



EXECUTIVE COMMITTEE MEETING

CareerSource Central Florida | 4/11/24

CareerSourceCentralFlorida.com



4/11/24 EXECUTIVE COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information/

Discussion/

Action Items

Other Business

Adjournment

What: Executive Committee Meeting

When: Thursday, April 11, 2024
2:00 p.m. – 3:30 p.m.

Where: CSCF Administration Office
390 N. Orange Ave., Suite 700 (7th Floor)
Orlando, FL 32801

or

Virtual Option via Zoom:

Link: <https://careersourcecf.zoom.us/j/86173922800?pwd=ZizsZqFLFEHjnzWU2OKo1uyqgOapUU.1>

Dial In: 1 (929) 205-6099 / Meeting ID: 861 7392 2800 / Passcode: 156921

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Agenda Item #	Topic	Presenter	Action Item
1.	Welcome	Richard Sweat	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Approval of Minutes A. 2/22/24 Executive Committee Meeting	Richard Sweat	X
5.	Information / Discussion / Action Items A. Chair's Update 1) Approval of Education Consortium Participants to Assigned Workgroups (Info Item) B. President's Update C. Info / Discussion Item 1) Fiscal Year 2024-2025 Health Insurance Plan Renewal Recommendation D. Committee Reports – <i>Deferred to 6/13/24 Executive Committee Mtg.</i> E. 4/26/24 Board Meeting Agenda	Richard Sweat Pam Nabors Leo Alvarez	X
6.	Other Business		
7.	Adjournment		



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WELCOME



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ROLL CALL



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PUBLIC COMMENT



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APPROVAL OF MINUTES



Draft
Executive Committee Meeting

Thursday, February 22, 2024, 2:00 p.m.

MINUTES

MEMBERS PRESENT: Richard Sweat, Andrew Albu, John Gill, Jeff Hayward, Sheri Olson, David Sprinkle, Eric Ushkowitz and Matt Walton

MEMBERS ABSENT: None

STAFF PRESENT: Pam Nabors, Tadar Muhammad, Leo Alvarez, Dyana Burke, Emily Kruszewski, Steven Nguyen, Sean Masherella, and Kaz Kasal

GUEST PRESENT: Heather Ramos / GrayRobinson

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Mr. Sweat, CSCF Chair, called the meeting to order at 2:01 p.m.	
2	Roll Call / Establishment of Quorum Ms. Kasal, Executive Coordinator, reported a quorum present.	
3	Public Comment None offered.	
4	Approval of Minutes – 12/7/23 Executive Committee Meeting <ul style="list-style-type: none"> • Reviewed minutes (attachment). 	Ms. Olson made a motion to approve the draft minutes from the 12/7/23 Executive Committee meeting. Mr. Walton seconded; motion passed unanimously.
5	<p>Information/Discussion / Action Items</p> <p>Chair's Report Mr. Sweat will be attending NAWB in March 2024 along with a few other board members.</p> <p>President's Report Ms. Nabors, President/CEO reviewed the following:</p> <ul style="list-style-type: none"> • Ms. Dyana Burke, Senior VP of Human Resources, will become Chief of Staff. Ms. Grace Daleccio will head up Human Resources Department as Senior Director of Human Resources. • Central Florida wins inaugural National Science Foundation (NSF) Regional Innovation Engines Award of \$15M for next two years to support semiconductor advanced packaging industry. CSCF will be a part of this collaboration. • CSCF partnered with Central Florida Hotel & Lodging Association (CFHLA) to host the first "State of the Hospitality & Tourism Summit" with over 250 in attendance to learn latest data trends and discuss solutions for workforce challenges. 	



	<ul style="list-style-type: none"> • Central Florida Education-Industry Collaborative occurring on 3/19/24 to help broaden and deepen connections, as well as attain intel on emerging industries so education programming can better align with industry needs. • CSCF working with Orange County on additional ARPA funds. • Committee concurred Community Engagement Committee to be tasked to enhance communication strategies with government entities. • Committee concurred for board members to support CSCF with government relations. • Reviewed briefing on "A Stronger Workforce for America Act" and possible impacts for CSCF. More discussion at February Board Meeting and April Retreat. <p>Committee Reports</p> <p><u>Audit</u></p> <ul style="list-style-type: none"> • Mr. Walton, Audit Committee Chair, stated Audit Committee met with Finance Committee on 1/10/24 and reviewed: <ul style="list-style-type: none"> - Results of the 2 CFR 200 Audit Report: clean, unmodified opinion on financial statements; no findings on compliance and no significant deficiencies or material weaknesses. <ul style="list-style-type: none"> o Committee approved to move to Board for acceptance and approval. - Florida Commerce Monitoring Results (FY 2022-2023): Programs: 0 findings on disallowed costs, 5 programmatic findings - all minor errors, and Financials: 0 findings, 0 noncompliance and 1 observation which has been addressed. <p><u>Finance</u></p> <ul style="list-style-type: none"> • Mr. Ushkowitz, Finance Committee Chair, stated Finance Committee met with Audit Committee on 1/10/24 and reviewed: <ul style="list-style-type: none"> - Mid-year financials (7/1/23 thru 12/31/23) - Retirement 403b Audit Report for year ending 6/2023 – no issues or findings - New Benefits Broker effective 4/1/24 	
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Career Services

