

Finance Committee Meeting

April 20, 2022



4/20/22 FINANCE COMMITTEE MEETING DETAILS

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of Minutes

Information / Discussion / Action Items

Other Business

Adjournment

What: Finance Committee Meeting

When: Wednesday, April 20, 2022
2:30 p.m. – 4:00 p.m.

Where: Virtual via Zoom:

Link: <https://careersourcecf.zoom.us/j/89221412793?pwd=cERWSU85UFJOOWQrMkhKcVZnbjd1QT09>

Dial In: 1 (929) 205-6099 / Meeting ID: 823 1791 8482

Passcode: 431853

Adjournment

Meeting Details

Meeting Agenda

► Welcome

Roll Call

Public Comment

Approval of
Minutes

Information /
Discussion /
Action Items

Other Business

Adjournment

WELCOME



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ROLL CALL



Meeting Details

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PUBLIC COMMENT



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APPROVAL OF MINUTES





DRAFT
Audit and Finance Committees' Virtual Meeting

Tuesday, February 8, 2022
2:30 p.m.

MINUTES

MEMBERS PRESENT: Sheri Olson, Eric Ushkowitz, Lorie Bailey-Brown, Glen Casel, Keira des Anges, Leslie Felix, Wendy Ford, Shawn Hindle, Manuel Rascon, Angela Rex,

MEMBERS ABSENT: Wendy Brandon, Glen Casel, Kristy Mullane, Matt Walton and Fred Winterkamp

STAFF PRESENT: Pam Nabors, Mimi Coenen, Leo Alvarez, Sean Masherella and Kaz Kasal

GUESTS PRESENT: Tony Grau / Grau & Associates

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Ms. Olson, Audit Committee Chair, called the meeting to order at 2:33 pm.	
2	Roll Call / Establishment of Quorum Ms. Kasal, CSCF Executive Coordinator, reported a quorum present with both the Audit and Finance Committees.	
3	Public Comment None Offered.	
4	Approval of Minutes Audit Committee reviewed the minutes from the 10/5/21 Audit & Finance Committees' meeting. Finance Committee reviewed the minutes from the 10/5/21 Audit & Finance Committees' meeting.	Mr. Hindle made a motion to approve the minutes from the 10/5/21 Audit and Finance Committees' meeting. Ms. Ford seconded; motion passed unanimously. Mr. Hindle made a motion to approve the minutes from the 10/5/21 Audit and Finance Committees' meeting. Mr. Casel seconded; motion passed unanimously.
5	Information	
	<u>Presentation from Grau & Associates</u> <ul style="list-style-type: none"> Reviewed presentation entitled "CareerSource Central Florida Workforce Board Audit - Fiscal Year End 6/30/2021" (attachment) provided by Mr. Tony Grau with Grau & Associates, CSCF's independent auditor. 	Committee concurred to move to CSCF Board for final approval and acceptance of the 2 CFR 200 Audit Report for Fiscal Year 2020-2021



