



Executive Committee  
College of Central Florida  
Enterprise Center, Suite 206  
Ocala, FL

## AGENDA

### Friday, May 17, 2019 – 2:00 p.m.

(Revised 5/16/19)

<http://careersourceclm.adobeconnect.com/executive5-17-2019/>

Conference Call: 1-866-848-2216 – after prompt, enter code 5355193397#

Call to Order  
Roll Call  
Approval of Minutes, March 6, 2019

R. Riley  
C. Schnettler  
R. Riley  
Pages 2 - 4

### ACTION ITEMS

Healthcare Renewal Rates

Pages 5 - 6 R. Skinner/K. Woodring

### DISCUSSION ITEMS

None

### PROJECT UPDATES

None

### MATTERS FROM THE FLOOR

### ADJOURNMENT

2018 – 2019 MEETING SCHEDULE						
Business and Economic Development	Performance/ Monitoring	Marketing/ Outreach	Career Center	Executive	Full Board	
All committee meetings are held at the CF Ocala Campus, Enterprise Center, Room 206						
Tuesday, 9:00 am	Tuesday, 9:00 am	Wednesday, 9:00 am	Thursday, 9:30 am	Wednesday, 9:30 am	Wednesday, 11:30 am	
8/14/18	8/21/18	8/15/18	8/23/18 (10:30 am)	8/29/18	9/12/18	CF Chiefland
11/6/18 (cancelled)	11/13/18	11/7/18	11/15/18	12/5/18	12/12/18	MTC Ocala
				1/31/19 (1 pm)		
2/19/19	2/26/19	2/20/19	2/21/19	3/6/19	3/13/19	CF Lecanto
4/30/19	5/7/19	5/8/19	5/2/19	6/5/19	6/12/19	CF Ocala

### OUR VISION STATEMENT

*To be recognized as the number one workforce resource in the state of Florida by providing meaningful and professional customer service that is reflected in the quality of our job candidates and employer services.*



**CAREERSOURCE CITRUS LEVY MARION  
Executive Committee**

**MINUTES**

DATE: March 6, 2019  
PLACE: College Of Central Florida, Enterprise Center, Building 42, Ocala, FL  
TIME: 9:30 a.m.

**MEMBERS PRESENT**

Albert Jones  
Fred Morgan  
Kathy Judkins  
Pete Beasley  
Rachel Riley  
Ted Knight

**MEMBERS ABSENT**

Kimberly Baxley  
Scott Owen

**OTHER ATTENDEES**

Rusty Skinner, CSCLM  
Kathleen Woodring, CSCLM  
Brenda Chrisman, CSCLM  
Dale French, CSCLM

Cira Schnettler, CSCLM  
Robert Stermer, Attorney  
Tony Waterson, TPMA  
Richard Powell, Powell and Jones

**CALL TO ORDER**

The meeting was called to order by Rachel Riley, Chair, at 9:30 a.m.

**ROLL CALL**

Cira Schnettler called roll and a quorum was declared present.

**APPROVAL OF MINUTES**

Al Jones made a motion to approve the minutes from the January 31, 2019 meeting.  
Kathy Judkins seconded the motion. Motion carried.

**ACTION ITEMS**

**Audit Report – Powell and Jones**

Richard Powell reviewed the report providing highlights and was available for questions.  
He noted that there were no findings or questionable costs through the audit and

congratulated CLM on an excellent report. Rusty Skinner advised the committee that Powell and Jones have been conducting the audit for the past five years. Due to state requirements the auditing service has to go out for bid this year. Rusty is hopeful that Powell and Jones will reapply. Mr. Powell stated that the company looks forward to working with CLM in the future.

Fred Morgan made a motion to approve the auditing report. Pete Beasley seconded the motion. Motion carried.

#### Financial Statements

Al Jones made a motion to approve the revised and updated budget and the expenditures. Fred Morgan seconded the motion. Motion carried.

#### 180 Skills

Rusty Skinner and Brenda Chrisman provided an overview of 180 Skills, an online skill based program. The program offers training modules for entry level positions, as well as employed worker training. The program preps individuals to take exams for a variety of certifications, but does not provide the certification testing. A 3<sup>rd</sup> party company would need to be enlisted to do the testing for certification. The program has a minimal investment, but would have a significant impact on training for local businesses. The program would be paid for out of unrestricted funds or depending on the qualifying individual, the appropriate funding stream. The entry level modules could also be utilized by educational partners to gauge a student's interest in an industry specific career path. The youth component would be rolled out through Eckerd Connects as an additional resource for those youth struggling to identify a career path. Brenda Chrisman will conduct demonstrations with potential employers and currently has an employer interested in piloting the program. CLM would cover the costs for the employer for the initial pilot. 180 Skills has provided a trial period for review of the program. Several CLM employees and the employer offering to pilot the program have had an opportunity to explore the program. They initial users have found it to be user friendly and well put together. Rusty explained to the committee that continual updates will be provided as the program is rolled out.