- Mr. Albu, Career Services Committee Chair, stated Career Services Committee met on 2/15/24 and reviewed following:
 - Scorecard through 2nd quarter (7/1/23 thru 12/31/23)
 - Federal performance update 4th quarter of PY 2022-2023 and 1st quarter of PY 2023-2024, actual vs. goal.
 - FloridaCommerce monitoring results for PY 2022-2023, as noted in above Audit report out.
 - Training investments update for PY 23-24, and discussed strategies for best investment impact.
 - 2024 Summer Youth Employment Program, which will increase in enrollments from last year.
 - Grant updates.
 - Committee also approved for Board's final approval the renewal of program provider vendors for Explore track and Engage track of previous program year.

Community Engagement

- Mr. Sprinkle, Community Engagement Committee Chair, stated Committee will be scheduling a meeting soon.

Facilities Ad Hoc

- Mr. Walton, Facilities Ad Hoc Committee Chair, stated Committee is scheduled to meet on 4/4/24 at West Orange Career Center.

Governance

- Ms. Olson, Governance Committee Chair, stated the Committee met on 2/14/24 and reviewed:
 - Board Demographics: CSCF Board vs. regional comparison by gender, ethnicity, race, age and veteran. All categories trending in right direction towards aligning to region.
 - Board Seats: those whose seats expire on 6/30/24 have all agreed to renew and any vacancies being reviewed for candidates.
 - Board Engagement: mid-year (7/1/23 thru 12/31/23).
 - o Participate: on track towards annual goal
 - o Demonstrate: at 90% (exceeding annual goal of 80%)
 - o Contribute: at 50% (annual goal 70%)
 - Enterprise Risk Update (7/1/23 thru 12/31/23): reviewed methodology, pareto chart and updates on CSCF's current top five risks, and steps taken to mitigate risks.



	<p><u>Revenue Diversity and New Markets</u></p> <ul style="list-style-type: none"> Mr. Gill, Revenue Diversity & New Markets Committee Chair, stated the Committee will meet on 3/28/24. <p><u>2/29/24 Board Meeting Agenda</u> Reviewed agenda for upcoming Board Meeting</p>	
6	<p>Other Business None offered.</p>	
7	<p>Adjournment Meeting adjourned at 3:07 pm.</p>	

Respectfully submitted,
Kaz Kasal, Executive Board Coordinator



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INFORMATION/ DISCUSSION/ ACTION ITEMS



Action Item

To: Executive Committee
From: Leo Alvarez
Subject: CareerSource Central Florida – Employee Benefits
Date: April 11, 2024

Purposed Action:

Staff are making a recommendation to the Executive Committee to select Florida Blue to remain as the healthcare provider for CareerSource Central Florida employees.

Background:

This memo is to serve as a summary of the results of CareerSource Central Florida's renewal and RFP of Medical benefits for the 2024/2025 plan year. The benefits broker, Gehring Group sent a request for proposal to the market on February 9, 2024, with all responses due by February 29, 2024. Below are the results of the bidding process.

Medical:

- The loss ratio for the Florida Blue plans (claims vs premiums) ran at 118% over the last 12-month period.
- There were several large claimants that factored into the renewal increase and several are predicted to be ongoing, including several cancer, and heart disease claims.
- The RFP bid request was sent to 4 medical carriers, Aetna, FMIT, UnitedHealthcare and Cigna. FMIT and Aetna did not provide quotes, stating they were not competitive. The initial proposed increased rates were as follows:
 - Florida Blue: 36.8%
 - UnitedHealthcare: 21%
 - Cigna's: 24%
- Based on the most current negotiations, Florida Blue is offering the lowest rates for comparable benefits at a 15.3% increase to current rates. United Healthcare's most competitive offer was 17.3%, while Cigna remained firm at 24% increase in premiums.
- The current annual cost of healthcare is \$3.4M. The 15.3% represents an increase of \$520K annually.
- To control cost and achieve a 15.3% renewal rate from Florida Blue, the plan required changes to deductibles and out of pocket maximums (detailed below).
- UnitedHealthcare's renewal of 17.3% allowed to maintain current plan structure, but a disruption analysis of the top 100 utilized providers revealed a 77% in network match.
- Staff will continue reviewing the plan structure and employer/employee cost contribution strategy.