	<p>Highlights from audit wrap-up presentation:</p> <ul style="list-style-type: none"> ○ Unmodified opinion on compliance ○ No findings ○ No significant deficiencies or material weaknesses <p><u>DEO Monitoring Results (FY 2020-2021)</u></p> <ul style="list-style-type: none"> • Reviewed memo summarizing FY 2020-2021 DEO monitoring results for both program and fiscal (attachment). <p><u>Procurement of Audit Services</u> Reviewed action memo on procurement process for Audit Services (attachment) and recommendation to negotiate with selected firm.</p> <p><u>Procurement of MFD Copier Replacement</u> Reviewed action memo on procurement process for MFD Copier Replacement (attachment) and recommendation to negotiate with selected vendor.</p> <p><u>Procurement of Laptop/Docking Station Replacement</u> Reviewed action memo on procurement process for Laptop/Docking Station Replacement (attachment) and recommendation to negotiate with selected vendors.</p> <p><u>Retirement Plan – 403(b) Audit Results</u> Reviewed retirement plan 403(b) audit results (attachment) which resulted in a clean report, no issues.</p> <p><u>Mid-Year Financials</u></p> <ul style="list-style-type: none"> • Reviewed financials through 12/31/21, as well as mid-year comparison current year vs. previous year (attachment). Overall, tracking 12% behind but will catch up during 2nd half of year. 	<p>Ms. Bailey-Brown made a motion to approve for Board's final approval for staff to negotiate with the highest evaluated proposer for Audit Services: Cherry Bakaert LLP. Mr. Hindle seconded; motion passed unanimously.</p> <p>Ms. des Anges made a motion to approve for Board's final approval for staff to negotiate with the highest evaluated proposer for MFD Copier Replacement: SISSINE's. Mr. Hindle seconded; motion passed unanimously.</p> <p>Mr. Hindle made a motion to approve for Board's final approval for staff to negotiate with the two highest evaluated proposers for Laptop/Docking Station Replacement: SHI and CDW-G. Ms. des Anges seconded; motion passed unanimously.</p>
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	<u>Budget Adjustment</u> <ul style="list-style-type: none"> Reviewed budget adjustment of additional funding (attachment). <u>Transfer of WIOA Adult/DW Funding</u> <ul style="list-style-type: none"> Reviewed action memo on transfer of WIOA Adult/DW funding (attachment). 	<p>Ms. des Anges made a motion to approve for Board's final approval Budget Adjustment from \$42M to \$45M, as presented. Mr. Hindle seconded; motion passed unanimously.</p> <p>Ms. des Anges made a motion to approve for Board's final approval to add transfer of funds flexibility between WIOA Adult and Dislocated Worker (DW) funding, as presented. Mr. Ushkowitz seconded; motion passed unanimously.</p>
6	Other Business None offered.	
7	Adjournment Meeting adjourned at 3:40 p.m.	

Respectfully submitted,

Kaz Kasal
 Executive Coordinator

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Other Business

Adjournment

INFORMATION / DISCUSSION / ACTION ITEMS





Action Item

To: Finance Committee
From: Leo Alvarez, CFO
Subject: Temporary Staffing & Payroll Services RFP Review Team Results and Recommendation
Date: April 20, 2022

Purpose:

The purpose of this memo is to provide a summary of CareerSource Central Florida's procurement process for temporary staffing and payroll services. Based on the responses received, the Review Team is making a recommendation to complete negotiations with the selected firms.

Background:

The purpose of this Request for Proposals (RFP) is to solicit proposals from qualified organizations interested in contracting to provide temporary staffing and payroll services. Selected Proposer will perform the role of employer of record for temporary employment opportunities for CareerSource Central Florida, as part of its training strategies for job seekers. The RFP was released via the company website for a 48-day duration beginning January 11, 2022, with a bid closing date of February 28, 2022, in conjunction with publishing a legal notice in Orlando Sentinel. The RFP was based on specifications developed by the CareerSource team.

Advance notification of legal notice publication for temporary staffing & payroll services RFP was provided to twenty-four (24) vendors capable of providing temporary staffing & payroll services. Proposals were submitted by the following: (1) 22nd Century Technologies, (2) Advantage XPO, (3) Abacus Staffing, (4) Apple One (5) Atrium Payroll Services (6) Express Employment Professionals (7) Manpower (8) Spectrum Industries, LLC (9) The Reserves Network (10) Worker Bees Staffing and (11) GL Staffing.

The Review Team reviewed submitted proposals then met. Each team member provided individual scores for each Proposer. Based on the average scores below are the top three proposals:

SUMMARY OF EVALUATED - RANK BY PROPOSER		
<i>Proposer Name</i>		
Manpower	22 nd Century	Apple One

Action:

The Review Team is recommending that approval be granted allowing the flexibility to interview and negotiate with the top three evaluated proposers.



Action Item

To: Finance Committee
From: Leo Alvarez, CFO
Subject: Case Management/Training System RFP Review Team Results and Recommendation
Date: April 20, 2022

Purpose:

The purpose of this memo is to provide a summary of CareerSource Central Florida's procurement process for Case Management/Training System software. Based on the responses received, the Review Team is making a recommendation to complete negotiations with the selected firm.

Background:

The purpose of this Request for Proposals (RFP) is to identify a vendor to provide a content-rich, user-friendly, customizable case management system integrated with a learning/training platform with the tools and functionality that will provide CareerSource Central Florida (CSCF) the ability to track and update participant skills (both occupational and soft skills), conduct assessments, offer career consulting, and support case management. The RFP was released via the company website for a 24-day duration beginning March 11, 2022, with a bid closing date of April 4, 2022, in conjunction with publishing a legal notice in Orlando Sentinel. The RFP was based on specifications developed by the CareerSource team.

