



College of Central Florida  
 Enterprise Center, Building 42  
 3003 SW College Rd, Suite 206  
 Ocala, FL 34474

## Executive Committee Meeting

Revised 5/21/2021

### AGENDA

Monday, May 24, 2021 – 1:30 p.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/82589276683>

Phone No: 1-646-558-8656 (EST) Meeting ID: 825 8927 6683

Call to Order		K. Baxley
Roll Call		C. Schnettler
Approval of Minutes, April 29, 2021	Pages 2 - 5	K. Baxley

### DISCUSSION ITEMS

None

### PUBLIC COMMENT

### ACTION ITEMS

Citrus Sign-On Bonus	Pages 6 - 7	R. Skinner
Healthcare/Employee Benefits	Pages 8 - 11	R. Skinner

### PROJECT UPDATES

None

### MATTERS FROM THE FLOOR

### ADJOURNMENT

2020 – 2021 MEETING SCHEDULE						
Performance/ Monitoring	Business and Economic Development	Career Center	Marketing/ Outreach	Executive	Full Board	
All in-person committee meetings are held at the CF Ocala Campus, Enterprise Center, Room 206. All teleconference meetings will be held through Zoom.						
Tuesday, 9:00 am	Thursday, 9:00 am	Thursday, 9:30 am	Wednesday, 9:00 am	Wednesday, 9:30 am	Wednesday, 11:30 am	
8/11/2020	8/13/2020	8/20/2020	8/26/2020	9/2/2020	9/9/2020	Zoom
11/3/2020	11/5/2020	11/19/2020	11/18/2020	12/2/2020	12/9/2020	Zoom
2/9/2021	2/11/2021	2/18/2021	2/24/2021	3/3/2021	3/24/2021	CF Ocala
5/11/2021	5/13/2021	5/20/2021	5/26/2021	6/2/2021	6/9/2021	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: April 29, 2021  
PLACE: Zoom Only  
TIME: 10:30 a.m.

**MEMBERS PRESENT**

Albert Jones  
Brandon Whiteman  
Charles Harris  
Fred Morgan  
Kimberly Baxley, Chair  
Pete Beasley  
Rachel Riley  
Ted Knight

**MEMBERS ABSENT**

**OTHER ATTENDEES**

Rusty Skinner, CSCLM  
Cory Weaver, CSCLM  
Cira Schnettler, CSCLM  
Robert Stermer, CSCLM Attorney

**CALL TO ORDER**

The meeting was called to order by Kim Baxley, Chair, at 10:30 a.m.

**ROLL CALL**

Cira Schnettler called roll and a quorum was declared present.

**APPROVAL OF MINUTES**

Charles Harris made a motion to approve the minutes from the March 3, 2021, meeting.  
Ted Knight seconded the motion. Motion carried.

**DISCUSSION ITEMS**

None

**PUBLIC COMMENT**

None

**ACTION ITEMS**

**Sub-Grantee Agreement**

Rusty Skinner explained to the members that DEO listened to suggestions from the

CareerSource regions regarding a variety of items in the agreement and made positive changes that were well received. Included in the packet was the Agreement with comments. Rusty Skinner welcomed questions. Receiving none the item went to vote. Pete Beasley made a motion to accept the amended Sub-Grantee Agreement and approval of the Chair's signature. Charles Harris seconded the motion. Motion carried.

### **PROJECT UPDATES**

None

### **MATTERS FROM THE FLOOR**

Rusty Skinner updated the committee on the following items:

- Benefits Advisors has received proposals from our current insurance carrier, Florida Blue. Brandon Whiteman with Benefit Advisors declared a conflict for this item discussion. Form 8B is attached to these minutes. Florida Blue's proposal has a significant increase over current rates. Benefit Advisors has also reached out to other carriers to see about more competitive rates, as well as Florida Blue to negotiate a lower increase. This item will be brought up again in a future meeting after all options are explored.
- The Governor has extended waiving the work search and work registration requirements through May 29, 2021, and the waiting week requirement through June 26, 2021. This will continue to affect in-person traffic numbers into our centers for job searching. Online and virtual engagement with candidates have been consistent and will continue to be on-going.
- The State will be limiting board member terms to 8 years. The Consortium will be meeting in June to discuss management of term limits beginning July 1.
- Kim Baxley, Rachel Riley, and Brandon Whiteman will be contacted to set-up a meeting to discuss the CEO contract.