Recommendation:

Staff are making a recommendation to the Executive Committee to select Florida Blue to remain as the healthcare provider for CareerSource Central Florida employees.

Current Benefits with Florida Blue

CURRENT

Schedule of Benefits	Florida Blue - BlueCare HMO 48	Florida Blue - BlueOptions - PPO 05904		Florida Blue - BlueCare HSA 122/123	Florida Blue - BlueOptions 05172/05173	
Plan Year Deductible (PYD)	In Network	In Network	Out of Network	In Network	In Network	Out of Network
Individual Deductible	\$1,500	\$1,500	\$3,000	\$2,000	\$2,000	\$2,000
Family Deductible	\$1,500 / \$3,000	\$1,500 / \$3,000	\$3,000 / \$6,000	\$4,000	\$4,000	\$4,000
Out of Pocket Maximum						
Single	\$3,000	\$3,000	\$6,000	\$2,000	\$2,000	\$4,000
Family Deductible (Ind/Fam)	\$3,000 / \$6,000	\$3,000 / \$6,000	\$6,000 / \$12,000	\$4,000	\$4,000	\$8,000 / \$16,000
Member Coinsurance	20%	20%	50%	0%	0%	20%
Non-Hospital Services						
Physician Office Visit Copay	\$35 Copay	\$35 Copay	50% after PYD	No Charge after PYD	No Charge after PYD	20% after PYD
Specialist Office Visit Copay	\$65 Copay	\$65 Copay	50% after PYD	No Charge after PYD	No Charge after PYD	20% after PYD
Virtual Visit Copay (PCP/Specialist)	No Charge/\$65	No Charge/\$65	Not Covered	No Charge after PYD	No Charge after PYD	Not Covered
Preventive Services	No Charge	No Charge	50%	No Charge	No Charge	20%
Laboratory Services / X-Ray IDTC	No Charge/\$50 Copay	No Charge/\$65 Copay	50% after PYD	No Charge after PYD	No Charge after PYD	20% after PYD
Advanced Imaging (MRI, PET, CT)	\$300 Copay	\$250 Copay	50% after PYD	No Charge after PYD	No Charge after PYD	20% after PYD
Urgent Care Center	\$75 Copay	\$75 Copay	\$75 Copay after PYD	No Charge after PYD	No Charge after PYD	No Charge after PYD
Hospital Services						
Inpatient Hospital Services	20% after PYD	20% after PYD	50% after PYD	No Charge after PYD	No Charge after PYD	20% after PYD
Outpatient Hospital Services/ASC	20% after PYD/\$250 Copay	20% after PYD	50% after PYD	No Charge after PYD	No Charge after PYD	20% after PYD
Physician Services at Hospital/ASC	20% after PYD/\$65 Copay	20% after PYD	20% after INN PYD/50% after PYD	No Charge after PYD	No Charge after PYD	No Charge after INN Ded/20% after PYD
Emergency Room (Per Visit)	\$250 Copay	\$250 Copay	\$250 Copay	No Charge after PYD	No Charge after PYD	No Charge after PYD
Mental Health/Substance Abuse						
Inpatient Hospital	No Charge	No Charge	50%	No Charge after PYD	No Charge after PYD	20% after PYD
Outpatient Services (OV/Other)	No Charge	No Charge	50%	No Charge after PYD	No Charge after PYD	20% after PYD
Prescription Drugs						
Generic Drugs	\$10	\$10	50%	No Charge after PYD	No Charge after PYD	50% after PYD
Formulary Drugs	\$50	\$50		No Charge after PYD	No Charge after PYD	
Non-Formulary Drugs	\$80	\$80		No Charge after PYD	No Charge after PYD	
Specialty Drugs	Tier 1-3	Tier 1-3		Tier 1-3 after PYD	Tier 1-3 after PYD	
Mail Order - 90 Day Supply	2.5x Retail Copay	2.5x Retail Copay		No Charge after PYD	No Charge after PYD	
Rates						