Advance notification of legal notice publication for the case management/training system RFP was provided to thirty-one (31) firm representatives deemed capable of providing a case management/training system. Proposals were submitted by the following: (1) Career Edge, (2) Geographic Solutions.

The Review Team reviewed submitted proposals then met. Each team member provided individual scores for each Proposer. Based on the average scores below is the ranking of the proposals:

SUMMARY OF EVALUATED - RANK BY PROPOSER	
<i>Proposer Name</i>	
Career Edge	Geographic Solutions
Ranking 1	2

Action:

The Review Team is recommending that approval be granted to negotiate with the highest evaluated proposer: Career Edge



Action Item

To: Finance Committee

From: Leo Alvarez, CFO

Subject: Retirement Plan/Healthcare & Employee Benefits Broker Services RFP Review
Team Results and Recommendation

Date: April 20, 2022

Purpose:

The purpose of this memo is to provide a summary of CareerSource Central Florida's procurement process for Retirement Plan/Healthcare and Employee Benefits Broker Services. Based on the responses received, the Review Team is making a recommendation to complete negotiations with the selected firms.

Background:

The purpose of this Request for Proposals (RFP) is to solicit proposals from qualified organizations interested in contracting with CSCF to provide a retirement plan investment advisor and plan consultant to provide services including investment advice on the selection and monitoring of appropriate asset classes and investment options and general plan consulting. In addition to the retirement plan broker services, CSCF is soliciting proposals from innovative insurance brokerage companies who specialize in guiding organizations through the complexities of healthcare and other employee benefits. The RFP was released via the company website for a 22-day duration beginning March 22, 2022, with a bid closing date of April 13, 2022, in conjunction with publishing a legal notice in Orlando Sentinel. The RFP was based on specifications developed by the CareerSource team.

Advance notification of legal notice publication for the retirement plan/healthcare and employment benefits broker services RFP was provided to twenty-three (23) firm representatives deemed capable of providing these services. Proposals were submitted by the following: (1) Dickinson Wealth Services-Raymond James Financial (2) BCA Investment Advisors (3) Brown & Brown of Florida Inc. (4) Gehring Group (5) Protocol Health (6) Qualified Advisory Group-Ameriprise Financial Services (7) Sage View Advisory Group (8) One Digital and (9) NFP Retirement Inc.

The Review Team reviewed submitted proposals then met. Each team member provided individual scores for each Proposer. Based on the average scores below are the top two proposals:

SUMMARY OF EVALUATED - RANK BY PROPOSER	
<i>Proposer Name</i>	
One Digital	Gehring Group

Action:

1. Retirement Broker: Staff recommends that the Finance Committee select One Digital for retirement Broker services.
2. Employee Benefits: The Review Team is recommending that approval be granted allowing the flexibility to interview and negotiate with the top two evaluated proposers.