### **ADJOURNMENT**

There being no further business, the meeting was adjourned at 10:43 a.m.

**APPROVED:** \_\_\_\_\_

# FORM 8B MEMORANDUM OF VOTING CONFLICT FOR COUNTY, MUNICIPAL, AND OTHER LOCAL PUBLIC OFFICERS

LAST NAME—FIRST NAME—MIDDLE NAME Whiteman,Brandon	NAME OF BOARD, COUNCIL, COMMISSION, AUTHORITY, OR COMMITTEE Citrus Levy Marion Reg. Workforce Dev. Board(CareerSource)
MAILING ADDRESS Office- 741 NE 3rd St	THE BOARD, COUNCIL, COMMISSION, AUTHORITY OR COMMITTEE ON WHICH I SERVE IS A UNIT OF:
CITY Ocala	<input type="checkbox"/> CITY <input type="checkbox"/> COUNTY <input checked="" type="checkbox"/> OTHER LOCAL AGENCY
COUNTY Marion	NAME OF POLITICAL SUBDIVISION:
DATE ON WHICH VOTE OCCURRED This item was discussed on 4-20-2021 No vote	MY POSITION IS: <input type="checkbox"/> ELECTIVE <input checked="" type="checkbox"/> APPOINTIVE

## WHO MUST FILE FORM 8B

This form is for use by any person serving at the county, city, or other local level of government on an appointed or elected board, council, commission, authority, or committee. It applies to members of advisory and non-advisory bodies who are presented with a voting conflict of interest under Section 112.3143, Florida Statutes.

Your responsibilities under the law when faced with voting on a measure in which you have a conflict of interest will vary greatly depending on whether you hold an elective or appointive position. For this reason, please pay close attention to the instructions on this form before completing and filing the form.

## INSTRUCTIONS FOR COMPLIANCE WITH SECTION 112.3143, FLORIDA STATUTES

A person holding elective or appointive county, municipal, or other local public office MUST ABSTAIN from voting on a measure which would inure to his or her special private gain or loss. Each elected or appointed local officer also MUST ABSTAIN from knowingly voting on a measure which would inure to the special gain or loss of a principal (other than a government agency) by whom he or she is retained (including the parent, subsidiary, or sibling organization of a principal by which he or she is retained); to the special private gain or loss of a relative; or to the special private gain or loss of a business associate. Commissioners of community redevelopment agencies (CRAs) under Sec. 163.356 or 163.357, F.S., and officers of independent special tax districts elected on a one-acre, one-vote basis are not prohibited from voting in that capacity.

For purposes of this law, a "relative" includes only the officer's father, mother, son, daughter, husband, wife, brother, sister, father-in-law, mother-in-law, son-in-law, and daughter-in-law. A "business associate" means any person or entity engaged in or carrying on a business enterprise with the officer as a partner, joint venturer, coowner of property, or corporate shareholder (where the shares of the corporation are not listed on any national or regional stock exchange).

\* \* \* \* \*

### ELECTED OFFICERS:

In addition to abstaining from voting in the situations described above, you must disclose the conflict:

PRIOR TO THE VOTE BEING TAKEN by publicly stating to the assembly the nature of your interest in the measure on which you are abstaining from voting; and

WITHIN 15 DAYS AFTER THE VOTE OCCURS by completing and filing this form with the person responsible for recording the minutes of the meeting, who should incorporate the form in the minutes.

\* \* \* \* \*

### APPOINTED OFFICERS:

Although you must abstain from voting in the situations described above, you are not prohibited by Section 112.3143 from otherwise participating in these matters. However, you must disclose the nature of the conflict before making any attempt to influence the decision, whether orally or in writing and whether made by you or at your direction.

