



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

Executive Committee Meeting

AGENDA

Monday, May 16, 2022 – 9:00 a.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/86095642868>

Phone No: 1-646-558-8656 (EST) Meeting ID: 860 9564 2868

Call to Order		K. Baxley
Roll Call		C. Schnettler
Approval of Minutes, March 2, 2022	Pages 2 - 5	K. Baxley

DISCUSSION ITEMS

None

PUBLIC COMMENT

ACTION ITEMS

2022-2023 Annual Benefits Renewal	Pages 6 - 11	R. Skinner
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PROJECT UPDATES

None

MATTERS FROM THE FLOOR

ADJOURNMENT

2021 – 2022 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	
5/10/2022	5/12/2022	5/19/2022	5/25/2022	6/1/2022	6/7/2022	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 2, 2022
PLACE: College of Central Florida, Enterprise Center
TIME: 9:30 a.m.

MEMBERS PRESENT

Brandon Whiteman
Charles Harris
Fred Morgan
Kimberly Baxley, Chair
Ted Knight

MEMBERS ABSENT

Albert Jones
Pete Beasley

OTHER ATTENDEES

Rusty Skinner, CSCLM
Dale French, CSCLM
Cory Weaver, CSCLM

Cathy Galica, CSCLM
Cira Schnettler, CSCLM
Bob Stermer, Board Attorney

CALL TO ORDER

The meeting was called to order by Kim Baxley, Chair, at 9:31 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 December 1, 2021, meeting. Ted Knight seconded the motion. Motion carried.

DISCUSSION ITEMS

State/Local Update

Rusty Skinner provided the following update:

- House Bill 1507 called for a review and realignment of the workforce system. Last November, DEO, CareerSource Florida, and region directors met to discuss. Throughout the month of January, DEO made inquiries to the regions regarding upper management members' positions, pay, and length of service, as well as performance outcomes in Wagner Peyser, Dislocated Workers, and Adult Services for the last three years.

Region directors have agreed that a better understanding of the DEO's objectives in realigning will provide better insight for giving appropriate feedback and input from the regions. Region directors have been encouraged to reach out to their local

elected officials.

CareerSource Florida will be hiring a consultant to look at the feasibility of consolidation. Input from community stakeholders and a review of data such as local economic development, community college footprint and local workforce performance will all be considered.

Next steps include each region drafting a summary of collaborations between community partners and other regions to show existing efficiencies and cost savings, as well as meeting with local elected officials.

The issue will be closely monitored, and updates will be provided to the Board.

Workforce Issues that are Important to our Community

The committee did not have issues to discuss.

Summer Youth Concept

Rusty Skinner explained that many high school graduates have a career path and goals that they are moving towards, but there are also many soon to be graduates looking for guidance on how to enter the labor market. A summer youth program is in development to concentrate on those students. The program would include a two-week class focused on soft skills training and technical skills exposure. After completion of the two-week class students would be placed on a work experience job site for six weeks. Students would come out of the program with basic work skills and a work reference from the participating employer. Monetary incentives would be part of the program. CLM does not currently have federal funds to support the program, but each county will be contacted for other funding resources.

PUBLIC COMMENT

None

ACTION ITEMS

Background Investigations

Cathy Galica notified the committee that the current approved company to conduct background checks is no longer in operation. A new company will need to be identified and approved.

Fred Morgan made a motion to approve the release of the RFQ to receive quotes for background check services. Brandon Whiteman seconded the motion. Motion carried.

ICDS Renewal

Cathy Galica explained that although ICDS did not meet performance requirements during the pandemic, prior to the pandemic ICDS was a successful performing school and trains in a high demand occupation. She requested renewal of application as an eligible provider on our Area Targeted Occupation List.

Fred Morgan made a motion to approve the renewal of ICDS as a training provider contingent upon a probationary review in 12 months. Ted Knight seconded the motion. Motion carried.

National Training Renewal

Cathy Galica requested approval for National Training as a training provider for the CDL NOW program.

Charles Harris made a motion to approve National Training as a training provider. Fred Morgan seconded the motion. Motion carried.

Welfare Transition Career Coach

Cory Weaver proposed that a proactive approach in the WT program is necessary for successful performance that may impact future letter grades. Adding an additional position will provide needed support to participants and lead to positive outcomes. She further explained that this position would only be added upon budget approval.

Ted Knight made a motion to approve the Career Coach position contingent on funding. Brandon Whiteman seconded the motion. Motion carried.