Proposed Benefits with Florida Blue

FL BLUE RENEWAL ALTERNATIVE #4

Schedule of Benefits	Florida Blue - BlueCare HMO 46	Florida Blue - BlueOptions - PPO 05360		Florida Blue - BlueCare HSA 124/125	Florida Blue - BlueOptions HSA 05182/83	
Plan Year Deductible (PYD)	In Network	In Network	Out of Network	In Network	In Network	Out of Network
Individual Deductible	\$2,000	\$1,500	\$3,000	\$2,500	\$2,500	\$5,000
Family Deductible (Ind/Fam)	\$2,000 / \$6,000	\$1,500 / \$4,500	\$3,000 / \$9,000	\$5,000	\$5,000	\$10,000
Out of Pocket Maximum						
Single	\$5,000	\$5,300	\$8,000	\$5,000	\$5,000	\$10,000
Family Deductible (Ind/Fam)	\$5,000 / \$10,000	\$5,300 / \$10,600	\$8,000 / \$16,000	\$6,850 / \$10,000	\$6,850 / \$10,000	\$20,000 / \$20,000
Member Coinsurance	10%	20%	40%	10%	10%	40%
Non-Hospital Services						
Physician Office Visit Copay	\$35 Copay	\$25 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD
Specialist Office Visit Copay	\$65 Copay	\$50 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD
Virtual Visit Copay (PCP/Specialist)	No Charge/\$65	No Charge/\$50	Not Covered	10% after PYD	10% after PYD	Not Covered
Preventive Services	No Charge	No Charge	40%	No Charge	No Charge	40%
Laboratory Services / X-Ray IDTC	No Charge/\$50 Copay	No Charge/\$50 Copay	40% after PYD	10% after PYD	No Charge after PYD/ 10% after PYD	40% after PYD
Advanced Imaging (MRI, PET, CT)	\$300 Copay	\$450 Copay	40% after PYD	10% after PYD	10% after PYD	40% after PYD
Urgent Care Center	\$70 Copay	\$55 Copay	\$55 Copay after PYD	10% after PYD	10% after PYD	10% after PYD
Hospital Services						
Inpatient Hospital Services	10% after PYD	20% after PYD	40% after PYD	10% after PYD	10% after PYD	40% after PYD
Outpatient Hospital Services/ASC	\$500 / \$250 Copay	20% after PYD	40% after PYD	10% after PYD	10% after PYD	40% after PYD
Physician Services at Hospital/ASC	10% after PYD/\$65 Copay	20% after PYD	20% after INN PYD/40% after PYD	10% after PYD	10% after PYD	10% after INN PYD
Emergency Room (Per Visit)	\$300 Copay	20% after PYD	20% after INN PYD	10% after PYD	10% after PYD	10% after INN PYD
Mental Health/Substance Abuse						
Inpatient Hospital	No Charge	No Charge	40%	10% after PYD	10% after PYD	40% after PYD
Outpatient Services (OV/Other)	No Charge	No Charge	40%	10% after PYD	10% after PYD	40% after PYD
Prescription Drugs						
Generic Drugs	\$10	\$10	50%	\$10 after PYD	\$10 after PYD	50% after PYD
Formulary Drugs	\$50	\$50		\$50 after PYD	\$50 after PYD	
Non-Formulary Drugs	\$80	\$80		\$80 after PYD	\$80 after PYD	
Specialty Drugs	20%	20%		20% after PYD	20% after PYD	
Mail Order - 90 Day Supply	2.5x Retail Copay	2.5x Retail Copay		2.5x Retail after PYD	2.5x Retail after PYD	
Rates						
Employee Only	27 12 29 25	\$1,080.59	\$1,120.58	\$867.16		\$973.23
Employee + Spouse	8 10 4 6	\$2,463.76	\$2,554.93	\$1,977.12		\$2,218.98
Employee + Child(ren)	17 4 10 3	\$2,161.20	\$2,241.17	\$1,734.32		\$1,946.48
Employee + Family	10 6 9 5	\$3,457.91	\$3,585.87	\$2,774.91		\$3,114.35
Monthly Premium	62 32 52 39	\$120,206	\$69,476	\$75,374		\$59,056
Annual Premium	185	\$1,442,466	\$833,714	\$904,482		\$708,670
\$ Increase/(Decrease)		\$222,715	\$88,748	\$141,501		\$62,836
% Increase/(Decrease)		18.3%	11.9%	18.5%		9.7%
Total Monthly Premium				\$324,111		
Total Annual Premium				\$3,889,332		
\$ Increase/(Decrease)				\$515,799		
% Increase/(Decrease)				15.3%		

