Services Division as identified in this bid.

PROCUREMENT SERVICES CONTACT INFORMATION:

For information concerning procedure for responding to this Request for Proposals (RFP), contact the Procurement Services Division, Ralph Dierks, Procurement Manager at rdierks@hollywoodfl.org or by phone at (954) 921-3223, or Linda Silvey, Budget and Procurement Technician at lsilvey@hollywoodfl.org or by phone at 954-921-3200, or Paul Bassar, Contract Compliance Officer, Office of the City Manager, at pbassar@hollywoodfl.org or by phone at 954-921-3628, or his designee. Such contact is to be for clarification purposes only. **It is required that all other questions be submitted in writing via BidSync.**

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City of Hollywood, Florida
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NARRATIVE OR PURPOSE:

The purpose of this solicitation is to receive responses from qualified and experienced firms interested in providing a broad range of employee healthcare and benefits consulting services in support of the City's Employee and Retiree Benefits Program and in accordance with the terms, conditions and specifications contained herein. The selected firm shall give the City's projects top priority and appoint a lead management consultant with a staff of supporting consultants who will respond timely and effectively to perform the work required by the City.

The City's Point of Contact (POC) for this Effort will be the Human Resources (HR) Director or designee. All work priorities and work commitments will be established by the HR Director.

Consulting services will be performed primarily offsite. All work projects must be approved by the HR Director. At times and as directed by the HR Director, work may be required to be performed on site (meetings, ad hoc tasks, or at the direction of the Director) at City Hall or other locations throughout the City. For onsite work—proposer will be given a minimum 48 hour notice. Location of onsite work may include City Hall or other locations throughout the City of Hollywood. Government furnishings will be provided as applicable for services to be completed; office space, computer access, minimal office supplies, telephone, fax, and copier usage. Travel to and from City Hall or other locations throughout the City will not be reimbursable.

Important Notice—the City of Hollywood is undergoing an Enterprise Resource Planning (ERP) Effort. As the ERP phases continues through the Development and Implementation Phase—consulting services for this effort may be utilize to assist with the development of a HR ERP Module as it pertains to Benefit Program(s) or consulting services may be reduced due to an ERP improvement process for Benefit Program(s)

Upon the completion of the response review process, the City intends to enter into an agreement with the most qualified respondent resulting in a term contract for an initial two (2) year period. Prior to completion of the initial term of the continuing contract, the City shall have the option to renew the contract for two (2) additional one (1) year periods.

The issuance of this Request for Proposals constitutes only an invitation to make proposals to the City. The City reserves the right to determine, in its sole discretion, whether any aspect of this proposal satisfies the criteria established in this Request for Proposals. The City further reserves the right to negotiate with any institutions submitting proposals and reserves the right to reject any or all proposals with or without cause, and also reserves the right to waive technical defects. In the event that this Request for Proposals is withdrawn by the City for any reason, the City shall have no liability to any applicant for any costs or expenses incurred in connection with this Request for Proposals or otherwise. All such expenses incurred in the preparation of a proposal shall be borne by the proposer.

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City of Hollywood, Florida
Solicitation #RFP-4513-16-RD**1.0 GENERAL TERMS AND CONDITIONS****1.1 INTENT**

It is the policy of the City to encourage full and open competition among all available qualified vendors. All vendors regularly engaged in the type of Work specified in the Bid Solicitation are encouraged to submit bids. To receive notification and to be eligible to bid vendor should be registered with BidSync. Vendors may register with the BidSync (registration is free) to be included on a mailing list for selected categories of goods and Services. In order to be processed for payment, any awarded vendor must register with the City by completing and returning a Vendor Application and all supporting documents. For information and to apply as a vendor, please visit our website at hollywoodfl.org to download an application and submit it to Procurement Services Division.

It is the intent of the City of Hollywood, FL ("the City"), through this request for proposals and the contract conditions contained herein, to establish to the greatest possible extent complete clarity regarding the requirements of both parties to the agreement resulting from this request for proposals.

Before submitting a proposal, the Vendor shall be thoroughly familiarized with all contract conditions referred to in this document and any addenda issued before the proposal submission date. Such addenda shall form a part of the RFP and shall be made a part of the contract. It shall be the Vendor's responsibility to ascertain that the proposal includes all addenda issued prior to the proposal submission date. Addenda will be posted on the City's internet site along with the RFP.

The terms of the RFP and the selected Vendor's proposal and any additional documentation (e.g. questions and answers) provided by the Vendor during the solicitation process will be integrated into the final contract for services entered into between the City and the selected Vendor. The Vendor shall determine, by personal examination and by such other means as may be preferred, the conditions and requirements under which the agreement must be performed.

1.2 PROPOSER'S RESPONSIBILITIES

Proposers are required to submit their proposals upon the following express conditions:

- A. Proposers shall thoroughly examine the, specifications, schedules, instructions and all other contract documents.
- B. Proposers shall make all investigations necessary to thoroughly inform themselves regarding delivery of material, equipment or services as required by the RFP conditions. No plea of ignorance, by the proposer, of conditions that exist or that may hereafter exist as a result of failure or omission on the part of the proposer to make the necessary examinations and investigations, or failure to fulfill in every detail the requirements of the contract documents, will be accepted as a basis for varying the requirements of the City or the compensation due the proposer.
- C. Proposers are advised that all City contracts are subject to all legal requirements provided for in the City of Hollywood Charter, Code of Ordinances and applicable County Ordinances, State Statutes and Federal Statutes.

1.3 PREPARATION OF PROPOSALS

Proposals will be prepared in accordance with the following:

- A. The City's enclosed Proposal Forms, in their entirety, are to be used in submitting your proposal. NO OTHER FORM WILL BE ACCEPTED.
- B. All information required by the proposal form shall be furnished. The proposer shall sign each continuation sheet (where indicated) on which an entry is made.
- C. Prices shall be shown and where there is an error in extension of prices, the unit price shall govern.

The City of Hollywood is exempt from payment to its vendors of State of Florida sales tax and, therefore, such taxes should not be figured into the RFP. However, this exemption does not apply to suppliers to the City in their (supplier) purchases of goods or services, used in work or goods supplied to the City. Proposers are responsible for any taxes,

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sales or otherwise, levied on their purchases, subcontracts, employment, etc. An exemption certificate will be signed where applicable, upon request. The City will pay no sales tax.

1.4 DESCRIPTION OF SUPPLIES

N/A

1.5 ADDENDA

The Procurement Services Division may issue an addendum in response to any inquiry received, prior to proposal opening, which changes, adds to or clarifies the terms, provisions or requirements of the solicitation. The Proposer should not rely on any representation, statement or explanation, whether written or verbal, other than those made in this RFP solicitation document or in any addenda issued. Where there appears to be a conflict between this RFP solicitation and any addendum, the last addendum issued shall prevail. It is the proposer's responsibility to ensure receipt of all addenda and any accompanying documents. Proposer(s) shall acknowledge receipt of any formal Addenda by signing the addendum and including it with their proposal. Failure to include signed formal addenda in its proposal shall cause the City to deem the proposal non-responsive provided, however, that the City may waive this requirement in its best interest.

1.6 REJECTION OF PROPOSALS

The City may reject a proposal if:

- A. The Proposer fails to acknowledge receipt of an addendum, or if
- B. The Proposer misstates or conceals any material fact in the proposal, or if
- C. The proposal does not strictly conform to the law or requirements of the RFP, or if
- D. The City is under a pre- lawsuit claim or current litigation with the proposer.

The City may reject all Proposals whenever it is deemed in the best interest of the City to do so, and may reject any part of a proposal unless the proposal has been qualified as provided in herein.

1.7 WITHDRAWAL OF PROPOSALS

- A. Proposals may not be withdrawn and shall be deemed enforceable for a period of 180 days after the time set for the RFP opening.
- B. Proposals may be withdrawn prior to the time set for the RFP opening. Such request must be in writing.
- C. The City will permanently retain as liquidated damages the bid deposit furnished by any proposer who requests to withdraw a proposal after the RFP opening.

1.8 PROPOSALS TO REMAIN OPEN

All Proposals shall remain open for 180 calendar days after the day of the Proposal opening, but the City may, at its sole discretion, release any Proposal and return the Proposal Security prior to that date.

Extensions of time when Proposals shall remain open beyond the 180 day period may be made only by mutual written agreement between the City, the successful Proposer and the surety, if any, for the successful Proposer.

1.9 LATE PROPOSALS OR MODIFICATIONS

Only proposals received as of the opening date and time will be considered timely. Proposals and modifications received after the time set for the opening will be returned un-opened to the sender and rejected as late.

1.10 CONFLICTS WITHIN THE SOLICITATION

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Where there appears to be a conflict between the General Terms and Conditions, Special Conditions, the Technical Specifications, the RFP Submittal Section, or any addendum issued, the order of precedence shall be the last addendum issued, the RFP Submittal Section, the Technical Specifications, the Special Conditions, and then the General Terms and Conditions.

1.11 CLARIFICATION OR OBJECTION TO PROPOSAL SPECIFICATIONS

If any person contemplating submitting a proposal for this contract is in doubt as to the true meaning of the specifications or other RFP documents or any part thereof, they may submit requests for clarification to the Procurement Services Division on or before the date specified for a request for clarification. All such requests for clarification shall be made in writing and the person submitting the request will be responsible for its prompt delivery. Any interpretation of the RFP, if made, will be made only by Addendum duly issued. A copy of such Addendum will be made available to each person receiving a Request for Proposals. The City will not be responsible for any other explanation or interpretation of the RFP given prior to the award of the contract. Any objection to the specifications and requirements as set forth in this RFP must be filed in writing with the Director of Procurement Services on or before the date specified for a request for clarification.

1.12 COMPETENCY OF PROPOSERS

Pre-award inspection of the Proposer's facility may be made prior to the award of a contract. Proposals will be considered only from firms which are regularly engaged in the business of providing the goods and/or services as described in this RFP(s); have a record of performance for a reasonable period of time; and have sufficient financial support, equipment and organization to ensure that they can satisfactorily deliver the material and/or services if awarded a Contract under the terms and conditions herein stated. The terms "equipment and organization" as used herein shall be construed to mean a fully equipped and well established company in line with the best business practices in the industry and as determined by the proper authorities of the City.

The City may consider any evidence available to it of the financial, technical and other qualifications and abilities of a proposer, including past performance (experience) in making the award in the best interest of the City. In all cases the City of Hollywood shall have no liability to any proposer for any costs or expense incurred in connection with this RFP or otherwise.

1.13 QUALIFICATIONS OF PROPOSERS

No Proposal will be accepted from, nor will any contract be awarded to any person who is in arrears to the City upon any debt or contract, or who is a defaulter, as surety or otherwise, upon any obligation to City, or who is deemed responsible or unreliable by the City.

As part of the Proposal evaluation process, City may conduct a background investigation including a record check by the Hollywood Police Department. Proposer's submission of a Proposal constitutes acknowledgment of the process and consent to such investigation. City shall be the sole judge in determining a Proposer's qualifications.

1.14 CONSIDERATION OF PROPOSALS

In cases where an item requested is identified by a manufacturer's name, trade name, catalog number, or reference, it is understood that the Vendor proposes to furnish the item so identified and does not propose to furnish an "equal" unless the proposed "equal" is pre-approved by the City, or who has any unsettled citations with the City..

References to any of the above are intended to be descriptive but not restrictive and only indicate articles that will be satisfactory. A proposal of an "equal" will be considered, provided that the Vendor states in his proposal exactly what he proposes to furnish, including sample, illustration, or other descriptive matter which will clearly indicate the character of the article covered by such proposal. The designated City representative hereby reserves the right to approve as an "equal", or to reject as not being an "equal", any article proposed which contains major or minor variations from specifications requirements.

1.15 AWARD OF CONTRACT

If the Contract is to be awarded, it will be awarded, after evaluation by the City, to the responsible and responsive Proposer whom the City determines will be in the best interests of the City and not necessarily to the lowest cost

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Proposer. Proposers may be invited to an oral interview before the committee. A short list of finalists will be determined and presented to either the City Manager or his/her designee or to the City Commission, in accordance with the applicable City of Hollywood Code of Ordinances, and will make the final ranking for the purposes of negotiating a contract with the top ranked firm. The successful Proposer shall be required to sign a negotiated contract; the refusal or failure of a successful Proposer to execute a contract which contains the mandatory material terms and conditions contained in the RFP, shall be grounds for deeming the Proposer and/or the Proposer's Proposal non-responsive.

If applicable, the Proposer to whom award is made shall execute a written contract prior to award by the City Commission. If the Proposer to whom the first award is made fails to enter into a contract as herein provided, the Contract may be let to the next highest ranked Proposer who is responsible and responsive in the opinion of the City.

1.16 BASIS FOR AWARD, EVALUATION CRITERIA AND QUESTIONS

The qualification of proposal responders on this project will be considered in making the award. The City is not obligated to accept any proposal if deemed not in the best interest of the City to do so. The City shall make award to a qualified proposer based on fees submitted and responses to this RFP.

Failure to include in the proposal all information outlined herein may be cause for rejection of the proposal.

The City reserves the right to accept or reject any and all proposals, in whole or in part, as determined to be in the best interest of the City in its sole discretion.

The City reserves the right to waive any informalities or irregularities in proposals.

The City reserves the right to negotiate separately the terms and conditions or all or any part of the proposals as deemed to be in the City's best interest in its sole discretion.

Information and/or factors gathered during interviews, negotiations and any reference checks, and any other information or factors deemed relevant by the City, shall be utilized in the final award. The final award of a contract is subject to approval by the City Commission.

1.17 AGREEMENT

An agreement shall be sent to the awarded proposer to be signed, witnessed, and returned to the City for execution. The City will provide a copy of the fully executed agreement to the awarded proposer.

1.18 NOTICE TO PROCEED

A signed purchase order, blanket purchase order or fully executed agreement will be the Proposer's authorization to proceed and may substitute for a "Notice to Proceed" form.

1.19 BID PROTESTS

The City shall provide notice of its intent to award or reject to all Proposers by posting such notice on the City's website.

After a notice of intent to award a contract is posted, any actual or prospective proposer who is aggrieved in connection with the pending award of the contract or any element of the process leading to the award of the contract may protest to the Director of Procurement Services. A protest must be filed within five business days after posting or any right to protest is forfeited. The protest must be in writing, must identify the name and address of the protester, and must include a factual summary of, and the basis for, the protest. Filing shall be considered complete when the protest, including a deposit, is received by the Procurement Services Division. . Failure to file a protest within the time-frame specified herein shall constitute a full waiver of all rights to protest the City's decision regarding the award.

The written protest shall state in detail the specific facts and law or ordinance upon which the protest of the proposed award is based, and shall include all pertinent documents.

A written protest may not challenge the relative weight of evaluation criteria or a formula for assigning points.

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Upon receipt of a formal written protest, the City shall stop award proceedings until resolution of the protest; unless it has been determined that the award of the contract without delay is necessary to protect substantial interests of the City.

Any and all costs incurred by a protesting party in connection with a bid protest shall be the sole responsibility of the protesting party.

Upon receipt of a protest of the pending award of a contract, a copy of the protest shall promptly be forwarded to the City Attorney. The City Attorney shall thereupon review the charge to determine its sufficiency, including whether the protest was timely filed. If upon review the City Attorney determines that the charge is insufficient, the City Attorney may issue a summary dismissal of the protest. If upon review the City Attorney determines that the charge is sufficient, a hearing of the protest committee shall be scheduled.

A protest committee shall have the authority to review, settle and resolve the protest. The committee shall consist of three members appointed by the City Manager. The committee's review shall be informal.

If the protest committee determines that the pending award of a contract or any element of the process leading to the award involved a significant violation of law or applicable rule or regulation, all steps necessary and proper to correct the violation shall be taken. If the committee determines that the protest is without merit,

The Director shall promptly issue a decision in writing stating the reason for the decision and furnish a copy to the protester and any other interested party, and the process leading to the award shall proceed.

1.20 PREPARATION OF PROPOSALS

Proposals shall be prepared in accordance with the proposal response format. Proposals not complying with this format may be considered non-responsive and may be removed from consideration on this basis.

Requirements for Signing Proposal

- A. Each proposer, by making a proposal, represents that this document has been read and is fully understood.
- B. The proposal must be signed in ink by an individual authorized to legally bind the person, partnership, company, or corporation submitting the proposal.
- C. All manual signatures must have the name typed directly under the line of the signature.
- D. The above requirements apply to all RFP addenda.

1.21 EXAMINATION OF PROPOSAL DOCUMENTS

Before submitting a Proposal, each Proposer must: examine the Proposal Documents thoroughly; consider federal, state and local laws, ordinances, rules and regulations that may in any manner affect cost, progress, performance, or provision of the commodities and/or services; study and carefully correlate Proposer's observations with the Proposal Documents, and notify the City's agent of all conflicts, errors and discrepancies in the Proposal Documents.