IF YOU INTEND TO MAKE ANY ATTEMPT TO INFLUENCE THE DECISION PRIOR TO THE MEETING AT WHICH THE VOTE WILL BE TAKEN:

- You must complete and file this form (before making any attempt to influence the decision) with the person responsible for recording the minutes of the meeting, who will incorporate the form in the minutes. (Continued on page 2)

**APPOINTED OFFICERS (continued)**

- A copy of the form must be provided immediately to the other members of the agency.
- The form must be read publicly at the next meeting after the form is filed.

IF YOU MAKE NO ATTEMPT TO INFLUENCE THE DECISION EXCEPT BY DISCUSSION AT THE MEETING:

- You must disclose orally the nature of your conflict in the measure before participating.
- You must complete the form and file it within 15 days after the vote occurs with the person responsible for recording the minutes of the meeting, who must incorporate the form in the minutes. A copy of the form must be provided immediately to the other members of the agency, and the form must be read publicly at the next meeting after the form is filed.

**DISCLOSURE OF LOCAL OFFICER'S INTEREST**

I, Whiteman, Brandon, hereby disclose that on April 29, 20 21 :

(a) A measure came or will come before my agency which (check one or more)

- inured to my special private gain or loss;
- inured to the special gain or loss of my business associate, Benefit Advisors ;
- inured to the special gain or loss of my relative, \_\_\_\_\_ ;
- inured to the special gain or loss of \_\_\_\_\_, by whom I am retained; or
- inured to the special gain or loss of \_\_\_\_\_, which is the parent subsidiary, or sibling organization or subsidiary of a principal which has retained me.

(b) The measure before my agency and the nature of my conflicting interest in the measure is as follows:

The business I work for, Benefit Advisors, is the benefits broker for CSCLM.

If disclosure of specific information would violate confidentiality or privilege pursuant to law or rules governing attorneys, a public officer, who is also an attorney, may comply with the disclosure requirements of this section by disclosing the nature of the interest in such a way as to provide the public with notice of the conflict.

04/28/2021  
Date Filed

Brandon Whiteman  
Signature

NOTICE: UNDER PROVISIONS OF FLORIDA STATUTES §112.317, A FAILURE TO MAKE ANY REQUIRED DISCLOSURE CONSTITUTES GROUNDS FOR AND MAY BE PUNISHED BY ONE OR MORE OF THE FOLLOWING: IMPEACHMENT, REMOVAL OR SUSPENSION FROM OFFICE OR EMPLOYMENT, DEMOTION, REDUCTION IN SALARY, REPRIMAND, OR A CIVIL PENALTY NOT TO EXCEED \$10,000.



## **RECORD OF ACTION/APPROVAL**

### **Executive Committee Meeting Monday, May 24, 2021**

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

Citrus Sign-on Bonus

#### **BACKGROUND:**

The Citrus County BOCC recently approved \$100,000 in funding to CLM through the CARES Act to promote job growth in Citrus County. The YMCA is to receive \$30,000 of the \$100,000 for child-care services.

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

#### **STAFF RECOMMENDATIONS:**

Approve the acceptance of the funding from the Citrus County BOCC.

#### **COMMITTEE ACTION:**

#### **BOARD ACTION:**

## CITRUS COUNTY CARES ACT Outline of Process and Services

The Citrus County BOCC recently approved providing \$100,000 to use as sign-on bonuses to Citrus County businesses for hiring Citrus County residents. Of which, \$30,000 will go to the Citrus YMCA for child-care.

- Citrus County employers must list their jobs with us.
- Qualifying jobs pay less than \$15.00 per hour.
  - We will take the job listing and note that it is a “Bonus eligible” job and post it in Employ Florida.
  - Our business team will also contact the business and discuss other incentives that we can offer the business, such as an OJT contract where we reimburse the business for a percentage of the wages they pay while training a qualified person.
- Hires must be referred through us (we will send a referral “invoice” that the employer can complete upon completion of the retention period).
- Only Citrus residents qualify for the bonus
- Qualifying hires must be unemployed and cannot have been eligible and received a bonus previously.
- Hires must complete 90 days of employment to qualify for the bonus.
- Employer will pay the bonus (\$1,000) and use the “invoice” to request reimbursement from us.
- 10% of the funds are available to CLM and the YMCA for administration

At our Lecanto Career Center, we will display “Bonus Qualified Jobs” in our resource room and note that on the job listing in Employ Florida.