Re-entry Navigator

Dale French stated the cumbersome process of receiving reimbursement for staff costs through Worldwide Interactive Network that funds the current program. For efficiency purposes funds have been transitioned to DEO to allocate. These funds will be used to support the current FL Hires program that is facilitated at the Lowell Correctional facility.

Ted Knight made a motion to approve the funding allocation for the position and move staff costs to the new funding source. Charles Harris seconded the motion. Motion carried.

Agile Workforce Staffing Plan

Dale French summarized the concept behind the plan, the monetary incentives for staff, and how the plan will benefit staff, our customers and the organization. The staffing plan will help in creating an internal 'no wrong door' that is called for in HB1507. Brandon Whiteman asked how many employees this plan would benefit. Dale replied that approximately 12 staff would be given the opportunity for the certification plan.

Brandon Whiteman made a motion to approve the staffing plan. Fred Morgan seconded the motion. Motion carried.

Staffing Firm

Rusty Skinner explained the benefits of adding a representative from the staffing industry to our career centers. He would like to extend an invitation to local staffing companies to discuss collaboration. This item will be brought back in June for final approval and potentially implemented in July.

Ted Knight made a motion to approve outreach efforts to staffing firms. Charles Harris seconded the motion. Motion carried.

Sector Strategies Policy

Cathy Galica and Cory Weaver noted that although the framework for sector strategies has been in place since 2015, a formal policy was not created. The formal policy will act as a guide to help staff understand the targeted sectors.

Ted Knight made a motion to approve the Sector Strategies Policy. Fred Morgan seconded the motion. Motion carried.

PROJECT UPDATES

None

MATTERS FROM THE FLOOR

None

ADJOURNMENT

There being no further business, the meeting was adjourned at 10:28 a.m.

APPROVED: _____



RECORD OF ACTION/APPROVAL

Executive Meeting
Monday, May 16, 2022

TOPIC/ISSUE:

Annual benefits renewal.

BACKGROUND:

The annual health insurance renewals are July 1, 2022. Renewal rates were received through Benefit Advisors.

Initially, Florida Blue presented renewal rates that average a 12% increase over last year. After some negotiating they were able to bring the increase down to 4% over last year. United Health Care presented several options comparable to the plans offered by FL Blue. The United Health Care Plans presented a decrease in premiums for employee only and family plans between 19.4% and 32.86%. Compared to the renewal, the savings are closer to 20%. A spreadsheet detailing the comparison in plans is attached.

POINTS OF CONSIDERATION:

Ancillary Benefits

- Company paid Principal Dental plan- rates decreased by 5.2% (\$89 per month / \$1,075 Annual decrease)
- Company paid Principal Group Life -rates remain the same
- Company paid Principal Short-Term disability rates -decreased by 5.8% (\$77 per month / \$926 annual decrease)
- Voluntary Life- rates remain the same
- Company paid Principal dependent Life - rates remain the same
- Principal Voluntary Vision plan -rates remain the same.

STAFF RECOMMENDATIONS:

Our recommendation is that we contract with United Health Care Level Funded Plans (4) options listed below:

1. HE2000Rx10i8021 HSA – we recommend that the company offer \$360.00 one-time contribution to the HSA. The monthly company share of the premium plus the HSA contribution will be \$563.32. \$0.00 cost to the employee.
2. P5000i8021– Monthly rate of \$567.30 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. PROE100010i8021–We recommend the company pay the baseline amount of \$567.30. Monthly employee contribution will be \$115.63
4. E500i10021– We recommend the company pay the baseline amount of \$567.30. Monthly employee contribution \$188.12

All of the UHC plans have nationwide coverage, and no primary physician has to be assigned. With Florida Blue, there is a true HMO and PPO difference, and you have to provide a Primary's name with the HMO plans.

Also recommend continuing with all Principal plans as currently contracted – with the decrease changes as shown on the attached spreadsheet.

COMMITTEE ACTION:

BOARD ACTION:

	UHC LF HE2000Rx10i8021 HSA	UHC LF P5000i8021	UHC LF PROE100010i8021	UHC LF E500i10021
	Open Access	Open Access Choice Plus	Open Access Choice	Open Access Choice
PREVENTATIVE BENEFITS	Replaces 128/129	Replaces 5302	Replaces 47	Replaces 60/5771
Annual Physicals	No Charge	No Charge	No Charge	No Charge
Well Woman Exam @ GYN	No Charge	No Charge	No Charge	No Charge
Mammograms	No Charge	No Charge	No Charge	No Charge
Well Child Care / Immunizations	No Charge	No Charge	No Charge	No Charge
OFFICE VISITS				
Primary Care Physician	Deductible + Coinsurance	\$25 Copay	\$10 Copay	\$25 Copay
Specialist	Deductible + Coinsurance	\$75 Copay	\$80 Copay	\$75 Copay
OTHER SERVICES				
Urgent Care (Non-Phy. Visit)	Deductible + Coinsurance	\$50 Copay	\$25 Copay	\$50 Copay
Emergency Room	Deductible + Coinsurance	\$300 PAD + Ded + Coins	\$300 PAD + Ded + Coins	\$300 PAD + Ded + Coins
Blood & Lab Test	Deductible + Coinsurance	No Charge	No Charge	No Charge
Diagnostic Services (X-rays, Ultrasounds)	Deductible + Coinsurance	No Charge	No Charge	No Charge
Advanced Imaging (MRI, MRA, PET, CT)	Deductible + Coinsurance	Deductible + Coinsurance	\$500 Copay	Deductible + Coinsurance
Outpatient Surgery	Deductible + Coinsurance	Deductible + Coinsurance	Deductible + Coinsurance	Deductible + Coinsurance
Inpatient Hospitalization	Deductible + Coinsurance	Deductible + Coinsurance	Deductible + Coinsurance	Deductible + Coinsurance
Prescription Drugs	Deductible + \$10 / \$35 / \$70 / \$150	\$10 / \$35 / \$75 / \$250	\$5 / \$30 / \$65 / \$150	\$5 / \$30 / \$65 / \$150
FINANCIAL DETAILS				
Deductible: Individual / Family	\$2,000 / \$4,000 (NonEmb)	\$5,000 / \$10,000	\$1,000 / \$2,000	\$500 / \$1,000
Coinsurance	80% / 20%	80% / 20%	80% / 20%	100%
Out-of-Pocket Max: Individual / Family	\$6,550 / \$13,100 (Emb)	\$8,150 / \$16,300	\$4,000 / \$8,000	\$3,000 / \$6,000
Includes:	Ded & Coin.	Ded, Copays & Coin.	Ded, Copays & Coin.	Ded, Copays & Coin.
OUT-OF-NETWORK				
Deductible: Individual / Family	N/A	See Summary	See Summary	N/A
Coinsurance	N/A	See Summary	See Summary	N/A
Out-of-Pocket Max: Individual / Family	N/A	See Summary	See Summary	N/A
Monthly Premium	Proposed Rates	Proposed Rates	Proposed Rates	Proposed Rates
Employee Only	\$533.32	\$567.30	\$682.93	\$755.41
Employee / Spouse	\$1,218.25	\$1,299.13	\$1,574.33	\$1,746.81
Employee / Child	\$989.94	\$1,055.19	\$1,277.20	\$1,416.34
Employee / Family	\$1,625.22	\$1,733.97	\$2,103.98	\$2,335.89
**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.				
	Florida Blue Blue Care 128/129 HSA	Florida Blue Blue Options 5302	Florida Blue Blue Care 47	Florida Blue Blue Care 60
	2022-2023 Renewal Rates	2022-2023 Renewal Rates	2022-2023 Renewal Rates	2022-2023 Renewal Rates
Employee Only	\$661.66	\$682.69	\$883.83	\$1,020.96
Employee / Spouse	\$1,561.27	\$1,624.80	\$2,103.52	\$2,429.88
Employee / Child	\$1,259.51	\$1,310.76	\$1,696.96	\$1,960.24
Employee / Family	\$2,099.18	\$2,184.59	\$2,828.27	\$3,267.07
Decrease from FB Renewal				
Employee Only	-19.40%	-16.90%	-22.73%	-26.01%
Employee / Spouse	-21.97%	-20.04%	-25.15%	-28.11%
Employee / Child	-21.40%	-19.50%	-32.86%	-27.75%
Employee / Family	-22.58%	-20.63%	-25.60%	-28.50%

Account Number: 1044721

Anniversary Date: July 1, 2022

Renewal rates
Effective July 1, 2022

Rates below assume all coverages are renewed. A change to coverages may cause rates to change.

Group term life - rates are expressed as per \$1,000

ALL OTHER MBRS, CEO				
Volume Lives	Current rate	Current monthly premium	Renewal rate	Renewal monthly premium
\$5,145,000 73	\$0.256	\$1,317.12	\$0.256	\$1,317.12
Renewal rates are guaranteed through June 30, 2023.				
Your rates aren't changing.				