The submission of a Proposal will constitute an incontrovertible representation by the Proposer, that the Proposer has complied with every requirement of this RFP, that without exception, the Proposal is premised upon performing the services and/or furnishing the commodities and materials in accordance with such means, methods, techniques, sequences or procedures as may be indicated in or required by the Proposal Documents, and that the Proposal Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions of performance and furnishing of the goods and/or services.

1.22 PUBLIC RECORDS LAW

If applicable, for each public agency contract for services, the Proposer is required to comply with F.S. 119.0701, which includes the following:

- A. Keep and maintain public records that ordinarily and necessarily would be required by the public agency in order to perform the service.

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- B. Provide the public with access to public records on the same terms and conditions that the public agency would provide the records and at a cost that does not exceed the cost provided in F.S. Chapter 119 or as otherwise provided by law.
- C. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law.
- D. Meet all requirements for retaining public records and transfer, at no cost, to the public agency, all public records in possession of the proposer upon termination of the contract and destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. All records stored electronically must be provided to the public agency in a format that is compatible with the information technology systems of the public agency.

Public records may be inspected and examined by anyone desiring to do so, at a reasonable time, under reasonable conditions, and under supervision by the custodian of the public record. Sealed Proposals become subject to the public records disclosure requirements of F.S. Chapter 119, notwithstanding a proposer's request to the contrary, at the time the City provides notice of a decision or intended decision, or 30 days after the proposal opening, whichever is earlier.

Financial statements submitted in response to a request by the City may be confidential and exempt from disclosure. Data processing software obtained under a licensing agreement which prohibits its disclosure may also exempt.

Proposers are hereby notified and agree that all information submitted as part of, or in support of RFP submittals will be available for public inspection after opening of RFP in compliance with Chapter 119 of the Florida Statutes. The proposer shall not, unless required as part of this RFP, submit any information in response to this invitation which the proposer considers to be a trade secret, proprietary or confidential. The submission, not required as part of this RFP, of any information to the City in connection with this invitation shall be deemed conclusively to be a waiver of any trade secret or other protection, which would otherwise be available to the proposer.

1.23 INFORMATION

For information concerning procedure for responding to this Request for Proposals (RFP), contact the Procurement Services Division, Ralph Dierks, Procurement Manager at rdierks@hollywoodfl.org or by phone at (954) 921-3223, or Linda Silvey, Budget and Procurement Technician at lsilvey@hollywoodfl.org or by phone at 954-921-3200, or Paul Bassar, Contract Compliance Officer, Office of the City Manager, at pbassar@hollywoodfl.org or by phone at 954-921-3628, or his designee. Such contact is to be for clarification purposes only. **It is required that all other questions be submitted in writing via BidSync.**

1.24 PROPOSALS

The Proposal must be signed by one duly authorized to do so and in cases where the Proposal is signed by a deputy or subordinate, the principal's proper written grant of authority to such deputy or subordinate must accompany the Proposal.

Proposals by corporations must be executed in the corporate name by the President or other corporate officers accompanied by evidence of authority to sign. The corporate address and state of incorporation must be shown below the signature.

Proposals by partnerships must be executed in the partnership name and signed by a general partner whose title must appear under the signature and the official address of the partnership must be shown below the signature.

1.25 MODIFICATION AND WITHDRAWAL OF PROPOSALS

Proposals must be modified or withdrawn by an appropriate document duly executed in the manner that a Proposal must be executed and delivered to the place where Proposals are to be submitted at any time prior to the deadline for submitting Proposals. A request for withdrawal or a modification must be in writing and signed by a person duly authorized to do so and, in a case where signed by a deputy or subordinate, the principal's proper written grant of authority to such deputy or subordinate must accompany the request for withdrawal or modification. Withdrawal of a Proposal will not prejudice the rights of a Proposer to submit a new Proposal prior to the Proposal date and time.

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Except where provided in the following paragraph no Proposal may be withdrawn or modified after expiration of the period for receiving Proposals.

If, within twenty-four (24) hours after Proposals are opened, any Proposer files a duly signed written notice with the City and within five (5) calendar days thereafter demonstrates to the reasonable satisfaction of the City by clear and convincing evidence that there was a material and substantial mistake in the preparation of its Proposal, or that the mistake is clearly evident on the face of the Proposal but the intended correct Proposal is not similarly evident, then the Proposer may withdraw its Proposal and the Proposal Security will be returned.

1.26 REJECTION OF PROPOSALS

To the extent permitted by applicable state and federal laws and regulations, the City reserves the right to reject any and all Proposals, to waive any and all informalities, irregularities and technicalities not involving price, time or changes in the commodities and/or services, and the right to disregard all nonconforming, non-responsive, unbalanced or conditional Proposals. Proposals will be considered irregular and may be rejected if they show serious omissions, alterations in form, additions not called for, conditions or unauthorized alterations or irregularities of any kind.

The City also reserves the right to waive minor technical defects in a Proposal. The City reserves the right to determine, in its sole discretion, whether any aspect of a Proposal satisfies the criteria established in this Request for Proposals.

The City reserves the right to reject the Proposal of any Proposer if the City believes that it would not be in the best interest of the City to make an award to that Proposer, whether because the Proposal is not responsive or the Proposer is unqualified or of doubtful financial ability or fails to meet any other pertinent standard or criterion established by City.

The foregoing reasons for rejection of Proposals are not intended to be exhaustive.

1.27 OPEN END CONTRACT

No guarantee is expressed or implied as to the total quantity of commodities/services to be purchased under any open end contract. Estimated quantities will be used for Proposal comparison purposes only. The City reserves the right to issue purchase orders as and when required, or a blanket purchase order and release partial quantities as and when required or any combination of the preceding.

ORDERING: The CITY reserves the right to purchase commodities/services specified herein through Contracts established by other governmental agencies or through separate procurement actions due to unique or special needs. If an urgent delivery is required within a period shorter than the delivery time specified in the contract, and if the seller is unable to comply therewith, the City reserves the right to obtain such delivery from others without penalty or prejudice to the City or to the Proposer.

1.28 AUDIT RIGHTS

The City reserves the right to audit the records of the successful Proposer for the commodities and/or services provided under the Contract at any time during the performance and term of the Contract and for a period of three (3) years after completion and acceptance by the City. If required by the City, the successful Proposer agrees to submit to an audit by an independent certified public accountant selected by the City. The successful Proposer shall allow the City to inspect, examine and review the records of the successful Proposer in relation to this contract at any and all times during normal business hours during the term of the Contract.

1.29 LOCAL, STATE AND FEDERAL COMPLIANCE REQUIREMENTS

The Proposer shall comply with all local, state and federal directives, orders and laws as applicable to this RFP and subsequent contract(s) including, but not limited to:

- A. Equal Employment Opportunity (EEO), in compliance with Executive Order 11246 as amended and applicable to this contract.
- B. All manufactured items and fabricated assemblies shall comply with applicable requirements of the Occupation Safety and Health Act of 1970 as amended, and be in compliance with Chapter 442, Florida Statutes. Any toxic substance listed in Section 38F-41.03 of the Florida Administrative Code delivered as a result of this order must be

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accompanied by a completed Material Safety Data Sheet (MSDS).

- C. The Immigration and Nationality Act prohibits (i) the employment of an unauthorized alien when the employer knows the individual is an unauthorized alien and (ii) the employment of an individual without complying with the requirements of the federal employment verification system. If a proposer commits either of these violations, such violation shall be cause for unilateral cancellation of the contract.
- D. This Section applies only to any contract for goods or services of \$1 million or more: The Proposer certifies that it is not on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List and that it does not have business operations in Cuba or Syria as provided in section 287.135, Florida Statutes (2011), as may be amended or revised. The City may terminate this Contract at the City's option if the Proposer is found to have submitted a false certification as provided under subsection (5) of section 287.135, Florida Statutes (2011), as may be amended or revised, or been placed on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List or has engaged in business operations in Cuba or Syria, as defined in Section 287.135, Florida Statutes (2011), as may be amended or revised.

1.30 FRAUD AND MISREPRESENTATION

Any individual, corporation or other entity that attempts to meet its contractual obligations with the City through fraud, misrepresentation or material misstatement, may be debarred from doing business with the City. The City as further sanction may terminate or cancel any other contracts with such individual, corporation or entity. Such individual or entity shall be responsible for all direct or indirect costs associated with termination or cancellation, including attorney's fees.

1.31 DEBARRED OR SUSPENDED BIDDERS OR PROPOSERS

The proposer certifies, by submission of a response to this solicitation, that neither it nor its principals and subproposers are presently debarred or suspended by any Federal department or agency.

1.32 COLLUSION

More than one Proposal received for the same work from an individual, firm, partnership, corporation or association under the same or different names will not be considered. Reasonable grounds for believing that any Proposer is interested in more than one Proposal for the same work will cause the rejection of such Proposals in which the Proposer is interested. If there are reasonable grounds for believing that collusion exists among the Proposers, the Proposals of participants in such collusion will not be considered.

1.33 COPELAND "ANTI-KICKBACK"

The Proposer and all subproposers will comply with the Copeland Anti-Kickback Act (18 U.S.C. 874) as supplemented in Department of Labor regulations (29 CFR Part 3).

1.34 FORCE MAJEURE

The Agreement which is awarded to the successful proposer may provide that the performance of any act by the City or Proposer hereunder may be delayed or suspended at any time while, but only so long as, either party is hindered in or prevented from performance by acts of God, the elements, war, rebellion, strikes, lockouts or any cause beyond the reasonable control of such party, provided however, the City shall have the right to provide substitute service from third parties or City forces and in such event the City shall withhold payment due the Proposer for such period of time. If the condition of force majeure exceeds a period of 14 days the City may, at its option and discretion, cancel or renegotiate this Agreement.

1.35 PUBLIC ENTITY CRIMES

A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid on a contract to provide any goods or services to a public entity, may not submit a bid on a contract with a public entity for the construction or repair of a public building or public work, may not submit bids on leases of real property to a public entity, may not be awarded or perform work as a proposer, supplier, subproposer, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Florida Statutes, Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.

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Preference shall be given to businesses with drug-free workplace programs. Whenever two or more proposals which are equal with respect to price, quality, and service are received by the State or by any political subdivision for the procurement of commodities or contractual services, a proposal received from a business that certifies that it has implemented a drug-free workplace program shall be given preference in the award process. Established procedures for processing tie proposals will be followed if none of the tied vendors have a drug-free workplace program.

1.37 SOLICITATION, GIVING, AND ACCEPTANCE OF GIFTS POLICY

Proposer shall sign and submit the attached form indicating understanding and compliance with the City's and State's policies prohibiting solicitation and acceptance of gifts by public officers, employees and candidates. Failure to submit the signed form will result in your proposal being declared non-responsive; provided, however, that a responsible proposer whose proposal would be responsive but for the failure to submit the signed form in its proposal may be given the opportunity to submit the form to the City within five calendar days after notification by the City, if this is determined to be in the best interest of the City.

1.38 CONFLICT OF INTEREST

The Proposer represents that:

No officer, director, employee, agent, or other consultant of the City or a member of the immediate family or household of the aforesaid has directly or indirectly received or been promised any form of benefit, payment or compensation, whether tangible or intangible, in connection with the grant of this Agreement.

There are no undisclosed persons or entities interested with the Proposer in this Agreement. This Agreement is entered into by the Proposer without any connection with any other entity or person making a proposal for the same purpose, and without collusion, fraud or conflict of interest. No elected or appointed officer or official, director, employee, agent or other consultant of the City, or of the State of Florida (including elected and appointed members of the legislative and executive branches of government), or member of the immediate family or household of any of the aforesaid:

1. Is interested on behalf of or through the Proposer directly or indirectly in any manner whatsoever in the execution or the performance of this Agreement, or in the services, supplies or work, to which this Agreement relates or in any portion of the revenues; or
2. Is an employee, agent, advisor, or consultant to the Proposer or to the best of the Proposer's knowledge, any subproposer or supplier to the Proposer.

Neither the Proposer nor any officer, director, employee, agent, parent, subsidiary, or affiliate of the Proposer shall have an interest which is in conflict with the Proposer's faithful performance of its obligations under this Agreement; provided that the City, in its sole discretion, may consent in writing to such a relationship, and provided the Proposer provides the City with a written notice, in advance, which identifies all the individuals and entities involved and sets forth in detail the nature of the relationship and why it is in the City's best interest to consent to such relationship.

The provisions of this Article are supplemental to, not in lieu of, all applicable laws with respect to conflict of interest. In the event there is a difference between the standards applicable under this Agreement and those provided by statute, the stricter standard shall apply.

In the event the Proposer has no prior knowledge of a conflict of interest as set forth above and acquires information which may indicate that there may be an actual or apparent violation of any of the above, the Proposer shall promptly bring such information to the attention of the City's Project Manager. The Proposer shall thereafter cooperate with the City's review and investigation of such information, and comply with the instructions the Proposer receives from the Project Manager in regard to remedying the situation.

1.39 DISCRIMINATION

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Any entity or affiliate who has been placed on the discriminatory vendor list may not submit a proposal on a contract to provide goods or services to a public entity, may not submit a proposal on a contract with a public entity for construction or repair of a public building or public work, may not submit proposals on leases of real property to a public entity, may not award or perform work as a proposer, supplier, subproposer, or consultant under contract with any public entity, and may not transact business with any public entity.

1.40 ADVICE OF OMISSION OR MISSTATEMENT

In the event it is evident to a Vendor responding to this RFP that the City has omitted or misstated a material requirement to this RFP and/or the services required by this RFP, the responding Vendor shall advise the contact identified in the RFP Clarifications and Questions section above of such omission or misstatement.

1.41 CONFIDENTIAL INFORMATION

Information contained in the Vendor's proposal that is company confidential must be clearly identified in the proposal itself. The City will be free to use all information in the Vendor's proposal for the City's purposes, in accordance with State Law. Vendor proposals shall remain confidential for 30 days or until a notice of intent to award is posted, which is sooner. The Vendor understands that any material supplied to the City may be subject to public disclosure under the Public Records Law.

1.42 GOVERNING LAW

This Contract, including appendices, and all matters relating to this Contract (whether in contract, statute, tort (such as negligence), or otherwise) shall be governed by, and construed in accordance with, the laws of the State of Florida. This shall apply notwithstanding such factors which include, but are not limited to, the place where the contract is entered into, the place where the accident occurs and notwithstanding application of conflicts of law principles.

1.43 LITIGATION VENUE

The parties waive the privilege of venue and agree that all litigation between them in the state courts shall take place in Broward County, Florida and that all litigation between them in the federal courts shall take place in the Southern District of Florida.

1.44 SOVEREIGN IMMUNITY

Nothing in this agreement shall be interpreted or construed to mean that the city waives its common law sovereign immunity or the limits of liability set forth in Section 768.28, Florida Statute.

1.45 SURVIVAL

The parties acknowledge that any of the obligations in this Agreement will survive the term, termination and cancellation hereof. Accordingly, the respective obligations of the Proposer and the City under this Agreement, which by nature would continue beyond the termination, cancellation or expiration thereof, shall survive termination, cancellation or expiration hereof.

1.46 INDEMNIFICATION AND HOLD HARMLESS AGREEMENT

The Contractor shall indemnify and hold harmless the City of Hollywood and its officers, employees, agents and instrumentalities from any and all liability, losses or damages. In addition, the City shall be entitled to attorney's fees and costs of defense, which the City of Hollywood, or its officers, employees, agents or instrumentalities may incur as a result of claims, demands, suits, causes of actions or proceedings of any kind or nature arising out of, relating to or resulting from the performance of this project by the awarded proposer or its employees, agents, servants, partners, principals or subcontractors. Furthermore, the awarded proposer shall pay all claims and losses in connection therewith and shall investigate and defend all claims, suits or actions of any kind of nature in the name of the City of Hollywood, where applicable, including appellate proceedings, and shall pay all costs, judgments, and attorney's fees which may issue thereon. The awarded proposer expressly understands and agrees that any insurance protection required by the resulting agreement or otherwise provided by the awarded proposer shall cover the City of Hollywood, its officers, employees, agents and instrumentalities and shall include claims for damages resulting from and/or

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caused by the negligence, recklessness or intentional wrongful misconduct of the Contractor and persons employed by or utilized by the Contractor in the performance of the contract.

1.47 PATENT AND COPYRIGHT INDEMNIFICATION

The Proposer warrants that all deliverables furnished hereunder, including but not limited to: services, equipment programs, documentation, software, analyses, applications, methods, ways, processes, and the like, do not infringe upon or violate any patent, copyrights, service marks, trade secret, or any other third party proprietary rights.