We will develop a marketing piece that will highlight the “rules” for both employers and job seekers as well as some media promotions.

We will also tie into our marketing the child-care piece.





## **RECORD OF ACTION/APPROVAL**

### **Executive Committee Meeting Monday, May 24, 2021**

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

Annual benefits renewal.

#### **BACKGROUND:**

The annual health insurance renewals is July 1, 2021. Renewal rates were received through Benefit Advisors.

Florida Blue presented rates that average a 9.13% increase over last year. We feel that these rates are reasonable based on usage and a modest increase of 3.3% last year.

The base contribution toward each employee's benefits will be increased from \$601.52 to \$656.43. This represents a 9% increase in the employer funded portion.

All plan costs over the baseline employer contribution amount will be paid by the employee. The baseline contribution amount is variable based on the premium increases and have been calculated to keep plan costs/value equitable across all plans.

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

- Company paid Principal Dental plan rates remain the same
- Company paid Principal Group Life rates remain the same
- Company paid Principal Short-Term disability rates remain the same
- Company paid Principal dependent Life rates remain the same
- Company paid Principal Vision plan rates remain the same.

#### **STAFF RECOMMENDATIONS:**

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

1. 128/129 HSA – we recommend that the company offer \$240.00 one-time contribution to the HSA. The monthly company share of the premium plus the HSA contribution will be \$656.21.
2. Blue Options 5302 – a PPO plan with a monthly rate of \$656.43. This plan will be used as the baseline employer contribution amount for the remaining plans. This plan will be offered at \$0.00 cost to the employee.




3. Blue Care 47 – an HMO plan. We recommend the company pay the baseline amount of \$656.43 + 50% of the plan increase to equal \$681.56. Monthly employee contribution will be \$199.49.
4. Blue Care 60 – an HMO plan. We recommend the company pay the baseline amount of \$656.43 + 50% of the annual increase to equal \$685.77. Monthly employee contribution will be \$295.92.
5. Blue Options 5771 – a PPO plan. We recommend the company pay the baseline amount of \$656.43 + 50% of the annual increase to equal \$688.15. Monthly employee contribution will be \$350.44.
6. Continue with all Principal plans as currently contracted – no changes as shown on the attached spreadsheet.

