

Children's Services Council
PERSONNEL COMMITTEE MEETING MINUTES
October 22, 2015

1. Call to Order

Chair Langowski called the meeting to order at 4:00 p.m.

Present (Council): Vince Goodman, Greg Langowski, Tom Weber
(Staff): Leah Shaw, Tom Sheehan, Shay Tozzi, Lisa Williams-Taylor, Ph.D.

2. Group Insurance Renewal

Shay Tozzi, Director of Human Resources, stated that CSC had sought insurance renewal premiums from Cigna, and its initial response had been with a renewal increase of 8% above the current premium for medical coverage. She stated that additional negotiations had taken place, and the renewal premium for medical coverage was offered at an increase of 4.86% over the current premium.

Ms. Tozzi stated that when renewal premiums for dental coverage, life insurance, short-term disability and long-term disability insurances were included it came to an overall increase of 8.6% over current premiums. She stated that the 8.6% increase included the brokerage fee for the Gehring Group. She stated that brokerage through the Gehring Group had been approved earlier in the year in an amount of \$75,000. She stated that they had budgeted for an increase of 15% for insurance renewal premiums, so the combined amount of 8.6% fell well within budget. She stated that she recommended continuing all group insurance coverages mentioned with Cigna for calendar year 2016.

Vince Goodman asked for a synopsis of the insurance coverage and asked whether it was beneficial to everybody and whether employees were satisfied with the plan. Ms. Tozzi stated that employees had expressed that Cigna had a very good network of providers which was one of the main concerns. She stated that the tools that Cigna provided to staff continued to develop and expand, which allowed staff to better manage their own health and wellness. Mr. Goodman asked about the dental insurance. Ms. Tozzi stated that it was also with Cigna. Mr. Goodman asked what percentage the employees paid. Ms. Tozzi stated that it depended on what coverage an employee elected, there were four different categories: employee only; employee and spouse; employee and children; or employee, spouse, and children (family). She stated that the percentage the employee paid depended on the category they selected. Mr. Goodman asked Ms. Tozzi whether she was satisfied with the plan. Ms. Tozzi stated that she was.

Tom Weber clarified that it was a renewal of the insurances that were currently in place, Ms. Tozzi concurred. Mr. Goodman stated that things changed, and what you perceived you were covered for could change. He stated that if the staff and administration were satisfied with the insurance, he would support the recommendation.

A motion by Goodman/Weber to approve the Group Insurance Plan renewals with CIGNA effective January 1, 2016 as outlined, as well as authorizing the CEO to execute any necessary agreements was approved by unanimous vote.

3. Voluntary Early Retirement Program

Shay Tozzi stated that staff recommended that CSC offer the voluntary early retirement program for employees with at least 20 years of service, or with at least 5 years of consecutive service and attainment of age 59½. She stated that the window of opportunity for election of the voluntary early retirement program would be from the current time (upon approval) until the beginning of January, with a retirement date between April 1, 2016 through June 30, 2016. She stated that in this manner they could prepare for succession. She stated that the voluntary early retirement plan had been offered in previous years, and it was elected by some, but not elected by other eligible employees. She stated that they would like to offer it in 2016 to allow the employees the freedom to make such an election.

Tom Weber asked whether it was the same plan as went forward in 2015, Ms. Tozzi concurred. Ms. Tozzi stated that there had been no changes to the plan that was utilized in 2015. Lisa Williams-Taylor, Ph.D. stated that the timing for election had changed to ensure that CSC had adequate time to prepare. Greg Langowski asked whether they anticipated any employees taking advantage of the plan, Dr. Williams-Taylor stated that they did. Vince Goodman asked whether there was any room for improvement of the voluntary early retirement plan. Ms. Tozzi stated that legislation had put parameters around what an employer was allowed to provide, and CSC had built the program around those parameters. Greg Langowski stated that the legislation had changed two sessions previously. Tom Sheehan, General Counsel, stated that he did not know of a way to improve the program and remain within the boundaries of the law.

A motion by Goodman/Weber to approve the Voluntary Early Retirement Program as outlined was approved by unanimous vote.

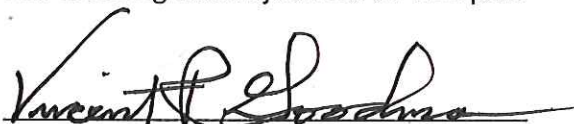
4. Domestic Partner Healthcare Coverage

Shay Tozzi stated that in order to equalize benefits for same-sex couples who could not get married CSC had previously offered those employees and their domestic partners group insurance coverage, provided they had a declaration form recorded with the Clerk and Comptroller's office. She stated that in January, 2015 same-sex marriage had become legally recognized in the state of Florida. She stated that in addition to this development, President Obama had instituted the Affordable Care Act, and therefore had expanded the marketplace and the ability to find healthcare coverage. She stated that CSC was therefore recommending discontinuing the domestic partner healthcare coverage, effective January 1, 2016. Tom Weber clarified that the need for the special clause had effectively gone away, Ms. Tozzi concurred.

A motion by Langowski/Weber to approve discontinuation of Domestic Partner Healthcare Coverages as outlined was approved by unanimous vote.

5. Adjournment

The meeting was adjourned at 4:08 p.m.



Vincent Goodman, Secretary



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