The Proposer shall be liable and responsible for any and all claims made against the City for infringement of patents, copyrights, service marks, trade secrets or any other third party proprietary rights, by the use or supplying of any programs, documentation, software, analyses, applications, methods, ways, processes, and the like, in the course of performance or completion of, or in any way connected with, the work, or the City's continued use of the deliverables furnished hereunder. Accordingly, the Proposer, at its own expense, including the payment of attorney's fees, shall indemnify, and hold harmless the City and defend any action brought against the City with respect to any claim, demand, and cause of action, debt, or liability.

In the event any deliverable or anything provided to the City hereunder, or a portion thereof, is held to constitute an infringement and its use is or may be enjoined, the Proposer shall have the obligation, at the City's option, to (i) modify, or require that the applicable subproposer or supplier modify, the alleged infringing item(s) at the Proposer's expense, without impairing in any respect the functionality or performance of the item(s), or (ii) procure for the City, at the Proposer's expense, the rights provided under this Agreement to use the item(s).

The Proposer shall be solely responsible for determining and informing the City whether a prospective supplier or subproposer is a party to any litigation involving patent or copyright infringement, service mark, trademark, violation, or proprietary rights claims or is subject to any injunction which may prohibit it from providing any deliverable hereunder. The Proposer shall enter into agreements with all suppliers and subproposers at the Proposer's own risk. The City may reject any deliverable that it believes to be the subject of any such litigation or injunction, or if, in the City's judgment, use thereof would delay the work or be unlawful.

The Proposer shall not infringe any copyright, trademark, service mark, trade secrets, patent rights, or other intellectual property rights in the performance of the work.

1.48 ADVERTISING

Vendor shall not advertise or publish the fact that the City has placed this order without prior written consent from the City, except as may be necessary to comply with a proper request for information from an authorized representative of a governmental unit or agency.

1.49 DISCLAIMER

The Hollywood may, in its sole discretion, accept or reject, in whole or in part, for any reason whatsoever any or all proposals; re-advertise this RFP, postpone or cancel at any time this RFP process; or, waive any formalities of or irregularities in the proposal process. Proposals that are not submitted on time and/or do not conform to the City of Hollywood's requirements will not be considered. After all proposals are analyzed, organization(s) submitting proposal that appear, solely in the opinion of the City of Hollywood, to be the most competitive, shall be submitted to the City of Hollywood's City Commission, and the final selection will be made shortly thereafter with a timetable set solely by the City of Hollywood. The selection by the City of Hollywood shall be based on the proposal, which is, in the sole opinion of the City Commission of the City of Hollywood, in the best interest of the City of Hollywood. The issuance of this RFP constitutes only an invitation to make a proposal to the City of Hollywood. The City of Hollywood reserves the right to determine, in its sole discretion, whether any aspect of the proposal satisfies the criteria established by the City. In all cases the City of Hollywood shall have no liability to any proposer for any costs or expense incurred in connection with this proposal or otherwise.

1.50 TRADEMARKS

The City warrants that all trademarks the City requests the Vendor to affix to articles purchased are those owned by the City and it is understood that the Vendor shall not acquire or claim any rights, title, or interest therein, or use any of such trademarks on any articles produced for itself or anyone other than the City.

1.51 RIGHT TO REQUEST ADDITIONAL INFORMATION

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The City reserves the right to request any additional information that might be deemed necessary during the evaluation process.

1.52 PROPOSAL PREPARATION COSTS

The Vendor is responsible for any and all costs incurred by the Vendor or his/her subproposers in responding to this request for proposals.

1.53 DESIGN COSTS

The successful Vendor shall be responsible for all design, information gathering, and required programming to achieve a successful implementation. This cost must be included in the base proposal.

1.54 ADDITIONAL CHARGES

No additional charges, other than those listed on the price breakdown sheets, shall be made. Prices quoted will include verification/coordination of order, all costs for shipping, delivery to all sites, unpacking, setup, installation, operation, testing, cleanup, training and Vendor travel charges.

1.55 RIGHTS TO PERTINENT MATERIALS

All responses, inquires, and correspondence relating to this RFP and all reports, charts, displays, schedules, exhibits and other documentation produced by the Vendor that are submitted as part of the proposal shall become the property of the City upon receipt, a part of a public record upon opening, and will not be returned.

1.56 INSURANCE REQUIREMENTS

Upon the City's notification, the Contractor shall furnish to the Procurement Services Division, Certificates of Insurance that indicate that insurance coverage has been obtained which meets the requirements as outlined below:

- A. Workers' Compensation Insurance for all employees of the Contractor as required by Florida Statute Chapter 440. Should the Contractor be exempt from this Statute, the Contractor and each employee shall hold the City harmless from any injury incurred during performance of the Contract. The exempt contractor shall also submit (i) a written statement detailing the number of employees and that they are not required to carry Workers' Compensation insurance and do not anticipate hiring any additional employees during the term of this contract or (ii) a copy of a Certificate of Exemption.
- B. General Liability Insurance on a comprehensive basis in an amount not less than \$1,000,000 each Occurrence for bodily injury and property damage. **The City of Hollywood must be shown as an additional insured with respect to this coverage. The mailing address of City of Hollywood, Florida, 2600 Hollywood Boulevard, Hollywood, Florida 33021, as the certificate holder, must appear on the certificate of insurance.**
- C. Automobile Liability Insurance covering all owned, non-owned, and hired vehicles used in connection with the Services, in an amount not less than \$1,000,000 Combined Single Limit.
- D. The City reserves the right to require any other insurance it deems necessary depending on the exposure.

The insurance coverage required shall include those classifications, as listed in standard liability insurance manuals, which most nearly reflect the operation of the Contractor. All insurance policies required above shall be issued by companies authorized to do business under the laws of the State of Florida with the following qualifications.

Coverage shall be provided by a company or companies authorized to transact business in the state of Florida and the company or companies must maintain a minimum rating of A-VII, as assigned by the A.M. Best Company.

Compliance with the foregoing requirements shall not relieve the Contractor of any liability or obligation under this section or under any other section in this Agreement.

Award of this Contract is contingent upon the receipt of the insurance documents, as required, within fifteen (15)

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calendar days after City notification to Contractor to comply before the award becomes final. If the insurance certificate is received within the specified time frame but not in the manner prescribed in this Agreement, the Contractor shall be verbally notified of such deficiency and shall have an additional five (5) calendar days to submit a corrected certificate to the City. If the Contractor fails to submit the required insurance documents in the manner prescribed in this Agreement within twenty (20) calendar days after City notification to comply, the Contractor shall be in default of the contractual terms and conditions and award of the Contract will be rescinded, unless such time frame for submission has been extended by the City.

The Certificate shall contain a provision that coverage afforded under the policy will not be cancelled until at least thirty (30) days' prior written notice has been given to the City. The Contractor shall be responsible for assuring that the insurance certificates required in conjunction with this Section remain in force for the duration of the contractual period of the Contract, including any and all option years or extension periods. If insurance certificates are scheduled to expire during the contractual period, the Contractor shall be responsible for submitting new or renewed insurance certificates to the City at a minimum of thirty (30) calendar days in advance of such expiration. In the event that expired certificates are not replaced with new or renewed certificates which cover the contractual period, the City shall suspend the Contract until such time as the new or renewed certificates are received by the City in the manner prescribed herein; provided, however, that this suspended period does not exceed thirty (30) calendar days. Thereafter, the City may, at its sole discretion, terminate this contract.

The insurance policy shall not contain any exceptions that would exclude coverage for risks that can be directly or reasonably related to the scope of goods or Services in this proposal. A violation of this requirement at any time during the term, or any extension thereof, shall be grounds for the immediate termination of any contract entered in to pursuant to this RFP. In order to show that this requirement has been met, along with an insurance declaration sheet demonstrating the existence of a valid policy of insurance meeting the requirements of this RFP, the successful Proposer must submit a signed statement from the insurance agency of record that the full policy contains no such exception.

INSURANCE REQUIREMENTS

Contractor shall maintain, at its sole expense, during the term of this agreement the following insurances:

A. **Commercial General Liability Insurance naming the City as an additional insured** with not less than the following limits:

General Aggregate	\$1,000,000
Products-Comp/Op Aggregate	\$1,000,000
Personal and Advertising Injury	\$1,000,000
Each Occurrence	\$1,000,000
Fire Damage	\$ 50,000

Coverage shall include contractual liability assumed under this agreement, products and completed operations, personal injury, broad form property damage, and premises-operations.

B. **Commercial Automobile Liability Insurance naming the City as an additional insured** with not less than the following limits:

Combined Single Limit	\$500,000
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Coverage shall include contractual liability assumed under this agreement, owned, hired and non-owned vehicles.

Worker's Compensation:

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- C. **Worker's Compensation Insurance** covering the contractor and the contractor's employees with not less than the following limits:

Worker's Compensation \$100,000/500,000/100,000 for coverage

- D. Recognizing that the work governed by this contract involves the furnishing of advice or services of a professional nature, the Contractor shall purchase and maintain, throughout the life of the contract, **Professional Liability Insurance** which will respond to damages resulting from any claim arising out of the performance of professional services or any error or omission of the Contractor arising out of work governed by this contract.

The minimum limits of liability shall be: \$3,000,000 each claim

Coverage shall be provided by a company or companies authorized to transact business in the state of Florida and the company or companies must maintain a minimum rating of A-VII, as assigned by the A.M. Best Company.

Please Note: The Certificate shall contain a provision that coverage afforded under the policy will not be cancelled until at least thirty (30) days prior written notice has been given to the City. Certificates of insurance, reflecting evidence of the required insurance, shall be provided to the City. In the event the Certificate of Insurance provided indicates that the insurance shall terminate and lapse during the period of this Agreement, the vendor shall furnish, at least thirty (30) days prior to the expiration of the date of such insurance, a renewed Certificate of Insurance as proof that equal and like coverage for the balance of the period of the Agreement or extension thereunder is in effect.

The insurance policy shall not contain any exceptions that would exclude coverage for risks that can be directly or reasonably related to the scope of goods or services in this bid/proposal. A violation of this requirement at any time during the term, or any extension thereof shall be grounds for the immediate termination of any contract entered in to pursuant to this bid/proposal. In order to show that this requirement has been met, along with an insurance declaration sheet demonstrating the existence of a valid policy of insurance meeting the requirements of this bid/proposal, the successful proposer must submit a signed statement from insurance agency of record that the full policy contains no such exception.

The City reserves the right to require additional insurance in order to meet the full value of the contract.

The City reserves the right to require any other insurance coverage it deems necessary depending upon the exposures.

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1.57 NATURE OF THE AGREEMENT

The Agreement incorporates and includes all negotiations, correspondence, conversations, agreements, and understandings applicable to the matters contained in the Agreement. The parties agree that there are no commitments, agreements, or understandings concerning the subject matter of the Agreement that are not contained in the Agreement, and that the Agreement contains the entire agreement between the parties as to all matters contained herein. Accordingly, it is agreed that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written. It is further agreed that any oral representations or modifications concerning this Agreement shall be of no force or effect, and that the Agreement may be modified, altered or amended only by a written amendment duly executed by both parties hereto or their authorized representatives.

The Proposer shall provide the services set forth in the Scope of Services, and render full and prompt cooperation with the City in all aspects of the services performed hereunder.

The Proposer acknowledges that the Agreement requires the performance of all things necessary for or incidental to the effective and complete performance of all work and services under this Contract. All things not expressly mentioned in the Agreement but necessary to carrying out its intent are required by the Agreement, and the Proposer shall perform the same as though they were specifically mentioned, described and delineated.

The Proposer shall furnish all labor, materials, tools, supplies, and other items required to perform the work and services that are necessary for the completion of this Contract. All work and services shall be accomplished at the direction of and to the satisfaction of the City's Project Manager.

The Proposer acknowledges that the City shall be responsible for making all policy decisions regarding the Scope of Services. The Proposer agrees to provide input on policy issues in the form of recommendations.

The Proposer agrees to implement any and all changes in providing services hereunder as a result of a policy change implemented by the City. The Proposer agrees to act in an expeditious and fiscally sound manner in providing the City with input regarding the time and cost to implement said changes and in executing the activities required to implement said changes

1.58 AUTHORITY OF THE CITY'S PROJECT MANAGER

The Proposer hereby acknowledges that the City's Project Manager will determine in the first instance all questions of any nature whatsoever arising out of, under, or in connection with, or in any way related to or on account of, this Agreement including without limitations: questions as to the value, acceptability and fitness of the services; questions as to either party's fulfillment of its obligations under the Contract; negligence, fraud or misrepresentation before or subsequent to acceptance of the Proposal; questions as to the interpretation of the Scope of Services; and claims for damages, compensation and losses.

The Proposer shall be bound by all determinations or orders and shall promptly obey and follow every order of the Project Manager, including the withdrawal or modification of any previous order and regardless of whether the Proposer agrees with the Project Manager's determination or order. Where orders are given orally, they will be issued in writing by the Project Manager as soon thereafter as is practicable.

The Proposer must, in the final instance, seek to resolve every difference concerning the Agreement with the Project Manager. In the event that the Project Manager and the Proposer are unable to resolve their difference, the Proposer may initiate a dispute in accordance with the procedures set forth in the section below. Exhaustion of these procedures shall be a condition precedent to any lawsuit permitted hereunder.

In the event of such dispute, the parties to this Agreement authorize the City Manager or designee, who may not be the Project Manager or anyone associated with this Project, acting personally, to decide all questions arising out of, under, or in connection with, or in any way related to or on account of the Agreement (including but not limited to claims in the nature of breach of contract, fraud or misrepresentation arising either before or subsequent to execution hereof) and the decision of each with respect to matters within the City Manager's purview as set forth above shall be conclusive, final and binding on the parties. Any such dispute shall be brought, if at all, before the City Manager within 10 days of the occurrence, event or act out of which the dispute arises.

The City Manager may base this decision on such assistance as may be desirable, including advice of experts, but in any event shall base the decision on an independent and objective determination of whether the Proposer's

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performance or any deliverable meets the requirements of this Agreement and any specifications with respect thereto set forth herein. The effect of any decision shall not be impaired or waived by any negotiations or settlements or offers made in connection with the dispute, whether or not the City Manager participated therein, or by any prior decision of others, which prior decision shall be deemed subject to review, or by any termination or cancellation of the Agreement. All such disputes shall be submitted in writing by the Proposer to the City Manager for a decision, together with all pertinent information in regard to such questions, in order that a fair and impartial decision may be made. The parties agree that whenever the City Manager is entitled to exercise discretion or judgment or to make a determination or form an opinion pursuant to the provisions of this Article, such action shall be deemed fair and impartial when exercised or taken. The City Manager shall render a decision in writing and deliver a copy of the same to the Proposer. Except as such remedies may be limited or waived elsewhere in the Agreement, the Proposer reserves the right to pursue any remedies available under law after exhausting the provisions of this Article.

1.59 MUTUAL OBLIGATIONS

This Agreement, including attachments and appendices to the Agreement, shall constitute the entire Agreement between the parties with respect hereto and supersedes all previous communications and representations or agreements, whether written or oral, with respect to the subject matter hereof unless acknowledged in writing by the duly authorized representatives of both parties.

Nothing in this Agreement shall be construed for the benefit, intended or otherwise, of any third party that is not a parent or subsidiary of a party or otherwise related (by virtue of ownership control or statutory control) to a party.

In those situations where this Agreement imposes an indemnity or defense obligation on the Proposer, the City may, at its expense, elect to participate in the defense if the City should so choose. Furthermore, the City may at its own expense defend or settle any such claims if the Proposer fails to diligently defend such claims, and thereafter seek indemnity for costs and attorney's fees from the Proposer.

1.60 SUBCONTRACTUAL RELATIONS

If the Proposer will cause any part of this Agreement to be performed by a subproposer, the provisions of this Contract will apply to such subproposer and its officers, agents and employees in all respects as if it and they were employees of the Proposer; and the Proposer will not be in any manner thereby discharged from its obligations and liabilities hereunder, but will be liable hereunder for all acts and negligence of the subproposer, its officers, agents, and employees, as if they were employees of the Proposer. The services performed by the subproposer will be subject to the provisions hereof as if performed directly by the Proposer.

The Proposer, before making any subcontract for any portion of the services, will state in writing to the City the name of the proposed subproposer, the portion of the services which the subproposer is to do, the place of business of such subproposer, and such other information as the City may require. The City will have the right to require the Proposer not to award any subcontract to a person, firm or corporation disapproved by the City.

Before entering into any subcontract hereunder, the Proposer will inform the subproposer fully and completely of all provisions and requirements of this Agreement relating either directly or indirectly to the services to be performed. Such services performed by such subproposer will strictly comply with the requirements of this Contract.

In order to qualify as a subproposer satisfactory to the City, in addition to the other requirements herein provided, the subproposer must be prepared to prove to the satisfaction of the City that it has the necessary facilities, skill and experience, and ample financial resources to perform the services in a satisfactory manner. To be considered skilled and experienced, the subproposer must show to the satisfaction of the City that it has satisfactorily performed services of the same general type which are required to be performed under this Agreement.