Accidental Death & Dismemberment - rates are expressed as per \$1,000

Active members only				
Volume Lives	Current rate	Current monthly premium	Renewal rate	Renewal monthly premium
\$5,145,000 73	\$0.026	\$133.77	\$0.026	\$133.77
Renewal rates are guaranteed through June 30, 2023.				
Your rates aren't changing.				

Dependent life - rates are expressed as per family per month

Active members only				
Lives	Current rate	Current monthly premium	Renewal rate	Renewal monthly premium
43	\$3.52	\$151.36	\$3.52	\$151.36
Renewal rates are guaranteed through June 30, 2023.				
Your rates aren't changing.				

Group voluntary term life – rates are expressed as per \$1,000

ALL MEMBERS					
Age range	Current rate	Renewal rate	Volume Lives	Current monthly premium	Renewal monthly premium
Employee					
0 - 29	\$0.078	\$0.078			
30 - 34	\$0.087	\$0.087			
35 - 39	\$0.130	\$0.130			
40 - 44	\$0.211	\$0.211			
45 - 49	\$0.324	\$0.324			
50 - 54	\$0.529	\$0.529			

Insurance issued by Principal Life Insurance Company®, Des Moines, IA 50392

55 - 59	\$0.830	\$0.830			
60 - 64	\$1.152	\$1.152			
65 - 69	\$2.127	\$2.127			
70 & over	\$3.550	\$3.550			
Total			\$890,000 23	\$534.17	\$534.17

Renewal rates are guaranteed through June 30, 2023.

Your rates aren't changing.

Spouse					
0 - 29	\$0.078	\$0.078			
30 - 34	\$0.087	\$0.087			
35 - 39	\$0.130	\$0.130			
40 - 44	\$0.211	\$0.211			
45 - 49	\$0.324	\$0.324			
50 - 54	\$0.529	\$0.529			
55 - 59	\$0.830	\$0.830			
60 - 64	\$1.152	\$1.152			
65 - 69	\$2.127	\$2.127			
70 & over	\$3.550	\$3.550			
Total			\$120,000 7	\$58.92	\$58.92

Renewal rates are guaranteed through June 30, 2023.

Your rates aren't changing.

Voluntary term Accidental Death & Dismemberment - rates are expressed as per \$1,000

Active employee & spouse members only

Volume	Current rate	Current monthly premium	Renewal rate	Renewal monthly premium
\$1,010,000	\$0.026	\$26.26	\$0.026	\$26.26

Renewal rates are guaranteed through June 30, 2023.

Your rates aren't changing.

Voluntary term child insurance - rates are expressed as per family per month

Eligible Members

Amount of coverage	Lives	Current rate	Current monthly premium	Renewal rate	Renewal monthly premium
\$10,000	4	\$2.00	\$8.00	\$2.00	\$8.00
Total			\$9.00		\$9.00

Renewal rates are guaranteed through June 30, 2023.

Your rates aren't changing.

Short term disability - rates are expressed as a per \$10

ALL MEMBERS				
Volume / Lives	Current rate	Current monthly premium	Renewal rate	Renewal monthly premium
\$38,622 / 71	\$0.36	\$1,390.39	\$0.34	\$1,313.15
Renewal rates are guaranteed through June 30, 2023.				

Dental

ALL MEMBERS					
	Lives	Current rates	Renewal rates	Current monthly premium	Renewal monthly premium
Employee	55	\$32.65	\$31.02	\$1,795.75	\$1,706.10
Employee & Spouse	7	\$69.33	\$65.87	\$485.31	\$461.09
Employee & Child(ren)	6	\$83.20	\$79.04	\$499.20	\$474.24
Family	3	\$119.86	\$113.87	\$359.58	\$341.61
TOTAL				\$3,139.84	\$2,983.04
Renewal rates are guaranteed through June 30, 2023.					

Vision

ALL MEMBERS					
	Lives	Current rates	Renewal rates	Current monthly premium	Renewal monthly premium
Employee	32	\$5.31	\$5.31	\$169.92	\$169.92
Employee & Spouse	10	\$10.13	\$10.13	\$101.30	\$101.30
Employee & Child(ren)	3	\$9.56	\$9.56	\$28.68	\$28.68
Family	7	\$14.40	\$14.40	\$100.80	\$100.80
TOTAL				\$400.70	\$400.70
Renewal rates are guaranteed through June 30, 2023.					
Your rates aren't changing.					

How to terminate your coverage

If you choose to terminate your coverage, please notify us.



Principal Life Insurance Company
 Des Moines, Iowa 50392
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