**COMMITTEE ACTION:**

**BOARD ACTION:**

# CareerSource 2021-2022 Florida Blue Renewal

	Florida Blue	Florida Blue	Florida Blue	Florida Blue	Florida Blue
	Blue Care 128/129 HSA	Blue Options 5302	Blue Care 47	Blue Care 60	Blue Options 5771
	Open Access	Mayo In-Network	Open Access	In-Network	Mayo In-Network
PREVENTATIVE BENEFITS	HMO	PPO	HMO	HMO	PPO
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
OFFICE VISITS					
Primary Care Physician	Deductible + Coinsurance	\$30 Copay	\$30 Copay	\$25 Copay	\$30 Copay
Specialist	Deductible + Coinsurance	\$55 Copay	\$55 Copay	\$45 Copay	\$55 Copay
OTHER SERVICES					
Urgent Care (Non-Phy. Visit)	Deductible + Coinsurance	\$60 Copay	\$60 Copay	\$75 Copay	\$60 Copay
Emergency Room	Deductible + Coinsurance	\$300 Copay	\$250 Copay	\$250 Copay	\$250 Copay
Blood & Lab Test	Deductible + Coinsurance	No Charge	No Charge	No Charge	No Charge
Diagnostic Services (X-rays, Ultrasounds)	Deductible + Coinsurance	Deductible + Coinsurance	\$50 Copay	\$45 Copay	\$50 Copay
Advanced Imaging (MRI, MRA, PET, CT)	Deductible + Coinsurance	Deductible + Coinsurance	\$250 Copay	\$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 Generic Choices	\$10 / \$30 / \$50	\$10 / \$30 / \$50	\$10 / \$30 / \$50
FINANCIAL DETAILS					
Deductible: Individual / Family	\$2,500 / \$5,000	\$5,000 / \$10,000	\$1,500 / \$4,500	\$500 / \$1,000	\$1,500 / \$4,500
Coinsurance	80% / 20%	70% / 20%	80% / 20%	90% / 10%	80% / 20%
Out-of-Pocket Max: Individual / Family	\$5,000 / \$10,000	\$6,350 / \$12,700	\$4,500 / \$9,000	\$3,500 / \$7,000	\$4,500 / \$9,000
Includes:	Ded & Coin.	Deductible, Copays & Coinsurance	Ded, Copays & Coin.	Ded, Copays & Coin.	Deductible, Copays & Coinsurance
OUT-OF-NETWORK					
Deductible: Individual / Family	N/A	\$10,000 / \$30,000	N/A	N/A	\$4,500 / \$13,500
Coinsurance	N/A	50% / 50%	N/A	N/A	50% / 50%
Out-of-Pocket Max: Individual / Family	N/A	\$20,000 / \$40,000	N/A	N/A	\$9,000 / \$18,000
**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.					
Monthly Premium	2020-2021 Rates	2020-2021 Rates	2020-2021 Rates	2020-2021 Rates	2020-2021 Rates
Employee Only	\$582.99	\$601.52	\$807.35	\$899.57	\$951.71
Employee / Spouse	\$1,375.64	\$1,431.62	\$1,921.50	\$2,140.98	\$2,265.06
Employee / Child	\$1,109.76	\$1,154.92	\$1,550.11	\$1,727.18	\$1,827.28
Employee / Family	\$1,849.60	\$1,924.86	\$2,583.52	\$2,878.63	\$3,045.46
Monthly Premium	2021-2022 Renewal Rates	2021-2022 Renewal Rates	2021-2022 Renewal Rates	2021-2022 Renewal Rates	2021-2022 Renewal Rates
Employee Only	\$636.21	\$656.43	\$881.05	\$981.69	\$1,038.59
Employee / Spouse	\$1,501.22	\$1,562.31	\$2,096.91	\$2,336.42	\$2,471.83
Employee / Child	\$1,211.07	\$1,260.35	\$1,691.61	\$1,884.85	\$1,994.08
Employee / Family	\$2,018.44	\$2,100.57	\$2,819.36	\$3,141.41	\$3,323.47

**Increase from 20-21:**

Employee Only	9.13%	9.13%	9.13%	9.13%	9.13%
Employee / Spouse	9.13%	9.13%	9.13%	9.13%	9.13%
Employee / Child	9.13%	9.13%	9.13%	9.13%	9.13%
Employee / Family	9.13%	9.13%	9.13%	9.13%	9.13%



Current Rates	Renewal Rates	Current Rates	Renewal Rates	Current Rates	Renewal Rates
CareerSource CLM Dental	CareerSource CLM Dental	CareerSource CLM Short Term Disability	CareerSource CLM Short Term Disability	CareerSource CLM Voluntary Vision	CareerSource CLM Voluntary Vision
Principal Dental PPO 2020-2021	Principal Dental PPO 2021-2022	Principal Short Term Disability 2020-2021	Principal Short Term Disability 2021-2022	Principal-VSP Voluntary Vision 2020-2021	Principal-VSP Voluntary Vision 2021-2022

Tier Employee Only	\$32.65	\$32.65	0.36 per \$10 of Benefit	0.36 per \$10 of Benefit	\$5.31	\$5.31
Tier Employee + Spouse	\$69.33	\$69.33			\$10.14	\$10.14
Tier Employee + Children	\$83.20	\$83.20			\$9.57	\$9.57
Tier Employee + Family	\$119.86	\$119.86			\$14.41	\$14.41

Current Rates	Renewal Rates	Current Rates	Renewal Rates	Renewal Rates
CareerSource CLM Group Life/ADD Principal Life 2020-2021	CareerSource CLM Group Life/ADD Principal Life 2021-2022	CareerSource CLM Group Dependent Life Principal Life 2020-2021	CareerSource CLM Group Dependent Life Principal Life 2021-2022	CareerSource CLM Group Voluntary Life Principal Life 2021-2022
Rate per \$1,000 of Benefit	0.282	0.282	Rate per Month	3.52 No Changes to Current Rates