The City shall have the right to withdraw its consent to a subcontract if it appears to the City that the subcontract will delay, prevent, or otherwise impair the performance of the Proposer's obligations under this Agreement. All subproposers are required to protect the confidentiality of the City and City's proprietary and confidential information. The Proposer shall furnish to the City copies of all subcontracts between the Proposer and subproposers and suppliers hereunder. Within each such subcontract, there shall be a clause for the benefit of the City permitting the City to request completion of performance by the subproposer of its obligations under the subcontract, in the event the City finds the Proposer in breach of its obligations, and the option to pay the subproposer directly for the performance by such subproposer. The foregoing shall neither convey nor imply any obligation or liability on the part

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of the City to any subproposer hereunder as more fully described herein.

1.61 PROMPT PAYMENT: LATE PAYMENTS BY PROPOSER TO SUBPROPOSER AND MATERIAL SUPPLIERS; PENALTY:

When a proposer receives from the City of Hollywood any payment for contractual services, commodities, materials, supplies, or construction contracts, the proposer shall pay such moneys received to each subproposer and material supplier in proportion to the percentage of work completed by each subproposer and material supplier at the time of receipt. If the proposer receives less than full payment, then the proposer shall be required to disburse only the funds received on a pro rata basis to the subproposers and materials Suppliers, each receiving a prorated portion based on the amount due on the payment. If the proposer without reasonable cause fails to make payments required by this section to subproposers and material suppliers within fifteen (15) working days after the receipt by the proposer of full or partial payment, the proposer shall pay to the subproposers and material suppliers a penalty in the amount of one percent (1%) of the amount due, per month, from the expiration of the period allowed herein for payment. Such penalty shall be in addition to actual payments owed. Retainage is also subject to the prompt payment requirement and must be returned to the subproposer or material supplier whose work has been completed, even if the prime contract has not been completed. The Proposer shall include the above obligation in each subcontract it signs with a subproposer or material supplier.

1.62 TERMINATION FOR CONVENIENCE AND SUSPENSION OF WORK

The City may terminate this Agreement if an individual or corporation or other entity attempts to meet its contractual obligation with the City through fraud, misrepresentation or material misstatement.

The City may, as a further sanction, terminate or cancel any other contract(s) that such individual or corporation or other entity has with the City. Such individual, corporation or other entity shall be responsible for all direct and indirect costs associated with such termination or cancellation, including attorney's fees.

The foregoing notwithstanding, any individual, corporation or other entity which attempts to meet its contractual obligations with the City through fraud, misrepresentation or material misstatement may be debarred from City contracting in accordance with the City debarment procedures. The Proposer may be subject to debarment for failure to perform and any other reasons related to the proposer's breach or failure of satisfactory performance.

In addition to cancellation or termination as otherwise provided in this Agreement, the City may at any time, in its sole discretion, with or without cause, terminate this Agreement by written notice to the Proposer and in such event:

The Proposer shall, upon receipt of such notice, unless otherwise directed by the City:

1. Stop work on the date specified in the notice ("the Effective Termination Date");
2. Take such action as may be necessary for the protection and preservation of the City's materials and property;
3. Cancel orders;
4. Assign to the City and deliver to any location designated by the City any non-cancelable orders for deliverables that are not capable of use except in the performance of this Agreement and which have been specifically developed for the sole purpose of this Agreement and not incorporated in the services;
5. Take no action which will increase the amounts payable by the City under this Agreement.

In the event that the City exercises its right to terminate this Agreement pursuant to this Article, the Proposer will be compensated as stated in the payment articles herein, for the:

1. Portion of the services completed in accordance with the Agreement up to the Effective Termination Date; and
2. Non-cancelable deliverables that are not capable of use except in the performance of this Agreement and which have been specifically developed for the sole purpose of this Agreement but not incorporated in the services.

All compensation pursuant to this Article is subject to audit.

1.63 EVENT OF DEFAULT

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An Event of Default shall mean a breach of this Agreement by the Proposer. Without limiting the generality of the foregoing and in addition to those instances referred to herein as a breach, an Event of Default, shall include the following:

1. The Proposer has not delivered deliverables on a timely basis;
2. The Proposer has refused or failed, except in any case for which an extension of time is provided, to supply enough properly skilled staff personnel;
3. The Proposer has failed to make prompt payment to subproposers or suppliers for any services;
4. The Proposer has become insolvent (other than as interdicted by the bankruptcy laws), or has assigned the proceeds received for the benefit of the Proposer's creditors, or the Proposer has taken advantage of any insolvency statute or debtor/creditor law or if the Proposer's affairs have been put in the hands of a receiver;
5. The Proposer has failed to obtain the approval of the City where required by this Agreement;
6. The Proposer has failed to provide "adequate assurances" as required under subsection "B" below; and
7. The Proposer has failed in the representation of any warranties stated herein.

When, in the opinion of the City, reasonable grounds for uncertainty exist with respect to the Proposer's ability to perform the services or any portion thereof, the City may request that the Proposer, within the time frame set forth in the City's request, provide adequate assurances to the City, in writing, of the Proposer's ability to perform in accordance with terms of this Agreement. Until the City receives such assurances the City may request an adjustment to the compensation received by the Proposer for portions of the services which the Proposer has not performed. In the event that the Proposer fails to provide to the City the requested assurances within the prescribed time frame, the City may:

1. Treat such failure as a repudiation of this Agreement;
2. Resort to any remedy for breach provided herein or at law, including but not limited to, taking over the performance of the services or any part thereof either by itself or through others.

In the event the City shall terminate this Agreement for default, the City or its designated representatives may immediately take possession of all applicable equipment, materials, products, documentation, reports and data.

1.64 REMEDIES IN THE EVENT OF DEFAULT

If an Event of Default occurs, the Proposer shall be liable for all damages resulting from the default, including but not limited to:

- A. Lost revenues;
- B. The difference between the cost associated with procuring services hereunder and the amount actually expended by the City for procurement of sServices, including procurement and administrative costs; and,
- C. Such other damages that the City may suffer.

The Proposer shall also remain liable for any liabilities and claims related to the Proposer's default. The City may also bring any suit or proceeding for specific performance or for an injunction.

1.65 BANKRUPTCY

The City reserves the right to terminate this contract if, during the term of any contract the Proposer has with the City, the Proposer becomes involved as a debtor in a bankruptcy proceeding, or becomes involved in a reorganization, dissolution, or liquidation proceeding, or if a trustee or receiver is appointed over all or a substantial portion of the property of the Proposer under federal bankruptcy law or any state insolvency law.

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1.66 CANCELLATION FOR UNAPPROPRIATED FUNDS

The obligation of the City for payment to a Proposer is limited to the availability of funds appropriated in a current fiscal period, and continuation of the contract into a subsequent fiscal period is subject to appropriation of funds, unless otherwise authorized by law.

1.67 VERBAL INSTRUCTIONS PROCEDURE

No negotiations, decisions, or actions shall be initiated or executed by the Proposer as a result of any discussions with any City employee. Only those communications which are in writing from an authorized City representative may be considered. Only written communications from Proposers, which are signed by a person designated as authorized to bind the Proposer, will be recognized by the City as duly authorized expressions on behalf of the Proposer.

1.68 E-VERIFY

Proposer acknowledges that the City may be utilizing the Proposer's services for a project that is funded in whole or in part by State funds pursuant to a contract between the City and a State agency. The Proposer shall be responsible for complying with the E-Verify requirements in the contract and using the U.S. Department of Homeland Security's E-Verify system to verify the employment of all new employees hired by the Proposer during the Agreement term. The Proposer is also responsible for e-verifying its subproposers, if any, pursuant to any agreement between the City and a State Agency, and reporting to the City any required information. The Proposer acknowledges that the terms of this paragraph are material terms, the breach of any of which shall constitute a default under this Agreement.

1.69 BUDGETARY CONSTRAINTS

In the event the City is required to reduce contract costs due to budgetary constraints, all services specified in this document may be subject to a permanent or temporary reduction in budget. In such an event, the total cost for the affected service shall be reduced as required. The Proposer shall also be provided with a minimum 30-day notice prior to any such reduction in budget.

1.70 COST ADJUSTMENTS

The cost for all items as quoted herein shall remain firm for the first term of the contract. Costs for subsequent years and any extension term years shall be subject to an adjustment only if increases occur in the industry. However, unless very unusual and significant changes have occurred in the industry, such increases shall not exceed 3% per year or, whichever is less, the latest yearly percentage increase in the All Urban Consumers Price Index (CPU-U) (National) as published by the Bureau of Labor Statistics, U.S. Dept. of Labor. The yearly increase or decrease in the CPI shall be that latest index published and available ninety (90) days prior to the end of the contract year than in effect compared to the index for the same month one year prior. Any requested cost increase shall be fully documented and submitted to the City at least ninety (90) days prior to the contract anniversary date. Any approved cost adjustments shall become effective upon the anniversary date of the contract. In the event the CPI or industry costs decline, the City shall have the right to receive from the Proposer a reduction in costs that reflects such cost changes in the industry. The City may, after examination, refuse to accept the adjusted costs if they are not properly documented, increases are considered to be excessive, or decreases are considered to be insufficient. In the event the City does not wish to accept the adjusted costs and the matter cannot be resolved to the satisfaction of the City, the contract can be cancelled by the City upon giving thirty (30) days written notice to the Proposer.

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Solicitation #RFP-4513-16-RD**BACKGROUND:**

The City's employee benefits program is administered by the Human Resources Department and provides a wide range of benefits to eligible employees, retirees, Consolidated Omnibus Budget Reconciliation (COBRA) participants, and eligible dependents. Benefit plans include group medical, dental, vision, term life, supplemental life, disability, wellness programs, and Internal Revenue Service (IRS) Section 125 flexible spending accounts.

The City operates on a fiscal year beginning October 1 and continuing through September 30. The majority of the City's plan benefits are currently offered on a calendar/plan year basis (January 1 through December 31). The City's current plan benefits, provider, and calendar year is described below:

Benefit	Provider	Calendar Year
Medical (self-funded)	Florida Blue	January - December
Dental (self-funded)	Florida Blue	January - December
Vision	VSP Vision Service Plan	January - December
Life/ADD/Voluntary	Symetra	January - December
LTD	Mutual of Omaha	January - December
Supplemental Products	AFLAC and Colonial	January - December
Flexible Spending	TASC – Total Administrative Services Corp.	January - December
Work/Life Assistance	CCA - Corporate Counseling Associates	January - December
COBRA	Benefits Workshop	January - December
Stop Loss	HM Life Insurance	January - December

The City of Hollywood is committed to providing comprehensive, high quality, and cost effective benefit plans and programs that provide optimum value to the City, its employees and retirees. The City, through this solicitation, intends to establish a strategic partnership with a consulting firm that will support a methodical and outcome-based approach for the continued development and forecasting of the City's benefit program, including the expansion of performance standards and effectiveness of all cost controls, while maintaining State and Federal regulatory guidelines.

It should be noted the City's current contract with its third party administrator for medical and dental, stop loss, FLEX and EAP are all expiring December 31, 2016. Some have renewal options while others do not. The medical and dental TPA contract will have exhausted all of its renewal options.

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SCOPE OF SERVICES:

The selected respondent responsibilities may include, but are not limited to, the following:

Review, analyze, and provide recommendations of current and future employee benefit plans, including critical plan components, appropriate funding, and propose plan changes supported by fact driven analysis and best practices.

Assist in the development of formal solicitations for employee benefit plans including the preparation of the scopes of services and evaluation criteria, analysis of proposals received and preparation of response comparison, network review, present to and serve as a technical advisor (non-voting) to the Evaluation Committee, fee and contract negotiations, and be prepared to explain recommendations.

Assist in the implementation and oversight of the self-funded health and dental plan, vision, life, accidental death & dismemberment, long term disability, and, flex, stop loss, COBRA and other voluntary fully-insured benefits.

Review all plan documents and proposed amendments for accuracy, completeness, and compliance with appropriate laws and regulations.

Review agreements and policies purchased by the City to assure their accuracy and appropriateness.

Review and evaluate existing City benefit related agreements including but not limited to administrative service agreements with insurance carriers, business associate agreements, new case documents and service agreements to provide recommendations for possible improvement in price, terms and conditions.

Review vendor summary plan descriptions for accuracy in benefits provided and ensure compliance with all governmental regulations.

Assist in the development and review of communication materials written by benefits vendors and administrators for content, appearance, compliance, and accuracy.

Provide independent annual review of group health programs including funding, reserves, service, benefit plan provisions, premium history, contractual provisions and competitiveness.

Analyze the feasibility of alternative employee benefit program designs and cost containment methods by modeling and providing recommendations and assisting in the development and implementation of such programs.

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Provide annual recommendations for changes in plan premiums, plan design, and plan employer subsidy for the upcoming fiscal year.

Evaluate stop loss coverage and make related recommendations to ensure the City's self-insurance benefits are protected from catastrophic losses.

Manage negotiations of reimbursement rates.

Provide unlimited actuarial services by a professional actuary who is either a staff member or sub-contractor of the successful proposer to analyze all benefit programs including plan design, claims, utilization trends, and contribution rates for the self-insured plans prior to open enrollment each year.

Provide guidance on annual budgets, recommended reserves, payroll deduction allocations, and plan costs.

Conduct periodic audits of health plan administrator/provider, analyze results and prepare reports, when requested (a la carte).

Prepare full bi-annual Governmental Accounting Standards Board (GASB) 75 evaluation and reporting.

Prepare reports informing the City Administration of benefit market conditions (Market Analysis) that may affect the City's policies and risk exposures prior to policy renewals.

Assist in the preparation of data required for annual financial reporting in accordance with governmental standards, Accounting and Financial Reporting by Employer for Post-employment Benefits other than Pensions, and other accounting standards promulgated by governmental standard setting bodies.

Prepare an annual report of the City's OPEB liability as of September 30 each year by October 15 of the same year.

Provide guidance on Medicare Part D Retiree Drug Subsidy and submit actuarial attestation upon request.

Provide the City with guidance on its Obligations for Other Post-employment Benefits.

Conduct the City's Healthcare Reform Forecasting Analysis.

Provide general and technical guidance on employee benefit issues to include healthcare utilization patterns, market analysis, contract trends, federal regulation, and statute interpretation.

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Assist with the development of policies and procedures regarding eligibility, retirement, Health Insurance Portability and Accountability Act (HIPAA), and other related topics.

Provide ongoing training for City Staff to ensure appropriate controls, plan provision compliance, and statutory compliance (e.g. HIPAA training).

Assist in the implementation and evaluation of the effectiveness of wellness initiatives and disease management programs.

Assist in the coordination, material preparation, presentation and other tasks for the City's annual open enrollment period.

Attend and present at City Commission meetings, employee meetings, open enrollment meetings, health insurance committee meetings and other meetings as requested.

Advise and provide interpretations on new healthcare and benefit plan models, delivery systems, and other topics as necessary.

Provide updates on law, regulatory, legislative changes, and related compliance issues such as the Patient Protection and Affordable Care Act, including administrative and financial impacts, timelines and requirements. Provide guidance on Transitional Reinsurance program and calculate Transitional Reinsurance Fee.

Assist with all compliance issues including the Patient Protection and Affordable Care Act, Health Insurance Portability and Accountability Act (HIPAA), Medicare Part D, Consolidated Omnibus Budget Reconciliation Act (COBRA) and Governmental Accounting Standards Board (GASB) and any legislation that has an impact on employee benefits.

Develop and recommend performance standards and guarantees for services providers to measure levels of service as applicable.

Assist the City and plan members in resolving claims or other disputes related to vendors, carriers and/or providers.

In the event that the City is involved in litigation arising from the solicitation process, the agreement, or employee grievances, the Consultant may be required by the City to prepare the necessary materials and to testify.

Designate a Project Manager for the Agreement at no additional cost to the City.

Conduct quarterly meetings with the City's Human Resources, Finance and Budget staff to provide claims experience, plan costs and projections of claims and revenues.

Provide additional health and benefits plan consulting services as deemed necessary.

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CONTRACT TERM:

Contract term proposed for an initial two (2) year period. Prior to completion of the initial term of the continuing contract, the City shall have the option to renew the contract for two (2) additional one (1) year periods.

SUBMISSION REQUIREMENTS:

The Minimum Eligibility Requirements for this solicitation are listed below. Proposer shall submit detailed verifiable information affirmatively documenting compliance with each minimum requirement. Proposers that fail to comply with minimum requirements will be deemed non-responsive and will not be considered.

Submittal Requirements:

Proposers must be licensed in the State of Florida and provide a copy of Proposer's current license.

Proposers must provide sub-contractor agreement for any labor that may be used for this effort. The City reserves the right to approve a sub-contractor plan for this effort

Proposers must have on staff an actuary with experience in employee benefits and in particular self-funded plans or ability to subcontract. Provide a resume for the Actuary

Submittal Requirements:

Proposers must submit a response for all **Evaluation Factors outlined in the Evaluation Criteria.**

Submittal Requirements:

Proposers must submit all forms in this solicitation requiring action; signature, date, information.