CareerSource Central Florida
Budget Versus Actual Report
As of 03/31/22

CSCF Budget FY 2021 - 2022		INDIRECT COST	RESEA	WIOA Adult	Youth	WIOA DW	WT	TAA	SNAP	WP	DVOP	LVER	Special Grants/ Other Awards	NEG COVID	Level Up Orange	Osceola CARES	At Risk Floridians	Project Opioid	UNRESTRICTED			
Funding Sources	Total Revenue		119	20	22	30	60	81	85	90	94	98										
Carry In Funds From FY 20 - 21	11,453,123		248,854	1,123,107	-	3,403,535	2,641,560	114,228	192,720	368,146	-	-			3,358,197	-	-					
FY 21 - 22 Award	51,791,304		741,973	5,979,028	4,834,994	6,061,887	7,105,664	98,958	610,000	2,511,320	108,700	143,615		514,176	7,000,000	10,300,000	750,000	2,500,000	2,530,990	-		
Award Total - Available Funds	63,244,428		990,827	7,102,135	4,834,994	9,465,422	9,747,224	213,186	802,720	2,879,466	108,700	143,615		514,176	10,358,197	10,300,000	750,000	2,500,000	2,530,990	-		
LESS planned Carryover For FY 22 - 23	(18,244,428)	-	(1,600,000)	(644,428)	(3,000,000)	(1,500,000)	-	-	-	-	-		-	-	(7,500,000)	(500,000)	(2,000,000)	(1,500,000)				
Total Available Funds Budgeted	45,000,000	990,827	5,502,135	4,190,566	6,465,422	8,247,224	213,186	802,720	2,879,466	108,700	143,615		514,176	10,358,197	2,800,000	250,000	500,000	1,030,990	-	Actual Expenditures	% of Expenditures	
PROGRAM	Authorized Budget																					
Salaries/Benefits	17,193,000	1,484,918	457,157	3,190,823	1,503,284	333,399	1,836,338	4,454	484,316	388,470	94,079	88,632	131,301	838,587	109,070	-	-	233,869	117,898	11,405,665	66.3%	
Program Services	21,000,000	656	792	2,286,109	1,158,696	1,041,919	1,960,385	42,936	1,082	2,907	2,239	2,134	287,725	2,521,662	277	-	-	96,245	154	9,406,195	A44.8%	
Professional Services	1,315,000	206,634	12,362	90,436	44,546	8,786	47,544	494	13,485	43,652	9,694	8,182	5,326	24,283	2,397	-	-	6,131	30,963	563,444	42.8%	
Outreach	500,000	14,790	5,656	65,439	42,090	3,624	23,364	194	6,134	18,507	4,908	9,824	908	29,281	663	-	-	18,798	281	245,125	49.0%	
Infrastructure/Maintenance & Related Cost	3,000,000	127,499	17,401	148,128	63,842	11,701	69,719	690	18,993	1,200,437	11,899	19,563	2,880	36,215	2,975	-	-	8,884	55,018	1,798,821	60.0%	
IT Cost/Network Expenses	1,587,000	88,458	30,112	217,320	104,179	20,984	97,069	1,310	32,569	104,631	20,988	20,024	28,082	57,629	46,177	-	-	13,584	10,389	939,683	59.2%	
Staff Development & Capacity Building	405,000	50,170	5,125	72,660	20,133	3,633	21,813	196	5,984	20,886	4,803	4,064	760	11,382	1,391	-	-	3,003	37,749	265,178	65.5%	
Indirect Cost (10%)		(2,076,042)	52,819	607,302	284,598	87,170	395,275	5,027	59,126	69,491	14,860	14,844	45,471	360,106	16,305	-	-	38,090	25,556			
EXPENDITURES	45,000,000	(102,917)	581,425	6,678,216	3,221,370	1,511,216	4,451,508	55,301	621,688	1,848,981	163,470	167,267	502,454	3,879,146	179,255	-	-	418,605	278,010	24,624,111	54.7%	
TOTAL AVAILABLE FUNDS	20,375,889	102,917	405,701	(189,803)	813,397	3,794,928	3,780,745	157,773	178,100	1,110,588	(37,633)	(25,398)	75,071	6,479,051	2,620,745	250,000	500,000	1,030,990	(278,010)			
% OF FUNDS EXPENDED BY GRANT	54.7%		59.1%	103.4%	80.6%	41.3%	54.2%	26.0%	77.8%	61.4%	134.6%	117.7%	85.4%	37.5%	6.4%	0.0%	0.0%	0.0%	#DIV/0!			
% OF FUNDS EXPENDED (INCLUDING OBLIGATIONS)	61.0%																					
TRAINING OBLIGATIONS	\$	% of Budget	A - The states mandates that 30% of total WIOA adult and dislocated worker funds are spent in client intensive training activities.																			
Training Expenditures as of 03/31/22	9,406,195	A44.8%																				
Obligations (Training not yet billed by vendors)	2,823,715	13.4%																				
Total Training & Expenditures	12,229,910	58.2%	B - The state mandates that total administrative cost are not to exceed 10% of total cost.																			
	ACTUAL	TARGET																				
ITA % (Adult DW)	40.1%	30.0%																				
ITA% (Youth)	19.5%	20.0%																				
ADMINISTRATIVE COST %	9.0%	10.0%																				

CareerSource Central Florida
Current Year Budget and 2 yr Expenditure Comparison
As of 03/31/22