RETURN TO AGENDA

4/26/24 BOARD OF DIRECTORS MEETING AGENDA **DRAFT**

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Agenda Item #	Topic	Presenter	Action Item
1.	Welcome - Pledge of Allegiance - Host Welcome	Richard Sweat	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Consent Agenda A. 2/29/24 Board Meeting Minutes B. Current Year Budget Adjustments (<i>Finance</i>) C. Transfer of WIOA Adult/DW Funding (<i>Finance</i>) D. Procurement Policy Modification (<i>Finance</i>) E. 403b Retirement Plan Audit Results (<i>Finance</i>)	Richard Sweat	X
5.	Information / Discussion / Action Items A. Finance Report B. Committee Reports: <i>Deferred to 6/26/24 Board Meeting</i> C. Action / Discussion Item 1) Fiscal Year 2024-2025 Health Insurance Plan Renewal Recommendation	Richard Sweat / Pam Nabors Leo Alvarez	X
6.	Other Business		
7.	Adjournment / Retreat Begins		



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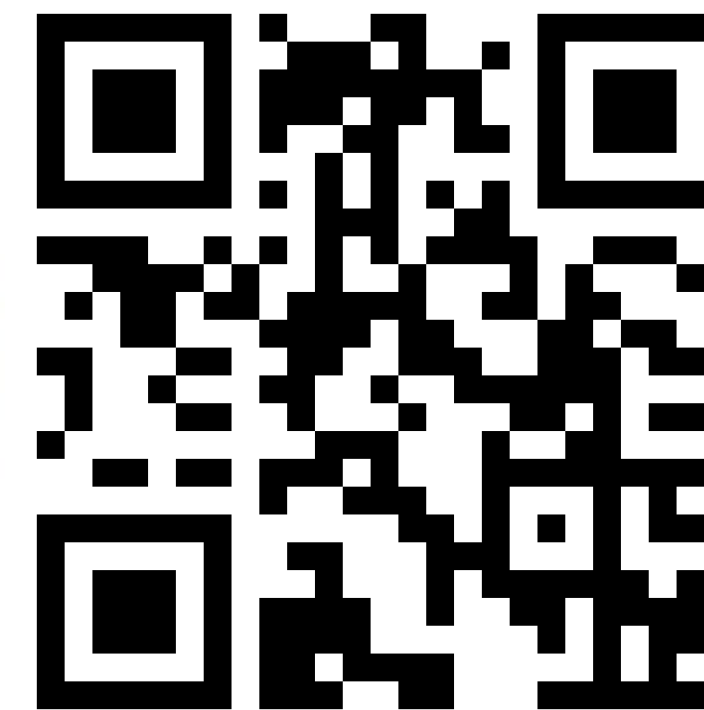
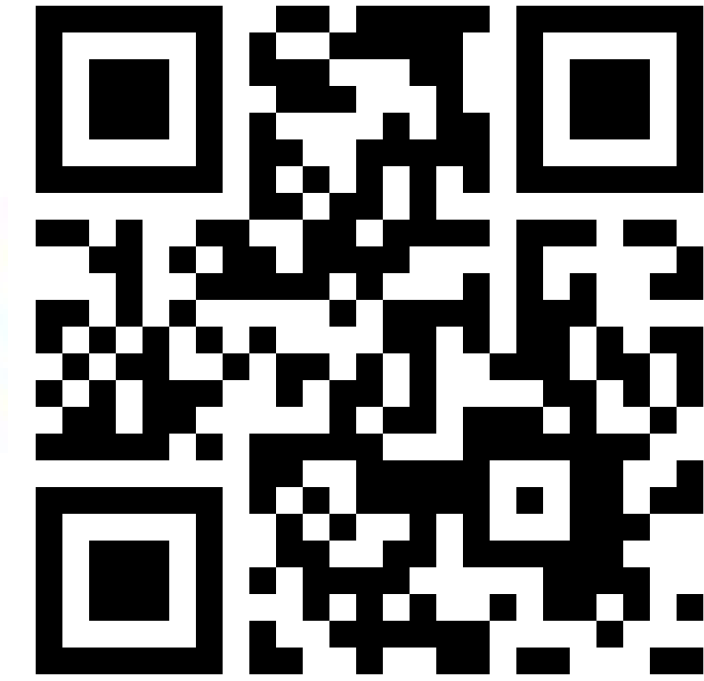
Other Business

▶ **Adjournment**

ADJOURNMENT



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