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City of Hollywood, Florida
Solicitation #RFP-4513-16-RD**Submittal Requirements:**

Proposers must submit pricing for this Effort. Pricing is to be a Monthly Fixed Amount: Proposers will fill out the pricing, highlighted, on the below tables.

1st year of the Initial Term:

Services	Amount	Frequency; Monthly	Total Monthly Amount	Total Annual Amount
Benefit Administration Services	\$0.00	12	\$0.00	\$0.00
*Other Direct Cost	\$2,000	LOT	N/A	\$2,000
			Total Cost 1st Year	\$0.00

*ODC Cost is costs associated with this effort that may be paid if approved by the HR Director. Examples of ODC cost—special travel, supplies for a presentation, binding of documents, overlays etc...

2nd year of the Initial Term

Services	Amount	Frequency; Monthly	Total Monthly Amount	Total Annual Amount
Benefit Administration Services	\$0.00	12	\$0.00	\$0.00
Other Direct Cost	\$2,000	LOT	N/A	\$2,000
			Total Cost 2nd Year	\$0.00

Total Cost for Initial 2 years: \$0.00

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Solicitation #RFP-4513-16-RD**QUESTIONS/CLARIFICATIONS:**

For information concerning procedure for responding to this Request for Proposals (RFP), contact the Procurement Services Division, Ralph Dierks, Procurement Manager at rdierks@hollywoodfl.org or by phone at (954) 921-3223, or Linda Silvey, Budget and Procurement Technician at lsilvey@hollywoodfl.org or by phone at 954-921-3200, or Paul Bassar, Contract Compliance Officer, Office of the City Manager, at pbassar@hollywoodfl.org or by phone at 954-921-3628, or his designee. Such contact is to be for clarification purposes only. **It is preferred that all other questions be submitted in writing via BidSync.**

FORMAT:

In order to maintain comparability, facilitate the review process and assist the Evaluation Committee in review of proposals, it is strongly recommended that proposals be organized and tabbed in accordance with the sections and manner specified below. Hard copy submittal should be tabbed as enumerated below and contain a table of contents with page references. Electronic copies should also be tabbed and contain a table of contents with page references. Proposals that do not include the required information will be deemed non-responsive and will not be considered.

Cover Letter and Table of Contents. The cover letter must indicate Proposer and Proposer Primary Contact for the purposes of this solicitation.

Requirements. Submit verifiable information documenting compliance as outlined in the Submission Requirement Section.

Approach and Methodology. Submit detailed information on how Proposer plans to accomplish the required scope of services, including detailed information, as applicable, which addresses, but need not be limited to: review and evaluate existing City benefit related agreements to provide recommendations; assist in preparation of City's request for proposals for its medical, dental, life, disability and voluntary benefit plans; provide plan design and contribution design modeling; manage negotiations of premium rates, etc.

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Solicitation #RFP-4513-16-RD**SOLICITATION SCHEDULE: The tentative schedule for this solicitation is as follows:**

RFP Issued	June 2, 2016
Deadline for Receipt of Questions	June 10, 2016
Responses Due	June 15, 2016
Evaluation Committee Review	June 17, 2016
Proposer Presentations	TBD
Tentative Commission Approval Authorizing Services Agreement	July 6, 2016
Contract Negotiations	Following Commission Approval

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EVALUATION CRITERIA:

The following criteria will be used by the selection committee to evaluate each proposal. Incomplete proposals not meeting the above requirements will be considered non-responsive.

Proposals will be evaluated using the criteria listed below to ascertain which Proposal best meets the requirements of the City. The Items to be considered during the evaluation and the associated point values are as follows:

Evaluation Factor 1: Key Personnel

Offerors must provide a resume and preferably the past two year's performance evaluation of the Key Personnel. Resume must include all certifications, awards, education, number of years performing Consulting work for the private and public sector similar to the Scope outlined in this RFP.

Evaluation Factor 2: Offerors Corporate Experience

Offerors must describe their company qualifications as it pertains to the scope of work, describe how their staff has the resources/understanding of the services for this scope.

Offerors must provide an Org Chart—detailing staff personnel experience/qualifications that may be used to support this effort.

Evaluation Factor 3: Offerors References

Offerors must provide contact information for three references on similar projects as outlined in the scope. Provide Point of Contact; phone number & email address, total value of contract, and any letters/emails of praises for work performed.

Evaluation Factor 4: Price

Local Preference

5 points

SELECTION PROCESS

Evaluation of the Proposals will be performed by a committee selected by the City. The committee will evaluate the firms according to their Proposal. Factors 1,2,3, will be rated as; Acceptable, Marginal, or Unacceptable using the Criteria for Evaluation Factor Ratings, TAB 1. Factor 4 will be rated as "fair and reasonable" or not fair and reasonable—price rating will be based on current market rates for similar services. The initial ratings will be ranked and maybe short listed if necessary to develop a list consisting of the firms receiving Acceptable ratings. The committee may conduct discussions with proposer on the short list for the purpose of clarification to assure full understanding of, and responsiveness to, the solicitation requirements. In conducting discussions, there shall be no disclosure of any information derived from Proposals submitted by competing proposers. These firms may be invited to an oral interview before the committee. A short

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list of finalists will be determined and presented to either the City Manager or his designee or to the City Commission, in accordance with the applicable City of Hollywood Code of Ordinance, and will make the final ranking for the purposes of negotiating a contract with the top ranked firm.

MAXIMUM TOTAL POINTS

105

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HOLD HARMLESS AND INDEMNITY CLAUSE

(Company Name and Authorized Representative's Name)

, the contractor, shall indemnify, defend and hold harmless the City of Hollywood, its elected and appointed officials, employees and agents for any and all suits, actions, legal or administrative proceedings, claims, damage, liabilities, interest, attorney's fees, costs of any kind whether arising prior to the start of activities or following the completion or acceptance and in any manner directly or indirectly caused, occasioned or contributed to in whole or in part by reason of any act, error or omission, fault or negligence whether active or passive by the contractor, or anyone acting under its direction, control, or on its behalf in connection with or incident to its performance of the contract.

SIGNATURE

PRINTED NAME

COMPANY OF NAME

DATE

Failure to sign or changes to this page shall render your bid non-responsive.

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Solicitation #RFP-4513-16-RD**NONCOLLUSION AFFIDAVIT****STATE OF:** _____**COUNTY OF:** _____, being first duly sworn, deposes and says that:

- (1) He/she is _____ of _____, the Bidder that has submitted the attached Bid.
- (2) He/she has been fully informed regarding the preparation and contents of the attached Bid and of all pertinent circumstances regarding such Bid;
- (3) Such Bid is genuine and is not a collusion or sham Bid;
- (4) Neither the said Bidder nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including this affiant has in any way colluded, conspired, connived or agreed, directly or indirectly with any other Bidder, firm or person to submit a collusive or sham Bid in connection with the contractor for which the attached Bid has been submitted or to refrain from bidding in connection with such contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communication or conference with any other Bidder, firm or person to fix the price or prices, profit or cost element of the Bid price or the Bid price of any other Bidder, or to secure an advantage against the City of Hollywood or any person interested in the proposed Contract; and
- (5) The price or prices quoted in the attached Bid are fair and proper and are not tainted by any collusion, conspiracy, connivance or unlawful agreement on the part of the Bidder or any of its agents, representatives, owners, employees, or parties in interest, including this affiant.

(SIGNED) _____
Title**Failure to sign or changes to this page shall render your bid non-responsive.**

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Solicitation #RFP-4513-16-RD**SWORN STATEMENT PURSUANT TO SECTION 287.133 (3) (a) FLORIDA
STATUTES ON PUBLIC ENTITY CRIMES**THIS FORM MUST BE SIGNED AND SWORN TO IN THE PRESENCE OF A NOTARY PUBLIC OR
OTHER OFFICIAL AUTHORIZED TO ADMINISTER OATHS

1. This form statement is submitted to _____
 by _____ for _____
 (Print individual's name and title) (Print name of entity submitting sworn statement)
 whose business address is _____
 and if applicable its Federal Employer Identification Number (FEIN) is _____. If the entity has no FEIN,
 include the Social Security Number of the individual signing this sworn statement.

2. I understand that "public entity crime," as defined in paragraph 287.133(1)(g), Florida Statutes, means a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or with the United States, including, but not limited to, any bid, proposal, reply, or contract for goods or services, any lease for real property, or any contract for the construction or repair of a public building or public work, involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misinterpretation.

3. I understand that "convicted" or "conviction" as defined in Paragraph 287.133(1)(b), Florida Statutes, means a finding of guilt or a conviction of a public entity crime, with or without an adjudication of guilt, in an federal or state trial court of record relating to charges brought by indictment or information after July 1, 1989, as a result of a jury verdict, nonjury trial, or entry of a plea of guilty or nolo contendere.

4. I understand that "Affiliate," as defined in paragraph 287.133(1)(a), Florida Statutes, means:

1. A predecessor or successor of a person convicted of a public entity crime, or
2. An entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public entity crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in the management of an affiliate. The ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding 36 months shall be considered an affiliate.

5. I understand that "person," as defined in Paragraph 287.133(1)(e), Florida Statutes, means any natural person or any entity organized under the laws of any state or of the United States with the legal power to enter into a binding contract and which bids or applies to bid on contracts let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, executives, partners, shareholders, employees, members, and agents who are active in management of an entity.

6. Based on information and belief, the statement which I have marked below is true in relation to the entity submitting this sworn statement. (Please indicate which statement applies.)

_____ Neither the entity submitting sworn statement, nor any of its officers, director, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, nor any affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989.

_____ The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or an affiliate of the entity, has been charged with and convicted of a public entity crime subsequent to July 1, 1989.

June 2, 2016

City of Hollywood, Florida
Solicitation #RFP-4513-16-RD

_____ The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime, but the Final Order entered by the Hearing Officer in a subsequent proceeding before a Hearing Officer of the State of the State of Florida, Division of Administrative Hearings, determined that it was not in the public interest to place the entity submitting this sworn statement on the convicted vendor list. (attach a copy of the Final Order).

I UNDERSTAND THAT THE SUBMISSION OF THIS FORM TO THE CONTRACTING OFFICER FOR THE PUBLIC ENTITY IDENTIFIED IN PARAGRAPH 1 (ONE) ABOVE IS FOR THAT PUBLIC ENTITY ONLY AND THAT THIS FORM IS VALID THROUGH DECEMBER 31 OF THE CALENDAR YEAR IN WHICH IT IS FILED. I ALSO UNDERSTAND THAT I AM REQUIRED TO INFORM THAT PUBLIC ENTITY PRIOR TO ENTERING INTO A CONTRACT IN EXCESS OF THE THRESHOLD AMOUNT PROVIDED IN SECTION 287.017 FLORIDA STATUTES FOR A CATEGORY TWO OF ANY CHANGE IN THE INFORMATION CONTAINED IN THIS FORM.

(Signature)

Sworn to and subscribed before me this _____ day of _____, 20____.

Personally known _____

Or produced identification _____ Notary Public-State of _____

_____ my commission expires _____
(Type of identification)

(Printed, typed or stamped commissioned name of notary public)

Failure to sign or changes to this page shall render your bid non-responsive.

June 2, 2016

City of Hollywood, Florida
Solicitation #RFP-4513-16-RD**CERTIFICATIONS REGARDING DEBARMENT, SUSPENSION AND OTHER
RESPONSIBILITY MATTERS**

The applicant certifies that it and its principals:

- (a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, sentenced to a denial of Federal benefits by a State or Federal court, or voluntarily excluded from covered transactions by any Federal department or agency;
- (b) Have not within a three-year period preceding this application been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction, violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;
- (c) Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and
- (d) Have not within a three-year period preceding this application had one or more public transactions (Federal, State, or local) terminated for cause or default.

Applicant Name and Address:

Application Number and/or Project Name:

Applicant IRS/Vendor Number: _____

Type/Print Name and Title of Authorized Representative:

Signature: _____ Date: _____

Failure to sign or changes to this page shall render your bid non-responsive.

June 2, 2016

City of Hollywood, Florida
Solicitation #RFP-4513-16-RD**DRUG-FREE WORKPLACE PROGRAM**

IDENTICAL TIE BIDS - Preference shall be given to businesses with drug-free workplace programs. Whenever two or more bids which are equal with respect to price, quality, and service are received by the State or by any political subdivision for the procurement of commodities or contractual services, a bid received from a business that certifies that it has implemented a drug-free workplace program shall be given preference in the award process. Established procedures for processing tie bids will be followed if none of the tied vendors have a drug-free workplace program. In order to have a drug-free workplace program, a business shall:

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employee that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of chapter 893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program (if such is available in the employee's community) by, any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of these requirements.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.

VENDOR'S SIGNATURE_____
PRINTED NAME_____
NAME OF COMPANY

June 2, 2016

City of Hollywood, Florida
Solicitation #RFP-4513-16-RD**SOLICITATION, GIVING, AND ACCEPTANCE OF GIFTS POLICY**

Florida Statute 112.313 prohibits the solicitation or acceptance of Gifts. - "No Public officer, employee of an agency, local government attorney, or candidate for nomination or election shall solicit or accept anything of value to the recipient, including a gift, loan, reward, promise of future employment, favor, or service, based upon any understanding that the vote, official action, or judgment of the public officer, employee, local government attorney, or candidate would be influenced thereby." The term "public officer" includes "any person elected or appointed to hold office in any agency, including any person serving on an advisory body."

The City of Hollywood policy prohibits all public officers, elected or appointed, all employees, and their families from accepting any gifts of any value, either directly or indirectly, from any contractor, vendor, consultant, or business with whom the City does business.

The State of Florida definition of "gifts" includes the following:

- Real property or its use,
- Tangible or intangible personal property, or its use,
- A preferential rate or terms on a debt, loan, goods, or services,
- Forgiveness of indebtedness,
- Transportation, lodging, or parking,
- Food or beverage,
- Membership dues,
- Entrance fees, admission fees, or tickets to events, performances, or facilities,
- Plants, flowers or floral arrangements
- Services provided by persons pursuant to a professional license or certificate.
- Other personal services for which a fee is normally charged by the person providing the services.
- Any other similar service or thing having an attributable value not already provided for in this section.

Any contractor, vendor, consultant, or business found to have given a gift to a public officer or employee, or his/her family, will be subject to dismissal or revocation of contract.

As the person authorized to sign the statement, I certify that this firm will comply fully with this policy.

_____ SIGNATURE	_____ PRINTED NAME
_____ NAME OF COMPANY	_____ TITLE

Failure to sign this page shall render your bid non-responsive.

June 2, 2016

City of Hollywood, Florida
Solicitation #RFP-4513-16-RD**REFERENCE QUESTIONNAIRE**

It is the responsibility of the contractor/vendor to provide a minimum of three (3) similar type references using this form and to provide this information with your submission. Failure to do so may result in the rejection of your submission.

Giving reference for: _____

Firm giving Reference: _____

Address: _____

Phone: _____

Fax: _____

Email: _____

1. **Q:** What was the dollar value of the contract?

A:

2. Have there been any change orders, and if so, how many?

A:

3. **Q:** Did they perform on a timely basis as required by the agreement?

A:

4. **Q:** Was the project manager easy to get in contact with?

A:

5. **Q:** Would you use them again?

A:

6. **Q:** Overall, what would you rate their performance? (Scale from 1-5)

A: ☐ **5** *Excellent* ☐ **4** *Good* ☐ **3** *Fair* ☐ **2** *Poor* ☐ **1** *Unacceptable*

7. **Q:** Is there anything else we should know, that we have not asked?

A:

The undersigned does hereby certify that the foregoing and subsequent statements are true and correct and are made independently, free from vendor interference/collusion.