	CY	PY	\$	%
Funding Sources	Revenue	Revenue	Difference	Difference
Carry In Funds From FY 20 - 21	11,453,123	10,000,000	1,453,123	
FY 21 - 21 Award	51,791,304	40,500,000	11,291,304	
Award Total - Available Funds	63,244,427	50,500,000	12,744,427	
LESS planned Carryover For FY 22 - 23	(18,244,427)	(8,000,000)	(10,244,427)	
Total Available Funds Budgeted	45,000,000	42,500,000	2,500,000	5.9%

	Budget	CY Expenditures	PY Expenditures	\$ Difference	% Difference
Salaries/Benefits	17,193,000	11,296,595	10,164,585	1,132,010	11.1%
Career & Youth Services	21,000,000	9,405,918	16,601,903	(7,195,985)	-43.3%
Professional Fees	1,315,000	554,916	1,169,301	(614,385)	-52.5%
Outreach	500,000	244,463	310,569	(66,106)	-21.3%
Infrastructure/Maintenance & Related Cost	3,000,000	1,795,846	1,712,654	83,192	4.9%
IT Cost/Network Expenses	1,587,000	893,505	928,266	(34,761)	-3.7%
Staff Development & Capacity Building	405,000	263,786	156,790	106,996	68.2%
TOTAL EXPENDITURES	45,000,000	24,455,029	31,044,068	(6,589,039)	-21.2%

	BUDGET	CY ACTUAL	PY ACTUAL
ITA %	30.0%	40.0%	47.8%
ADMINISTRATIVE COST %	10.0%	9.0%	8.6%



MEMORANDUM

To: Finance Committee
From: Leo Alvarez
Subject: CareerSource Central Florida – Fiscal Year 2022-2023 Budget Timeline
Date: April 20, 2022

Purpose:

The purpose of this Memo is to provide a timeline for approval of CareerSource Central Florida's fiscal year 2022-2023 budget.

Background:

In order to support timely implementation of the annual program year budget, CareerSource Central Florida's leadership is working hand in hand with the Finance and Career Services Committees to develop a detailed provisional budget. This provisional budget will then be presented to the Consortium and Board of Directors on June 23, 2022 for approval.

In order to meet the implementation deadlines, the following budget timeline has been established:

- **May 26, 2022:** Budget Workshop to establish budget priorities
- **June 8, 2022:** Finance Committee meeting to finalize budget
- **June 9, 2022:** Draft budget to Board of Directors and Consortium for review
- **June 23, 2022:** Budget presented to Board of Directors and Consortium for approval

REVENUE BUDGET COMPARISON

FY 2022-23 PROJECTIONS VS. PRIOR YEAR

	<u>FY2022-23</u>	<u>FY2021-22</u>	<u>DIFFERENCE</u>	<u>%</u>
Reserves from Prior Year	\$28,000,000	\$11,453,123	\$16,546,877	
Current Year Funding Allocation	\$27,000,000	\$40,741,304	(\$11,241,304)	
Orange County – ARPA	\$ ---	\$10,300,000	(\$10,300,000)	
Osceola County – CARES	\$ ---	\$750,000	(\$750,000)	
CSF – At Risk Floridians	\$ ---	\$2,500,000	(-2,500,000)	
Available Revenue	\$55,000,000	\$63,244,427	(\$8,244,427)	
Planned Reserves For FY 23 - 24	(\$10,000,000)	(\$18,244,427)	\$8,244,427	
Total Budget	\$45,000,000	\$45,000,000	\$0	0%

[RETURN TO AGENDA](#)



Action Item

To: Finance Committee
 From: Leo Alvarez
 Subject: CareerSource Central Florida – Employee Benefits
 Date: April 20, 2022

Purpose:

To provide an update to the Finance Committee regarding the Fiscal Year 2022-2023 employee health benefits renewal.

Background:

CareerSource Central Florida staff met with the health benefits broker, OneDigital to discuss medical benefit renewal options. CareerSource Central Florida changed providers last year, moving the plan from CIGNA to FL Blue. The goal of the renewal process was to negotiate a favorable rate and limit the disruption of changing plans after one year. Below is a summary of the renewal process:

Medical:

- The loss ratio for the Florida Blue plans (claims vs premiums) ran at 85% over the last 6-month period (7/1/21-12/31/21). When combined with the Cigna plan, the loss ratio for the last 12-month period ran at 104.6% (1/1/21 – 12/31/21)
- There were several large claimants that factored into the renewal increase and several are predicted to be ongoing, including three cancer claimants. Four new large claimants emerged after the renewal was delivered.
- Cigna's initial renewal called for a 7.3% increase, which OneDigital was able to negotiate to a 4.1% increase for the current plan design options.
- CSCF and One Digital met with Florida Blue to further negotiate rates and explore ways to further enhance services to employees based on first year experiences.
- To retain the business, Florida Blue offered a final renewal increase of 2% with no change to current plans
- The 2% renewal increase amounts to approximately \$58k annually.