Kathy Judkins made a motion to approve utilizing unrestricted fund for the initial purchase of the program and set-up fees. Al Jones seconded the motion. Motion carried.

#### Board Member Attendance

Board members were provided an opportunity to review the attendance report for the full board members. Rusty Skinner announced that the Consortium has recently approved four new board members, Bruce Register, Tabitha Well, Jeff Chang, and Brandon Whiteman. There are two board members that have significant attendance issues affecting the competency of the board, with one being a committee chair for the Career Center committee. It was recommended that Charles Harris be approached about chairing the Career Center committee.

Al Jones made a motion to send a letter recognizing the resignations of Solomon Sarway and Scott Owen due to absenteeism and unresponsiveness. Pete Beasley seconded the motion. Motion carried.

## **DISCUSSION ITEMS**

### **2018 Annual Report**

The Annual Report was provided to the Consortium members and the commissioners in all three counties. We will follow up with the commissions to see if there is interest in presentations being brought before the commission where we would provide highlights of the past year and updates for future activities.

### **HR Update**

The committee was brought into executive session. Rusty Skinner updated the committee on the current status of the lawsuit.

## **PROJECT UPDATES**

### **State of the Workforce Conference**

Kathleen Woodring provided the committee members with Save the Date cards and the sponsorship opportunities listing. She encouraged everyone to take the cards and hand them out into the community.

## **MATTERS FROM THE FLOOR**

None

## **ADJOURNMENT**

There being no further business, the meeting was adjourned at 10:29 a.m.

## **APPROVED:**

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## **RECORD OF ACTION/APPROVAL**

### **Executive Committee – May 17, 2019**

#### **TOPIC/ISSUE:**

Employee healthcare and related benefits.

#### **BACKGROUND:**

Our Health insurance renewal is July 1. We have received our renewal rates through Benefit Advisors (BA). Florida Blue presented rates that average a 25% increase over the several plans being offered. The spreadsheet contains five (5) options which we are recommending for consideration. At this time, we believe the Florida Blue premiums are reasonable and acceptable within the confines of our funding. We received an 11.86% increase last year.

#### **POINTS OF CONSIDERATION:**

- Company-paid Principal Dental plan rates will remain the same.
- Company-paid Principal company-paid Group Life rates will increase by 6.1%. (\$73.40/Month Increase)
- Company-paid Principal Short-Term Disability rates will remain the same.
- Company-paid Principal Dependent Life rates will remain the same.
- Employee-paid Principal Vision plan rates will decrease by 15% (\$1.28/Month Decrease)

#### **STAFF RECOMMENDATIONS:**


Our recommendation is that we contract with Florida Blue for the five (5) options listed

- For option one, the HSA plan Blue Care 128/129, we recommend that the company offer \$492.60 one-time contribution to the HSA and there is a 25% increase in premiums from the current plan. The company share of the premium plus the HSA would equal \$600.
- The Blue Care 47 plan will be offered to employees at an up-charge of \$181.63 per month (\$83.83/pay period) and the company would pay a share equal to option one, the HSA plan.
- The Blue Care 60 plan, we recommend that the company pay a share equal to option one and that employees pay \$274.03 per month (\$126.48/pay period) for their premium share.
- The Blue Options 3566, is a PPO offering and we recommend the company pay a share equal to option one and that the employee pay \$169.25 per month (\$78.12/pay period).
- The Blue Options 5771, is a PPO offering and we recommend the company pay a share equal to option one and that the employee pay \$326.46 per month (\$150.67/pay period).
- Continue with all Principal plans, company-paid and employee self-pay, as proposed on the attached spreadsheet.