Name: _____ Title: _____

Signature: _____ Date: _____

Criteria for Evaluation Factor Ratings

Ratings:	Acceptable	Marginal	Un Acceptable
<u>Factor 1: Key Personnel</u> Max Pts: 30	Resume clearly shows relevant experience in tasks outlined for this effort, Bachelor's or higher, 8-10 years' experience in the public and/or private sector, any certifications pertaining to the services outlined, outstanding performance evaluation Pts 25-30	Resume indicates Relevant experience in the majority of tasks outlined, some college, over 6 years' relevant experience, satisfactory performance evaluation Pts 19-24	Resume does not show relevant experience, less than six years' experience, no college education, below satisfactory performance evaluation Pts 18 and below
<u>Factor 2: Corporate Experience</u> Max Pts: 25	Company experience in providing Benefit Administration to at least three Public entities similar scope, staff qualifications and support that can assist with this effort, provide an org chart outlying staff members that may be used for this effort and area of expertise and their experience and any certifications. Pts 20-25	Company experience in providing Benefit Administration to at least one public and two private companies similar in scope Pts 14-19	Company has no experience in providing Benefit Administration with a Public entity, org chart does not explain role of personnel who can provide services for this effort, i Pts 13 and Below
<u>Factor 3: References</u> Max Pts: 25	Company provides references with POC for three similar projects, similar Scope, within past 5 years, all references confirms that services were above satisfactory Pts 20-25	Company provides references for at least one Public entity and two private sector companies for similar Scope services, all references confirms that services were satisfactory Pts 14-19	No references provided, no reference for a Public entity for similar service, unable to confirm references Pts 13 and Below
Price Rating	<i>Fair and Reasonable</i>	<i>Not Fair and Reasonable</i>	
Factor 4: Pricing Max Pts: 20	Pts 11-20	Pts 10 and Below	

City of Hollywood Post-Retirement Medical Actuarial Valuation As Required by GASB 45



Fiscal Date: **October 1, 2013 - September 30, 2014**
 October 1, 2014 - September 30, 2015

Date of Report: **February 25, 2015**

Prepared By: **Bolton Partners, Inc.**
 100 Light Street
 9th Floor
 Baltimore, MD 21202



February 18, 2015

Matthew Lalla
Director, Financial Services
2600 Hollywood Blvd., Room 119
Hollywood, FL 33022-9045

Dear Matthew:

The following sets forth the October 1, 2013 and October 1, 2014 GASB 45 Annual Expense for the City of Hollywood for the Fiscal Years Ending September 30, 2014 and September 30, 2015.

This report has been prepared for the City of Hollywood for the purposes of complying with the GASB45 accounting standard. It is neither intended nor necessarily suitable for other purposes. Bolton Partners is not responsible for the consequences of any other use nor the reliance upon this report by any other party.

In general Post Retirement medical valuations are based on an assumption for post-retirement medical increases. If medical costs increase at a rate greater than our assumption there could be a dramatic increase in the cost. The report shows the impact of 1 percent (over all years) increase in the medical trend assumption. Future actuarial measurements may differ significantly from the current measurements presented in this report, due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes 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 or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions, applicable law or accounting rules.

The report is based on January 1, 2015 census data. The census data was submitted by the City as well as premiums for fiscal year 2014 – 2015. We have not performed an audit on the data and have relied on this information for purposes of preparing this report.

The actuarial methods and assumptions used in this report comply with GASB 45 and the actuarial standards of practice promulgated by the Actuarial Standards Board.

Bolton Partners, Inc.

100 Light Street • 9th Floor • Baltimore, Maryland 21202 • (410) 547-0500 • (800) 394-0263 • Fax (410) 685-1924

Actuarial, Benefit and Investment Consultants

Mr. Matthew Lalla
February 25, 2015
Page Two

Bolton Partners is completely independent of the City of Hollywood, its programs, activities, or any of its officers or key personnel. We and anyone closely associated with us does not have any relationship which would impair our independence on this assignment.

Kevin Binder is a Member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report.

Respectfully submitted,



Kevin Binder, F.S.A., M.A.A.A.
Consultant
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Carolyn Bourg
Consultant
(443) 703-2519
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1. Executive Summary

Background

In June 2004 the Government Accounting Standards Board (GASB) released Statement 45 which revised the GAAP accounting standards for post employment benefits other than pensions (OPEB). This standard will be applied to post employment medical benefits that are provided to The City of Hollywood retirees. Prior to the standard these benefits were accounted for on a pay as you go basis. This standard requires that these benefits be accounted for on an accrual basis.

This report determines the expense under the standard for the City of Hollywood for FYE 2014 and FYE 2015.

OPEB Trust Arrangement

The City has not set up a trust to prefund benefits. They will pay benefits on a pay-as-you-go basis.

Funding Policy

It is our understanding that the City of Hollywood will not make a contribution to the trust in FYE 2014 or FYE 2015.

Discount Rate Assumption

The discount rate used to determine the liabilities under GASB 45 depends upon the City's funding policy. The discount rate assumption for governments (like the City of Hollywood) that do not establish an irrevocable trust to prefund benefits is the long term expected rate of return on internal government funds.

The discount rate assumption for disclosure purposes for FYE 2014 and FYE 2015 is 4.00%.

Annual Required Contribution (ARC)

The City of Hollywood's ARC is shown in Section 2. The ARC for the FYE September 30, 2014 is \$30,368,000. The ARC is equal to cost of the accrual (the normal cost) plus an amortization payment towards the unfunded liability. There is no requirement to pay the ARC, it is an accounting term. The actual pay as you go cost for OPEB benefits during the same period is estimated to be \$10,242,000. The ARC for the FYE September 30, 2015 is \$32,405,000.

1. Executive Summary (cont.)

Annual OPEB Cost (AOC)

If there is a Net OPEB Obligation (NOO) as of the beginning of the Fiscal Year, the ARC is adjusted by adding interest on the NOO and subtracting the amortized amount of the NOO. The adjusted ARC is called the Annual OPEB Cost (AOC). The City of Hollywood's AOC is shown in Section 2. The AOC for the FYE September 30, 2014 is \$29,095,000. The AOC for the FYE September 30, 2015 is \$30,647,000.

The Net OPEB Obligation (NOO)

The Net OPEB Obligation (NOO) is the cumulative difference between the AOC and payments made for OPEB benefits (to a trust or directly to participants). This amount is a liability on the statement of net financial position. Because the FYE 2013 expense exceeded benefit payments to participants there is a NOO. We estimate that the NOO will increase to \$143,867,543 as of September 30, 2014.

Plan Provisions

Certain Other Post-Employment Benefits (OPEB) are available to all employees retiring from the City under the provisions of Disability, Early or Normal Retirement, as described in Section 3. The OPEB benefits include lifetime access to coverage for the retiree and dependents under the Medical and Prescription Plans as well as participation in the Dental, Vision, and Group Life insurance plans sponsored by the City for employees.

Eligible retirees may choose the same Medical Plan available to active employees of the City. Dependents of retirees may be covered at the retiree's option the same as dependents of active employees. Prescription Drug coverage is automatically extended to retirees and their dependents who continue coverage under the Medical Plan. Covered retirees and their dependents are subject to all the same Medical and Prescription benefits and rules for coverage as are active employees. Retirees and their dependents age 65 and over are required to enroll in Medicare Part B in order to remain covered under the program. The plan pays as secondary for claims otherwise covered under Medicare.

Deferred retirements are not allowed to elect coverage at the time of retirement.

1. Executive Summary (cont.)

Demographic Data

Demographic data as of January 1, 2015 was provided by the City of Hollywood. This data included current medical coverage for current employees and retirees.

Because the census data is less than 24 months before the first day of fiscal year 2014, it can be relied on to comply with GASB 45 for FYE 2014 and FYE 2015.

Although we have not audited this data we have no reason to believe that it is inaccurate.

Claims Data

We received paid claims and enrollment from 12/1/2012 to 10/31/2014 for active employees and Retirees. The City provided monthly premium Equivalent rates effective October 1, 2014. The City also provided us with the current Administrative Services Only (ASO) Fees and Stop-loss rates.

Implicit Subsidy

The published insurance rates for persons prior to Medicare eligibility are based primarily on the healthcare usage of active employees. Since retirees use healthcare at a rate much higher than employees, using these blended rates creates an implicit subsidy for the retiree group. GASB 45 requires that the claims assumption we use for this valuation be based on the actual per-capita retiree cost. The difference between the actual usage of healthcare by retirees and the assumption built into the published rates is identified as the implicit subsidy amount. The impact on rates can be seen in Section 5. The liabilities could be reduced by publishing rates for retirees prior to Medicare eligibility that more closely reflect the true cost of healthcare for each group.

Demographic Assumptions

Demographic assumptions mirror those used for the pension plan.

Section 5 details the assumptions for electing coverage.

1. Executive Summary (cont.)

Impact of Health Care Reform

We have adjusted the medical care trend due to the projected impact of the “Cadillac Tax”. The Cadillac Tax is one of the provisions of the Affordable Care Act (ACA) of 2010. The Cadillac Tax provision is effective in 2018. The Cadillac Tax only applies to plans that cost \$10,200 or more for an individual or \$27,500 per family. There will be a 40 percent excise tax for expenditures over these thresholds. The cost thresholds are indexed by general inflation each year after 2018. Because medical trends are projected to be higher than general inflation we would expect the percentage of the premium that is subject to the premium tax to increase over time.

There are other provisions of the ACA that could impact future costs. Some of the provisions (for example risk adjustment charges for plans that cover healthier populations) could increase costs, while others (for example, less uninsured care costs might be passed on to those with insurance) may reduce costs over time. Because the impact of these provisions is unclear at this time, we have made no other adjustments to the medical care trend.

Economic Assumptions

The discount rate is 4.00%.

The medical trend assumption is based on a model developed using the Society of Actuaries (SOA) Long-Run Medical Cost Trend Model baseline assumptions. The SOA Model was released in December 2007 and updated in September 2014. The following baseline assumptions were used as input variables into this model:

Rate of Inflation	2.4%
Rate of Growth in Real Income / GDP per capita	1.5%
Extra Trend due to Technology and other factors	1.0%
Health Share of GDP Resistance Point	25.0%
Year for Limiting Cost Growth to GDP Growth	2075

The medical trend was increased to reflect the impact of the Cadillac Tax, for this purposed general inflation was assumed to be 2.75 percent per annum.

Payroll is assumed to increase at 3.0% per annum. This assumption is used to determine the level percentage of payroll amortization factor.

1. Executive Summary (cont.)

Actuarial Certification

In preparing the valuation we relied on demographic and premiums provided by the City of Hollywood. We reviewed the data for reasonableness, but did not audit the data. The actuarial methods and assumptions used in this report comply with GASB 45 and the actuarial standards of practice promulgated by the Actuarial Standards Board.

Future medical care cost increase rates are unpredictable and could be volatile. They will depend upon the economy, future health care delivery systems and emerging technologies. The trend rate selected is based on an economic model developed by a health care economist for the Society of Actuaries. Future medical trend increases could vary significantly from the model. Model inputs will be updated periodically based on the best estimate of the economy at that time. Small changes in the model inputs can result in actuarial losses or gains of 5 to 15 percent of liabilities.

Kevin Binder is a Member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report.

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

2. Plan Expense

Expense FYE 2014 – Unfunded

Below is a summary of the calculation of the Plan's Expense under the current provisions as of October 1, 2013.

	General	Police	Fire	Total
(1) Interest Rate	4.00%	4.00%	4.00%	4.00%
(2) Accrued Liability				
(a) Actives	\$80,160,000	\$34,751,000	\$20,988,000	\$135,899,000
(b) Retirees	\$138,420,000	\$68,921,000	\$46,353,000	\$253,694,000
(c) Total (a + b)	\$218,580,000	\$103,672,000	\$67,341,000	\$389,593,000
(3) Assets	\$0	\$0	\$0	\$0
(4) Amortization of Unfunded Accrued Liability				
(a) Unfunded Accrued Liability	\$218,580,000	\$103,672,000	\$67,341,000	\$389,593,000
(b) Amortization Period	23	23	23	23
(c) Amortization Factor	19.93	19.93	19.93	19.93
(d) Amortization Amount (a / c)	\$10,969,000	\$5,203,000	\$3,380,000	\$19,552,000
(5) Annual Required Contribution of Employer (ARC) – As of End of Fiscal Year				
(a) Normal Cost	\$5,752,000	\$3,198,000	\$1,866,000	\$10,816,000
(b) Amortization of Unfunded Accrued Liability	\$10,969,000	\$5,203,000	\$3,380,000	\$19,552,000
(c) Total ARC (a + b)	\$16,721,000	\$8,401,000	\$5,246,000	\$30,368,000
(6) Annual OPEB Cost (AOC)				
(a) ARC	\$16,721,000	\$8,401,000	\$5,246,000	\$30,368,000
(b) Less NOO Amortization	\$3,520,000	\$1,669,000	\$1,085,000	\$6,274,000
(c) Plus Interest on NOO	\$2,806,000	\$1,331,000	\$864,000	\$5,001,000
(d) Total Cost (a – b + c)	\$16,007,000	\$8,063,000	\$5,025,000	\$29,095,000
(7) 1% Sensitivity ARC	\$20,248,000	\$10,730,000	\$6,683,000	\$37,661,000
(8) Net OPEB Obligation (NOO)				
(a) Beginning of Year NOO	\$70,139,039	\$33,266,788	\$21,608,716	\$125,014,543
(b) Current AOC	\$16,007,000	\$8,063,000	\$5,025,000	\$29,095,000
(c) Expected Pay-go Benefits	\$6,195,000	\$2,341,000	\$1,706,000	\$10,242,000
(d) Expected Trust Contribution	\$0	\$0	\$0	\$0
(e) Projected End of Year NOO (a + b – c – d)	\$79,951,039	\$38,988,788	\$24,927,716	\$143,867,543

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

2. Plan Expense (cont.)

Expense FYE 2015 – Unfunded

Below is a summary of the calculation of the Plan's Expense under the current provisions as of October 1, 2014.

	General	Police	Fire	Total
(1) Interest Rate	4.00%	4.00%	4.00%	4.00%
(2) Accrued Liability				
(a) Actives	\$83,067,000	\$36,381,000	\$21,871,000	\$141,319,000
(b) Retirees	\$143,439,000	\$72,153,000	\$48,220,000	\$263,812,000
(c) Total (a + b)	\$226,506,000	\$108,534,000	\$70,091,000	\$405,131,000
(3) Assets	\$0	\$0	\$0	\$0
(4) Amortization of Unfunded Accrued Liability				
(a) Unfunded Accrued Liability	\$226,506,000	\$108,534,000	\$70,091,000	\$405,131,000
(b) Amortization Period	22	22	22	22
(c) Amortization Factor	19.15	19.15	19.15	19.15
(d) Amortization Amount (a / c)	\$11,829,000	\$5,668,000	\$3,660,000	\$21,157,000
(5) Annual Required Contribution of Employer (ARC) – As of End of Fiscal Year				
(a) Normal Cost	\$5,982,000	\$3,326,000	\$1,940,000	\$11,248,000
(b) Amortization of Unfunded Accrued Liability	\$11,829,000	\$5,668,000	\$3,660,000	\$21,157,000
(c) Total ARC (a + b)	\$17,811,000	\$8,994,000	\$5,600,000	\$32,405,000
(6) Annual OPEB Cost (AOC)				
(a) ARC	\$17,811,000	\$8,994,000	\$5,600,000	\$32,405,000
(b) Less NOO Amortization	\$4,175,000	\$2,036,000	\$1,302,000	\$7,513,000
(c) Plus Interest on NOO	\$3,198,000	\$1,560,000	\$997,000	\$5,755,000
(d) Total Cost (a – b + c)	\$16,834,000	\$8,518,000	\$5,295,000	\$30,647,000
(7) 1% Sensitivity ARC	\$21,721,000	\$11,574,000	\$7,189,000	\$40,484,000
(8) Net OPEB Obligation (NOO)				
(a) Beginning of Year NOO	\$79,951,039	\$38,988,788	\$24,927,716	\$143,867,543
(b) Current AOC	\$16,834,000	\$8,518,000	\$5,295,000	\$30,647,000
(c) Expected Pay-go Benefits	\$6,443,000	\$2,435,000	\$1,774,000	\$10,652,000
(d) Expected Trust Contribution	\$0	\$0	\$0	\$0
(e) Projected End of Year NOO (a + b – c – d)	\$90,342,039	\$45,071,788	\$28,448,716	\$163,862,543

3. Summary of Principal Plan Provisions

General Eligibility Rules

Participants must meet the eligibility of the City of Hollywood Pension plans which are:

Less than 10 Years of Service as of September 30, 2011

General Class –earlier of

- Age 65 with 7 years of Credited Service
- Age 62 with 25 years of Credited Service
- Age 60 with 30 years of Credited Service

Police – earlier of

- Age 55 with 10 years of Credited Service
- Age 52 with 25 years of Credited Service

Firefighters – earlier of

- Age 55 with 10 years of Credited Service
- Age 52 with 25 years of Credited Service

More than 10 Years of Service as of September 30, 2011

General Class –earlier of

- Age 55 with 5 years of Credited Service,
- 25 years of Credited Service regardless of age

Police – earlier of

- Age 50 regardless of years of Credited Service
- 22 years of Credited Service regardless of age

Firefighters – earlier of

- Age 50 with 10 years of Credited Service
- 23 years of Credited Service regardless of age

3. Summary of Principal Plan Provisions (cont.)

Disability Retirement

Members eligible for regular disability retirement are subject to premium payments the same as all regular retirees. An exception is made for disability that is sustained in the line of duty. Premiums for these employees, their spouses and any dependent children will be fully paid for by the City. There are no eligibility requirements for in line of duty disability.

Dental and Vision Plans

Dental and Vision benefits for retirees and their dependents are fully paid by the retiree, as they are for employees and their dependents. Consequently, these benefits are not considered as other post-employment benefits for the purposes of GASB Statement No. 45.

