

Children's Services Council
PERSONNEL COMMITTEE MEETING
Thursday, October 26, 2017 - 4:05 p.m.

AGENDA

Reference #

1. Call to Order
2. Minutes of Personnel Committee Meeting of April 27, 2017 **1**
Recommendation: the Personnel Committee recommends the Council approve the Minutes of the April 27, 2017 Personnel Committee Meeting as presented.
3. Resolution #17-026 Authorizing Employee Benefits Renewal **2**
Recommendation: the Personnel Committee recommends the Council approve the Resolution #17-026 authorizing Group Insurance Plan renewals with CIGNA effective January 1, 2018 as outlined, as well as authorizing the Chief Executive Officer to execute any necessary agreements for the period January 1, 2018 through December 31, 2018, with the portion after September 30, 2018 subject to the Council's annual budget and TRIM process.
4. Adjournment

Children's Services Council – Personnel Committee

AGENDA ITEM
October 26, 2017

AGENDA ITEM: **2**

TITLE: **Minutes**
April 27, 2017 Personnel Committee Meeting

RECOMMENDATION:

The Personnel Committee recommends the Council approve the Minutes of the April 27, 2017 Personnel Committee Meeting as presented.

Children's Services Council
PERSONNEL COMMITTEE MEETING MINUTES
April 27, 2017

1. Call to Order

The meeting was called to order at 4:00 p.m.

Present (Council): Thomas Bean, Vince Goodman, Tom Lynch.

(Staff): Leah Shaw, Tom Sheehan, Shay Tozzi, Lisa Williams-Taylor, Ph.D.

2. Minutes of Personnel Committee Meeting of February 23, 2017

A motion by Goodman/Bean to approve the Minutes of the February 23, 2017 Personnel Committee Meeting as presented was approved by unanimous vote.

3. Approving Annual Voluntary Early Retirement Program

Discussion ensued regarding the pros and cons of approving the proposal of offering the Voluntary Early Retirement Program (the "Program") on an annual basis. The final decision was to allow the CEO complete discretion to offer the Program to eligible employees, including when the program will be offered.

A motion by Goodman/Bean to approve offering the Voluntary Early Retirement Program, allowing the Chief Executive Officer full discretion to offer the Program to eligible employees, was approved by unanimous vote.

Language brought to Council – last paragraph of agenda item previously submitted to the Committee was changed to the following:

The CEO, in her complete discretion, may, or may not, authorize voluntary retirement compensation to eligible full-time and part-time employees who meet the qualifications outlined above. The CEO and the Director of Human Resources and Operations must authorize Voluntary Early Retirement Program participation.

4. Adjournment

The meeting was adjourned at 4:30 p.m.

Vincent Goodman, Secretary

Lisa Williams-Taylor, Ph.D., Chief Executive Officer

Children's Services Council – Personnel Committee

AGENDA ITEM
October 26, 2017

AGENDA ITEM: 3

TITLE: Resolution #17-026 Authorizing CSC Employee Benefits Renewal

SUMMARY:

Group Insurance Renewals

Coverages provided by CSC to its employees are medical coverage, funding of a health savings account for each employee, dental coverage, life insurance and long and short term disability. Each fall CSC's insurance broker, The Gehring Group, obtains proposals for renewals of the coverages being provided to CSC staff. The Gehring Group reviews and presents the proposals and the associated costs with maintaining the coverages as currently provided.

The initial proposal with our current provider, CIGNA Insurance Company, was for a 9.78% premium increase to renew medical coverages. Additional negotiations took place and we were able to secure continuation of coverage with our current provider with a 4.5% increase for the current medical coverage. The dental insurance was renewed at a 0% increase. Additional group insurance plans (life, short and long term disability) received an overall increase for these coverages of 2.9%. The overall increase for our group insurance coverages was a 4% increase, which is under the amount budgeted.

RECOMMENDATION:

Recommendation: the Personnel Committee recommends the Council approve the Resolution #17-026 authorizing Group Insurance Plan renewals with CIGNA effective January 1, 2018 as outlined, as well as authorizing the Chief Executive Officer to execute any necessary agreements for the period January 1, 2018 through December 31, 2018, with the portion after September 30, 2018 subject to the Council's annual budget and TRIM process.

RESOLUTION #17-026

**RESOLUTION OF THE CHILDREN'S SERVICES COUNCIL OF
PALM BEACH COUNTY AUTHORIZING GROUP INSURANCE PLAN RENEWALS
WITH CIGNA HEALTH AND LIFE INSURANCE COMPANY**

WHEREAS, the Children's Services Council of Palm Beach County, a political subdivision of the State of Florida, wishes to provide health insurance, dental insurance, short and long term disability insurance, and life insurance benefits for its employees; and

WHEREAS, the Children's Services Council of Palm Beach County wishes to provide such insurance plans through Cigna Health and Life Insurance Company ("CIGNA") effective January 1, 2018 through December 31, 2018.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF THE CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY, that the plans submitted by CIGNA for health, dental, short term and long term disability, and life insurance coverage for present and future eligible employees of the Children's Services Council of Palm Beach County is approved, and the Chief Executive Officer is authorized to execute the necessary agreements and to enroll all eligible employees in Cigna Health and Life Insurance Company plans commencing January 1, 2018 through December 31, 2018, subject to the Council's annual budget and TRIM approval process.

The foregoing Resolution was offered by Council Member _____ who moved its adoption. The motion was seconded by Council Member _____ and upon being put to a vote, the vote was as follows:

- Robert M. Avossa, Ed.D.
- Thomas Bean
- Paulette Burdick
- Vincent Goodman
- Gregory A. Langowski
- Thomas E. Lynch
- James Martz
- Vern Melvin
- Debra Robinson, M.D.
- Thomas P. Weber

The Chairman thereupon declared the Resolution duly passed and adopted this 26th day of October, 2017.

APPROVED AS TO FORM AND LEGAL SUFFICIENCY

CHILDREN'S SERVICES COUNCIL OF PALM BEACH COUNTY

BY: _____
Thomas A. Sheehan, III
Attorney for Children's Services Council of Palm Beach County

BY: _____
Thomas P. Weber, Chair

BY: _____
Lisa Williams-Taylor, Ph.D.
Chief Executive Officer