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**

# CareerSource 2019-2020 Florida Blue Renewal

	Florida Blue Blue Care 128/129 HSA	Florida Blue Blue Care 47	Florida Blue Blue Options 3566	Florida Blue Blue Care 60	Florida Blue Blue Options 5771
	Open Access	Open Access	Mayo In-Network	In-Network	Mayo In-Network
<b>PREVENTATIVE BENEFITS</b>	<b>HMO</b>	<b>HMO</b>	<b>PPO</b>	<b>HMO</b>	<b>PPO</b>
Annual Physicals	No Charge	No Charge	No Charge	No Charge	No Charge
Well Woman Exam @ GYN	No Charge	No Charge	No Charge	No Charge	No Charge
Mammograms	No Charge	No Charge	No Charge	No Charge	No Charge
Well Child Care / Immunizations	No Charge	No Charge	No Charge	No Charge	No Charge
<b>OFFICE VISITS</b>					
Primary Care Physician	Deductible + Coinsurance	\$30 Copay	\$35 Copay	\$25 Copay	\$30 Copay
Specialist	Deductible + Coinsurance	\$55 Copay	\$50 Copay	\$45 Copay	\$55 Copay
<b>OTHER SERVICES</b>					
Urgent Care (Non-Phy. Visit)	Deductible + Coinsurance	\$60 Copay	Deductible + Coinsurance	\$75 Copay	\$60 Copay
Emergency Room	Deductible + Coinsurance	\$250 Copay	Deductible + Coinsurance	\$250 Copay	\$250 Copay
Blood & Lab Test	Deductible + Coinsurance	No Charge	No Charge	No Charge	No Charge
Diagnostic Services (X-rays, Ultrasounds)	Deductible + Coinsurance	\$50 Copay	Deductible + Coinsurance	\$45 Copay	\$50 Copay
Advanced Imaging (MRI, MRA, PET, CT)	Deductible + Coinsurance	\$250 Copay	Deductible + Coinsurance	\$125 Copay	\$250 Copay
Outpatient Surgery	Deductible + Coinsurance	Deductible + Coinsurance	Deductible + Coinsurance	\$275 Copay	Deductible + Coinsurance
Inpatient Hospitalization	Deductible + Coinsurance	Deductible + Coinsurance	Deductible + Coinsurance	\$325 Copay Per Day / \$1,625 Max	Deductible + Coinsurance
Prescription Drugs	Deductible + \$10 / \$50 / \$80	\$10 / \$30 / \$50	\$10 / \$50 / \$80	\$10 / \$30 / \$50	\$10 / \$30 / \$50
<b>FINANCIAL DETAILS</b>					
Deductible: Individual / Family	\$2,500 / \$5,000	\$1,500 / \$4,500	\$5,000 / \$10,000	\$500 / \$1,000	\$1,500 / \$4,500
Coinsurance	80% / 20%	80% / 20%	80% / 20%	90% / 10%	80% / 20%
Out-of-Pocket Max: Individual / Family	\$5,000 / \$10,000	\$4,500 / \$9,000	\$6,350 / \$12,700	\$3,500 / \$7,000	\$4,500 / \$9,000
Includes:	Ded. & Coin.	Ded, Copays & Coin.	Deductible, Copays & Coinsurance	Ded, Copays & Coin.	Deductible, Copays & Coinsurance
<b>OUT-OF-NETWORK</b>					
Deductible: Individual / Family	N/A	N/A	\$5,000 / \$10,000	N/A	\$4,500 / \$13,500
Coinsurance	N/A	N/A	50% / 50%	N/A	50% / 50%
Out-of-Pocket Max: Individual / Family	N/A	N/A	\$10,000 / \$20,000	N/A	\$9,000 / \$18,000
<b>**This document is intended as an illustrative summary of covered medical benefits. For a complete list of covered services, please refer to the plan documents.</b>					
<b>Monthly Premium</b>	<b>2018-2019 Rates</b>	<b>2018-2019 Rates</b>	<b>2018-2019 Rates</b>	<b>2018-2019 Rates</b>	<b>2018-2019 Rates</b>
Employee Only	\$418.54	\$568.22	\$602.72	\$644.01	\$716.31
Employee / Spouse	\$983.23	\$1,352.33	\$1,434.49	\$1,532.74	\$1,704.81
Employee / Child	\$760.13	\$1,045.50	\$1,109.01	\$1,184.98	\$1,318.01
Employee / Family	\$1,288.93	\$1,772.80	\$1,880.50	\$2,009.31	\$2,234.88
<b>Monthly Premium</b>	<b>2019-2020 Renewal Rates</b>	<b>2019-2020 Renewal Rates</b>	<b>2019-2020 Renewal Rates</b>	<b>2019-2020 Renewal Rates</b>	<b>2019-2020 Renewal Rates</b>
Employee Only	\$558.95	\$781.63	\$769.25	\$874.03	\$926.46
Employee / Spouse	\$1,318.90	\$1,860.28	\$1,830.81	\$2,080.18	\$2,204.96
Employee / Child	\$1,019.65	\$1,438.20	\$1,415.42	\$1,608.21	\$1,704.68
Employee / Family	\$1,728.98	\$2,438.68	\$2,400.05	\$2,726.96	\$2,890.54
<b>Increases</b>	<b>25%</b>	<b>27%</b>	<b>22%</b>	<b>26%</b>	<b>23%</b>
<b>Average Increase</b>	<b>25%</b>				



Agent: Joey Janssen

Key Account Executive: Brandawn Whiteman

Account Executive: Zach Bowman