Life Insurance

Retirees pay the full cost of life insurance and consequently life insurance benefits are not considered as other post-employment benefits for the purposes of GASB Statement No. 45

Employee Subsidy

The City of Hollywood pays full premium for individuals retiring from the General Class and Police. Fire Fighters pay the employee rate at the time of retirement with no increases in the future.

Spouse Subsidy

Spouses and dependents are allowed access to the plan however must pay the full premium. An exception is made for spouses and dependents of Executive Management as well as retirees who become disabled in the line of duty. For those spouses and dependents, the City will pay the full premium.

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

4. Valuation Data

Active and Retirees Statistics

The following table summarizes the counts, ages and service as of January 1, 2015.

	General	Police	Firefighters	Total
(1) Number of Participants				
(a) Active Employees	696	287	187	1,170
(b) Drop Participants	96	25	20	141
(c) Retirees (Pre-Medicare)	257	184	113	554
(d) Retirees (Post-Medicare)	379	80	58	517
(e) Total	1,428	576	378	2,382
(2) Active Statistics				
(a) Average Age	46.13	36.26	37.27	42.29
(b) Average Service	9.90	9.59	10.26	9.88
(3) Drop Statistics				
(a) Average Age	60.43	50.21	53.78	57.67
(b) Average Service	21.19	26.97	23.99	22.61
(4) Retiree Statistics				
(a) Average Age (Pre-Medicare)	58.62	57.00	58.43	58.04
(b) Average Age (Post-Medicare)	73.32	70.77	70.47	72.61

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

4. Valuation Data (cont.)

Retirees Coverage

The following table summarizes the counts of coverage by ages for the current retired employees as of January 1, 2015.

<i>Age</i>	<i>Individual</i>	<i>Parent/Child</i>	<i>Husband/Wife</i>	<i>Family</i>	<i>Total</i>
Less Than 55	88	4	22	17	131
55 – 60	132	7	49	21	209
60 – 65	148	4	56	6	214
65 – 70	155		65	2	222
70 – 75	106		37		143
75 – 80	70		13		83
80 – 85	35		7		42
Greater than 85	24		3		27
Total	758	15	252	46	1071

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

4. Valuation Data (cont.)

Active Age - Service Distribution

Shown below is a distribution based on age and service of active participants (including DROP).

Age	Years of Service as of 1/01/2015								Total
	Under 1	01-04	05-09	10-14	15-19	20-24	25-29	30+	
Under 25	35	19	0	0	0	0	0	0	54
25 – 29	35	83	31	1	0	0	0	0	150
30 – 34	19	44	53	26	0	0	0	0	142
35 – 39	13	26	28	52	5	1	0	0	125
40 – 44	16	20	33	53	55	15	0	0	192
45 – 49	12	21	19	42	54	47	36	0	231
50 – 54	12	16	21	30	41	32	34	3	189
55 – 59	10	11	19	17	30	13	23	1	124
60 – 64	2	2	12	25	16	11	6	2	76
65 +	2	2	6	8	6	3	0	1	28
Totals	156	244	222	254	207	122	99	7	1311

The following table shows averages in total for the above participants.

Averages	
Age:	43.95
Service:	11.25

5. Valuation Methods and Assumptions

Cost Method

This valuation uses the entry age normal funding method calculated on an individual basis with level percentage of payroll.

Amortization Method

Unfunded liabilities are amortized over a closed 23 year period as a level percentage of payroll for FYE 2014.

Unfunded liabilities are amortized over a closed 22 year period as a level percentage of payroll for FYE 2015.

Coverage Status, Percent Married and Age of Spouse

For retirees, actual coverage status is used. For actives, it is assumed that 75% of males and 65% of females will have spouses at retirement. 50% of males and 20% of females are assumed to elect spouse coverage at retirement. Females are assumed to be 3 years younger than male spouses.

Election

85% of employees are assumed to elect to participate in the plan upon retirement.

Interest Assumptions

Discount Rate	4.00%
Payroll Growth	3.00%

Medical Trend Assumption

The assumption was developed using the SOA long term medical trend model using following baseline assumptions were used as input variables into the model:

Rate of Inflation	2.4%
Rate of Growth in Real Income / GDP per capita	1.5%
Extra Trend due to Technology and other factors	1.0%
Health Share of GDP Resistance Point	25.0%
Year for Limiting Cost Growth to GDP Growth	2075

The medical trend was increased to reflect the impact of the Cadillac Tax. For this purpose general inflation was assumed to be 2.75% per year.

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

5. Valuation Methods and Assumptions (cont.)

Medical Trend Assumption (cont.)

The resulting rates are as follows:

Year	<u>Pre</u> <u>Medicare</u>	<u>Post</u> <u>Medicare</u>
2014	5.20%	5.20%
2015	4.50%	4.50%
2016	4.70%	4.70%
2017	5.40%	5.40%
2018	5.70%	5.70%
2019	5.70%	5.70%
2020	5.30%	5.30%
2021	5.10%	5.10%
2022	5.00%	5.00%
2030	5.88%	5.00%
2040	5.66%	5.00%
2050	5.26%	4.80%
2060	4.93%	4.60%
2070	4.53%	4.30%
Ultimate	4.00%	3.90%

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

5. Valuation Methods and Assumptions (cont.)

Decrement Assumptions

Below is a summary of decrements used in this valuation. Sample Retirement, Disability, and Termination rates are illustrated in the tables below. All rates mirror the October 1, 2013 Pension Valuation for Police, Firefighters and General employees.

Mortality Decrements	Description
(1) Healthy	Fully Generational RP 2000 Combined Healthy Table projected from the year 2000 using Scale AA
(2) Disabled	Fully Generational RP 2000 Combined Healthy Table projected from the year 2000 using Scale AA

Disability- Service Related

Sample rates are provided below.

Age	Fire	General	Police
20	0.03%	0.02%	0.03%
25	0.05%	0.02%	0.05%
30	0.07%	0.03%	0.07%
35	0.10%	0.04%	0.10%
40	0.14%	0.05%	0.14%
45	0.26%	0.08%	0.26%
50	0.44%	0.13%	0.40%

Termination

Sample rates are provided below.

Age	Fire / Police	General
20	10.30%	12.40%
25	7.30%	11.70%
30	4.15%	10.50%
35	1.82%	8.30%
40	0.99%	5.70%
45	0.48%	3.50%
50	0.00%	1.50%

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

5. Valuation Methods and Assumptions (cont.)

Decrement Assumptions (cont.)

Retirement

Sample rates are provided below.

Police - with more than 10 years of service as of 9/30/2011

Age	Years of Service					
	5	10	15	20	25	30
45	0.00%	0.00%	0.00%	0.00%	2.50%	100.00%
50	0.00%	5.00%	5.00%	5.00%	2.50%	100.00%
55	0.00%	10.00%	2.50%	2.50%	2.50%	100.00%
60	0.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Police - with less than 10 years of service as of 9/30/2011

Age	Years of Service					
	5	10	15	20	25	30
51	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
52	0.00%	0.00%	0.00%	0.00%	10.00%	100.00%
53	0.00%	0.00%	0.00%	0.00%	10.00%	100.00%
54	0.00%	0.00%	0.00%	0.00%	10.00%	100.00%
55	0.00%	10.00%	10.00%	10.00%	10.00%	100.00%
56	0.00%	10.00%	2.50%	3.00%	3.00%	100.00%
57	0.00%	10.00%	2.50%	3.00%	3.00%	100.00%
58	0.00%	10.00%	2.50%	3.00%	3.00%	100.00%
59	0.00%	10.00%	10.00%	10.00%	10.00%	100.00%
60	0.00%	100.00%	100.00%	100.00%	100.00%	100.00%

General Group - with more than 10 years of service as of 9/30/2011

Age	Years of Service					
	5	10	15	20	25	30
45	0.00%	0.00%	0.00%	0.00%	5.00%	15.00%
50	0.00%	0.00%	0.00%	0.00%	5.00%	15.00%
55	2.50%	2.50%	5.00%	7.50%	15.00%	15.00%
60	2.50%	2.50%	2.50%	2.50%	22.50%	60.00%
65	45.00%	45.00%	60.00%	75.00%	100.00%	100.00%
70	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

5. Valuation Methods and Assumptions (cont.)

Decrement Assumptions (cont.)

Retirement (cont.)

General Group - with less than 10 years of service as of 9/30/2011

Age	Years of Service					
	7	10	15	20	25	30
60	0.00%	0.00%	0.00%	0.00%	0.00%	30.00%
61	0.00%	0.00%	0.00%	0.00%	0.00%	30.00%
62	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
63	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
64	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
65	15.00%	15.00%	20.00%	25.00%	100.00%	100.00%
66	22.50%	22.50%	22.50%	22.50%	100.00%	100.00%
67	30.00%	30.00%	30.00%	30.00%	100.00%	100.00%
68	37.50%	37.50%	37.50%	37.50%	100.00%	100.00%
69	45.00%	45.00%	45.00%	45.00%	100.00%	100.00%
70	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Fire - with more than 10 years of service as of 9/30/2011

Age	Years of Service					
	5	10	15	20	25	30
45	0.00%	0.00%	0.00%	0.00%	2.50%	2.50%
50	0.00%	5.00%	5.00%	5.00%	2.50%	2.50%
55	0.00%	10.00%	2.50%	2.50%	2.50%	2.50%
60	0.00%	100.00%	100.00%	100.00%	100.00%	100.00%

City of Hollywood
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Benefits Other Than Pension

5. Valuation Methods and Assumptions (cont.)

Decrement Assumptions (cont.)

Retirement (cont.)

Fire - with less than 10 years of service as of 9/30/2011

Age	Years of Service					
	5	10	15	20	25	30
51	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
52	0.00%	0.00%	0.00%	0.00%	1.00%	2.50%
53	0.00%	0.00%	0.00%	0.00%	1.00%	2.50%
54	0.00%	0.00%	0.00%	0.00%	1.00%	2.50%
55	0.00%	0.00%	10.00%	10.00%	1.00%	2.50%
56	0.00%	10.00%	2.50%	3.00%	3.00%	2.50%
57	0.00%	10.00%	2.50%	3.00%	3.00%	2.50%
58	0.00%	10.00%	2.50%	3.00%	3.00%	2.50%
59	0.00%	15.00%	15.00%	15.00%	15.00%	15.00%
60	0.00%	100.00%	100.00%	100.00%	100.00%	100.00%

DROP Participants

Drop participants are assumed to retire at the maximum length of the DROP program. The maximum length is 5 years for General group and 8 years for Firefighters and Police.

Salary Increases

Even though the OPEB plan is not pay related, the salary increase assumption impacts the allocation of liabilities throughout a career under the entry age normal formal funding method. Salary increases is assumed to be 5.50% flat trend for all groups.

5. Valuation Methods and Assumptions (cont.)

Claims Assumption

The Medical/Prescription plan is self insured with Specific and Aggregate stop-loss. The claims are based on enrollment and paid medical and prescription claims for pre and post age 65 retirees for the period December 1, 2012 – October 31, 2014. Claims and enrollments were divided into Medicare and non Medicare eligible retirees. The claims were projected to Fiscal Year 2015. Pre 65 and Post 65 claims were projected assuming 8% annual increases.

Pre-Medicare claims were based on FY 2014 claims. The Medicare claims assumption is a weighted average of the projected claims with fiscal year 2013 claims weighted 30%, and the fiscal year 2014 claims weighted 70%. The resulting average claims were age adjusted.

Family coverage was assumed to be 2.32 times the cost of the individual coverage for retirees less than age 65 and 2.00 for retirees age 65 or older.

The chart below shows the current cost broken down between the published per capita cost (i.e., the blended rates) and the total costs (including implicit subsidies).

FYE 2015 Claims

	Single	Family
1. Assumed Costs		
a. Under Age 65	6,795	15,764
b. Over Age 65	6,795	13,590
2. Total Costs		
a. Under Age 50	5,984	13,883
b. Ages 50-54	7,158	16,607
c. Ages 55-59	8,248	19,135
d. Ages 60-64	9,619	22,316
e. Ages 65-69	7,534	15,068
f. Ages 70-74	8,105	16,210
g. Ages 75-79	8,950	17,900
h. Ages 80-84	9,034	18,068
i. Age 85 and older	8,981	17,962

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

5. Valuation Methods and Assumptions (cont.)

Changes Made Since Prior Valuation

Payroll Growth rate was decreased from 3.50% to 3.00%.

6. Glossary

Actuarial Accrued Liability

The portion of the Present Value of Benefits allocated to prior service.

Annual OPEB Cost (AOC):

An accrual-basis measure of the periodic cost of an employer's participation in an OPEB plan. The AOC is equal to the ARC (see below) plus interest on the Net OPEB Obligation (defined below) minus the Net OPEB Obligation divided by the amortization factor.

Annual Required Contributions of the Employer(s) (ARC):

The sum of the normal cost plus the amortization of the unfunded actuarial accrued liability. This amount is the first step to determining the Annual OPEB Cost (AOC). There is no *requirement* to make a plan contribution.

Covered Group:

Plan members included in an actuarial valuation.

Employer's Contributions:

Contributions made in relation to the annual required contributions of the employer (ARC). An employer has made a contribution in relation to the ARC if the employer has (a) made payments of benefits directly to or on behalf of a retiree or beneficiary, (b) made premium payments to an insurer, or (c) irrevocably transferred assets to a trust, or an equivalent arrangement, in which plan assets are dedicated to providing benefits to retirees and their beneficiaries in accordance with the terms of the plan and are legally protected from creditors of the employer(s) or plan administrator.

Funded Ratio:

The actuarial value of assets expressed as a percentage of the actuarial accrued liability.

Healthcare Cost Trend Rate:

The rate of change in per capita health claim costs over time as a result of factors such as medical inflation, utilization of healthcare services, plan design, and technological developments.

Investment Return Assumption (Discount Rate):

The rate used to adjust a series of future payments to reflect the time value of money.

6. Glossary (cont.)

**Level Percentage of Projected
Payroll Amortization Method:**

Amortization payments are calculated so that they are a constant percentage of the projected payroll of active plan members over a given number of years. The dollar amount of the payments generally will increase over time as payroll increases due to inflation; in dollars adjusted for inflation, the payments can be expected to remain level. This method cannot be used if the plan is closed to new entrants.

Net OPEB Obligation:

The cumulative difference since the effective date of this Statement between annual OPEB cost and the employer's contributions to the plan, including the OPEB liability (asset) at transition, if any, and excluding (a) short-term differences and (b) unpaid contributions that have been converted to OPEB-related debt.

**Normal Cost or Normal Actuarial
Cost:**

That portion of the Present Value of plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

OPEB Plan:

An OPEB plan having terms that specify the amount of benefits to be provided at or after separation from employment. The benefits may be specified in dollars (for example, a flat dollar payment or an amount based on one or more factors such as age, years of service, and compensation), or as a type or level of coverage (for example, prescription drugs or a percentage of healthcare insurance premiums).

Other Post-employment Benefits:

Post-employment benefits other than pension benefits. Other post-employment benefits (OPEB) include post-employment healthcare benefits, regardless of the type of plan that provides them, and all post-employment benefits provided separately from a pension plan, excluding benefits defined as termination offers and benefits.

Pay-as-you-go (PAYGO):

A method of financing a benefit plan under which the contributions to the plan are generally made at about the same time and in about the same amount as benefit payments and expenses becoming due.

Present Value of Benefits:

The PVB is the estimated amount needed to provide all future OPEB benefits for current participants. There is no provision for future hires.

6. Glossary (cont.)

Payroll Growth Rate:

An actuarial assumption with respect to future increases in total covered payroll attributable to inflation; used in applying the level percentage of projected payroll amortization method.

Plan Liabilities:

Obligations payable by the plan at the reporting date, including, primarily, benefits and refunds due and payable to plan members and beneficiaries, and accrued investment and administrative expenses. Plan liabilities do not include actuarial accrued liabilities for benefits that are not due and payable at the reporting date.

Plan Members:

The individuals covered by the terms of an OPEB plan. The plan membership generally includes employees in active service, terminated employees who have accumulated benefits but are not yet receiving them, and retired employees and beneficiaries currently receiving benefits.

Post-employment:

The period between termination of employment and retirement as well as the period after retirement.

Post-employment Healthcare Benefits:

Medical, dental, vision, and other health-related benefits provided to terminated or retired employees and their dependents and beneficiaries.

Select and Ultimate Rates:

Actuarial assumptions that contemplate different rates for successive years. Instead of a single assumed rate with respect to, for example, the investment return assumption, the actuary may apply different rates for the early years of a projection and a single rate for all subsequent years. For example, if an actuary applies an assumed investment return of 8% for year 20W0, 7.5% for 20W1, and 7% for 20W2 and thereafter, then 8% and 7.5% are select rates, and 7% is the ultimate rate.

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

Appendix 1

CAFR Disclosures

Schedules of Employer Contributions

<i>Year Ended September 30</i>	<i>Annual OPEB Cost</i>	<i>Actual Contribution¹</i>	<i>Percentage Contributed</i>	<i>Net OPEB Obligation</i>
2011	30,029,771	7,756,270	25.83%	86,234,695
2012	27,318,512	8,212,242	30.06%	105,340,965
2013	29,092,887	9,419,309	32.38%	125,014,543
2014	29,095,000	10,242,000	35.20%	143,867,543
2015	30,647,000	10,652,000	34.76%	163,862,543

1/ sum of estimated retiree medical payments plus scheduled trust contributions

Schedule of Funding Progress

Measurement Date	Actuarial Value of Assets (a)	Actuarial Accrued Liability (AAL) (b)	Unfunded AAL (UAAL) (b)-(a)	Funded Ratio (a)/(b)	Covered Payroll (c)	UAAL as a % of Covered Payroll [(b)-(a)]/(c)
10/1/2010	0	433,363,309	0.00%	433,363,309		
10/1/2011	0	369,686,728	0.00%	369,686,728		
10/1/2012	0	388,256,996	0.00%	388,256,996		
10/1/2013	0	389,593,000	0.00%	389,593,000		
10/1/2014	0	405,131,000	0.00%	405,131,000		

1/ Intentionally left blank, OPEB benefits are unrelated to pay and accordingly, Bolton Partners does not have this information.

The schedule of funding progress presented as required supplementary information (RSI) following the notes to financial statements, present multiyear trend information about whether the actuarial values of the plan assets are increasing or decreasing over time relative to the AALs for benefits.

The City's annual contribution is based on annual actuarial valuations.

Actuarial Cost Method:	Entry Age Normal
Amortization Method:	Closed
Amortization Period	23 (as of October 1, 2013)
Asset Valuation Method:	Market Value of Assets
Actuarial Assumptions	
Discount Rate:	4.00% for FYE 2014 and FYE 2015
Payroll Increase	3.00%
Medical Trend	The trend table is adjusted for the Cadillac Tax. The rate in 2050 Pre-65 is 5.26% and Post-65 is 4.80%.

Appendix 2

The Actuarial Valuation Process

Step 1 – Determining the Present Value of Benefits

The first step of the actuarial valuation process is to determine the Present Value of Benefits (PVB). The PVB represents the estimated amount needed to provide all future OPEB benefits.

For a retiree it is based on the following assumptions:

- The current cost of medical benefits
- How fast medical costs will increase (medical trend)
- Mortality

For an employee it *also* considers the following assumptions:

- How many employees will leave before becoming eligible for the benefit
- At what age will employees retire
- What percentage of eligible retirees will elect coverage
- What percent of eligible retirees will have spouse coverage

Based on these assumptions, the actuary estimates a payment stream for each year in the future.

The streams of payments are discounted to the valuation date using a discount rate. The discount rate is similar to the rate of return you would expect to earn on funds in a bank or other investment vehicle. The sum of the discounted payment stream is the PVB.

Step 2 – The Actuarial Funding Method

If the entire present value of benefits was deposited into a trust when every new employee was hired, there would be (in the absence of actuarial losses caused by experience different than that assumed) no cost after the first year. The goal of an actuarial funding method is to spread the present value of benefits throughout the employee's career.

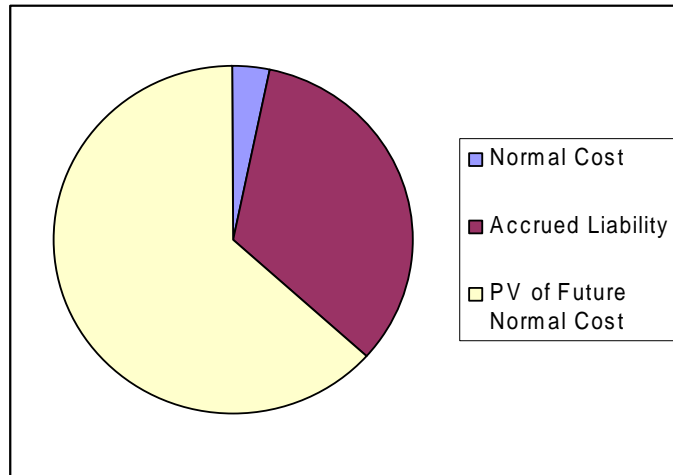
Accordingly, the second step of an actuarial valuation is to divide the Present Value of Benefits into three components:

- The normal cost (the liability accrual for the year)
- The accrued liability (the liability amount allocated for past service)
- The present value of future normal costs (the liability amount allocated to the future)

Appendix 2 (cont.)

The Actuarial Valuation Process (cont.)

The following chart illustrates the 3 components of the Present Value of Benefits:



For a retired employee, the present value of benefits equals the accrued liability.

Step 3 – Determining the Annual Required Contribution (ARC)

Under the GASB standard, the Annual required contribution is equal to the sum of the:

- Normal Cost and
- An Amortization Payment of the Unfunded Accrued Liability

The unfunded accrued liability is equal to the accrued liability minus the assets (if any).

The amortization payment is not a straight line amortization payment. It is more like a mortgage payment on a house. It includes interest on the unfunded liability and a principal payment, and is designed to be a level payment. This could mean level as in a dollar payment, or as a level percentage of payroll. If it is a level percentage of payroll, the payment amount will increase as payroll increases.

Under the GASB standard, this payment period could be up to 30 years.

Also under the GASB standard, the payment period could be “closed” or “open”. A “Closed” payment period decreases each year. The unfunded amount will be zero at the end of the payment period. An “Open” payment period is reset each year to 30 years. The effect of resetting the payment period each year is similar to refinancing a loan every year. The loan will never be repaid.

City of Hollywood
GASB 45 – Accounting for Post-Employment
Benefits Other Than Pension

Appendix 3

Expected Benefit Payments

<i>Plan Year Ending 9/30</i>	<i>Total Benefit Payments</i>
2015	\$10,652,000
2016	\$11,752,630
2017	\$12,448,699
2018	\$13,201,549
2019	\$14,171,560
2020	\$15,048,029
2021	\$15,936,225
2022	\$16,868,497
2023	\$17,745,117
2024	\$18,795,094

Please note:

- *The expected benefit payment stream shown above assumes that the covered population is a closed group, i.e. there are no new entrants or re-entrants.*
- *The Plan's actual benefit payments may be greater or lesser than the amounts shown, depending on actual demographic experience and claims experience.*

Question and Answers for Bid #RFP-4513-16-RD - Benefits Consultant

Overall Bid Questions

Question 1

Do you desire that the Benefits Consultant be paid through a straight fee-for-service billed directly to City on a monthly basis or could the Benefits Consultant be paid through monthly commissions from your various benefit carriers? (Submitted: Jun 6, 2016 9:42:30 AM EDT)

Answer

- Straight Fee for Service at a monthly Fixed rate (Answered: Jun 8, 2016 1:25:07 PM EDT)

Question 2

How many benefit-eligible employees does the City employ and how many covered participants (including dependents) do you have in your various benefit plans? (Submitted: Jun 6, 2016 9:43:48 AM EDT)

Answer

- 1,375 Benefit Eligible Employees
4,235 Covered Participants (Answered: Jun 8, 2016 1:25:08 PM EDT)

Question 3

Who is the City's current Benefits Consultant and what is the their monthly cost and are they paid on a fee-for-service basis or by the various benefits carriers? (Submitted: Jun 6, 2016 9:50:14 AM EDT)

Answer

- N/A City does not have a Benefit Consultant (Answered: Jun 8, 2016 1:25:08 PM EDT)

Question 4

What is the primary reason for the City to go out to bid for these services? (Submitted: Jun 6, 2016 11:32:58 AM EDT)

Answer

- Cost Containment, Benefit Plan Design Consultation, Compliance, a steady knowledgeable consultant that is available to support this effort on a continuous basis. (Answered: Jun 8, 2016 1:25:08 PM EDT)

Question 5

What is the level of satisfaction that the City has with their current broker's services? What areas do you seek improved services, capabilities or resources? (Submitted: Jun 6, 2016 11:33:49 AM EDT)

Answer

- N/A The City does not have a Benefit Consultant (Answered: Jun 8, 2016 1:25:08 PM EDT)

Question 6

What is the current ERP software being used? Would this be a potential staff augmentation resource need? (Submitted: Jun 6, 2016 12:19:07 PM EDT)

Answer

- Ascentis is current HRIS. The City is in the very beginning, initial phase, of an ERP Effort, gathering of information.

Yes, as the ERP Effort evolves this may lead to a staff augmentation resource need. (Answered: Jun 8, 2016 1:25:08 PM EDT)

Question 7

I have quick question regarding the Reference form included on page 43 of the RFP. Are proposers supposed to complete the top half of the forms so that you can send the forms to our references for completion? Or are we supposed to send them to our 3 client references and get them back completed to include in our proposal?

(Submitted: Jun 8, 2016 9:48:31 AM EDT)

Answer

- For clarification we are asking that the proposers send them to your 3 client references and get them back completed to include in your proposal. (Answered: Jun 8, 2016 9:49:04 AM EDT)

Question 8

1.46 Indemnification and Hold Harmless Agreement and 1.47 Patent and Copyright Indemnification: Please confirm if the City of Hollywood is willing to accept the indemnification be limited to losses and damages as a result of our negligence and covered under the terms of our general liability policy; any wrongful acts solely in rendering or failing to render professional services and covered under our professional liability policy; or, any claim alleging a security failure, privacy event or wrongful act and covered under our cyber liability policy (misappropriation of trade secret or, infringement of patent are exclusions in our cyber policy). (Submitted: Jun 10, 2016 7:18:32 AM EDT)

Question 9

1.56 Insurance Requirements - B. Commercial Automobile Liability Insurance: Please confirm if the City of Hollywood would allow the Awardee to advise that a cancelled or non-renewed policy would be replaced with no coverage gap and a current COI will be provided and not provide a cancellation notice, since coverage will be replaced with no gap. (Submitted: Jun 10, 2016 7:18:58 AM EDT)

Answer

- Yes (Answered: Jun 10, 2016 2:14:15 PM EDT)

Question 10

Please confirm if we are able to evidence coverage via COI's and not provide copies of policies, declaration pages, endorsements or statements (from us or insurers) to the City of Hollywood regarding our policies meeting the requirements of the RFP. (Submitted: Jun 10, 2016 7:19:21 AM EDT)

Answer

- Yes,

If awarded copies of policies may be required (Answered: Jun 10, 2016 12:52:00 PM EDT)

Question 11

Please confirm if the City of Hollywood would agree contractual liability coverage is per the terms and conditions in the policy, and not what is assumed under this agreement. There is no "broad form" property damage; coverage is per the terms and conditions in the policy for the Automobile Liability.

(Submitted: Jun 10, 2016 7:22:48 AM EDT)

Answer

- Yes (Answered: Jun 10, 2016 2:14:15 PM EDT)

Question 12

Professional Liability - Please confirm is the City of Hollywood is willing to accept the Professional Liability minimum limits of liability of \$3,000,000 "for each wrongful act" rather than "per claim." (Submitted: Jun 10, 2016 7:23:46 AM EDT)

Answer

- Yes (Answered: Jun 10, 2016 2:14:15 PM EDT)

Question 13

Scope of Services "Assist in the development of formal solicitation for employee benefit plans including the preparation of the scopes of services and evaluation criteria, analysis of proposals received...: Since the City of Hollywood is requesting a fixed fee for the scope of services outlined, does the City want to receive a detailed, accurate analysis requiring hundreds to thousands of pages of data or a simple summary of projects/RFPs? Please provide a detailed explanation of the services and deliverables that will be required to be included in the fixed cost fee, since a full analysis of hundreds to thousands of pages is a very different work product than that of a summary. (Submitted: Jun 10, 2016 7:24:17 AM EDT)

Answer

- Proposals need to demonstrate to the City of Hollywood that a Vendor has the experience, certifications, references, Labor, and other qualifications that will meet the requirements outlined in the RFP. It is at the vendor discretion to submit the information summarizing their experience related to this Effort. (Answered: Jun 10, 2016 12:32:05 PM EDT)

Question 14

8.6. Other than the Medical, Dental, Stop Loss, FLEX, and EAP expiring this year, what other employee benefit plans is the City of Hollywood planning to conduct formal solicitations during the next 4 years? Can you break out the solicitations by each year? (Submitted: Jun 10, 2016 7:24:49 AM EDT)

Answer

- Life Insurance, Supplemental, Vision, LTD (Answered: Jun 10, 2016 10:06:22 AM EDT)

Question 15

How many times per year and what type of audit(s) (i.e. randomly claims audit) does the City of Hollywood plan to conduct of the health plan administrator/provider? (Submitted: Jun 10, 2016 7:25:42 AM EDT)

Answer

- 1x year (Answered: Jun 10, 2016 10:06:22 AM EDT)

Question 16

Were actuarial services provided in 2015 and 2016 YTD? If so, please provide a copy of the monthly invoices for those periods and the projects that included within these invoices. (Submitted: Jun 10, 2016 7:26:08 AM EDT)

Answer

- Washley Consulting, \$3,500 per month. No invoices will be provided (Answered: Jun 10, 2016 10:06:22 AM EDT)

Question 17

Additionally, within a flat fee arrangement, what type of personnel would be required/expected to attend meetings, etc. (i.e. actuaries, legal, etc.) (Submitted: Jun 10, 2016 7:26:42 AM EDT)

Answer

- Personnel that has the expertise /experience with the services listed in this RFP, would be required to attend meetings--when applicable. (Answered: Jun 10, 2016 10:06:22 AM EDT)

Question 18

How many times, if any, has the City of Hollywood been in an employee benefits RFP protest during the last 5 years? (Submitted: Jun 10, 2016 7:27:02 AM EDT)

Answer

- Zero (0) (Answered: Jun 10, 2016 10:06:22 AM EDT)

Question 19

Section 1.54 Additional Charges and Submittal Requirements "Pricing: Since we are a consulting firm and are not allowed to provide legal opinions, how can we include within our total cost of services those requested services listed in "Other Direct Cost" if external firms are utilized? Will the City of Hollywood consider external legal services on an hourly basis rather than listed under ODC? (Submitted: Jun 10, 2016 7:27:31 AM EDT)

Answer

- You must factor into your monthly Fixed pricing the cost that would be incurred to meet the requirements. The ODC Clin may be used to support additional administrative/logistic cost to support this effort. The ODC Clin will not be used to pay for labor. (Answered: Jun 10, 2016 9:23:49 AM EDT)

Question 20

Please provide a sample Services Agreement and Business Associate Agreement for review. (Submitted: Jun 10, 2016 7:27:53 AM EDT)

Answer

- A "SAMPLE" Professional Services Agreement is attached, but is subject to change. (Answered: Jun 10, 2016 3:58:21 PM EDT)

Question 21

Reference Questionnaire: Is it the vendor's/proposer's responsibility to have at least 3 references complete the form including answering the questions? What constitutes whether or not a submission is rejected? (Submitted: Jun 10, 2016 7:28:17 AM EDT)

Answer

- For the references--a proposal may be rejected if no references are submitted, references cannot be verified, and/or if three references does not support similar work that is outlined in the RFP. (Answered: Jun 10, 2016 9:23:49 AM EDT)

Question 22

Due to the complexity of the RFP, would the City of Hollywood consider an extended to the due date beyond the additional one day extension already released via addendum one? (Submitted: Jun 10, 2016 7:29:40 AM EDT)

Answer

- No (Answered: Jun 10, 2016 9:23:49 AM EDT)

Question 23

Which firm does the City currently contract with to perform the City's bi-annual GASB 75 evaluation and reporting, annual report of OPEB liability, and provide guidance on its obligations with other post-employment benefits? What are the current fees charged by them for these services? (Submitted: Jun 10, 2016 1:06:07 PM EDT)

Answer

- Bolton Partners, \$12,000 (Answered: Jun 10, 2016 3:35:52 PM EDT)

Question 24

Please confirm if it is the City's intention for the Benefits Consultant selected to provide the GASB and OPEB services as part of this contract whether via an in-house or subcontracted actuary. Or will the selected Benefits Consultant merely be assisting with the gathering of information to provide to the City's current vendor for these services? (Submitted: Jun 10, 2016 1:17:05 PM EDT)

Answer

- At this time, the benefit Consultant will merely be assisting with the gathering of information to provide GASB and OPEB services. If determined by the City that the selected vendor will be required to perform GASB and OPEB services we will then allow for a contract modification. (Answered: Jun 13, 2016 9:22:49 AM EDT)

Question 25

Could you please provide a copy of the City's most recent actuarial valuation report under GASB 45? (Submitted: Jun 10, 2016 1:22:11 PM EDT)

Answer

- See the attached Actuarial Valuation as required by GASB 45. (Answered: Jun 10, 2016 3:46:34 PM EDT)