Dental and Vision:

- MetLife's initial dental plan increase was a 4.5%, and OneDigital negotiated to no increase for dental
- The Vision insurance plan is in a two-year rate guarantee with MetLife
- Life and Disability insurance plans are in a two-year rate guarantee with The Hartford

Action:

1. Staff recommends that the Finance Committee select Florida Blue as the healthcare provider with a 2% increase in rates from prior year.
2. Staff recommends that the Finance Committee select MetLife for dental and vision and The Hartford for Life and Disability coverage at the same rates as prior year.

CareerSource Medical Renewal Benefit Summary Effective July 1, 2022

PROVIDER	Florida Blue	Florida Blue	Florida Blue	Florida Blue
PLAN TYPE	BlueCare H S A 122/123	BlueOptions 05172/051731 H S A	BlueCare 48	BlueOptions 05904
	BlueCare HMO	BlueOptions H S A	BlueCare HMO	BlueOptions PPO
IN-NETWORK				
DEDUCTIBLE & MAXIMUMS				
Calendar Year Deductible (individual/family)	\$2,000/\$4,000	\$2,000/\$4,000	\$1,500/\$3,000	\$1,500/\$3,000
Coinsurance (carrier/individual)	100%/0%	100%/0%	80%/20%	80%/20%
Calendar Year Out of Pocket Maximum (individual/family)	\$4,000/\$8,000	\$4,000/\$8,000	\$3,000/\$6,000	\$3,000/\$6,000
Out of Pocket Maximum Includes	Deductible, Coinsurance, Copays	Deductible, Coinsurance, Copays	Deductible, Coinsurance, Copays	Deductible, Coinsurance, Copays
Lifetime Maximum	Unlimited	Unlimited	Unlimited	Unlimited
PHYSICIAN SERVICES				
Primary Care Office Visit	0% after deductible	0% after deductible	Value Choice \$0 copay; All other \$35 copay	Value Choice \$0 copay; All other \$35 copay
Specialist Office Visit	0% after deductible	0% after deductible	Value Choice \$20 copay; All other \$65 copay	Value Choice \$20 copay; All other \$65 copay
Preventive Care (services defined by carrier)	100% Covered	100% Covered	100% Covered	100% Covered
HOSPITAL SERVICES				
Inpatient Hospitalization	0% after deductible	0% after deductible	20% after deductible	20% after deductible
Outpatient Surgery	0% after deductible	0% after deductible	Ambulatory Surgical Center- \$250 copay + Radiology, Pathology and Anesthesiology \$65 copay & Physician copay \$35/\$65; Outpatient Hospital- 20% after deductible	20% after deductible
DIAGNOSTIC SERVICES				
X-ray	0% after deductible	0% after deductible	Independent Clinical Lab- \$0; Value Choice Specialist- \$20 copay	Independent Clinical Lab- \$0; Value Choice Specialist- \$20 copay
Labs	0% after deductible	0% after deductible	Independent Diagnostic Facility- \$50 copay; Outpatient Hospital Facility- 20% after deductible	Independent Diagnostic Facility- \$65 copay; Outpatient Hospital Facility- 20% after deductible
MRI, CT Scan, Ultrasound	0% after deductible	0% after deductible	Independent Diagnostic Testing or Physician office \$300 copay; Outpatient Hospital Facility- 20% after deductible	Physician Office - \$450 copay; Independent Diagnostic Testing- \$250 copay; Outpatient Hospital Facility- 0% after deductible
EMERGENCY SERVICES				
Emergency Room Visit	0% after deductible	0% after deductible	\$250 copay	\$250 copay
Urgent Care Visit	0% after deductible	0% after deductible	Value Choice \$0 First 2 visits; All other \$75 copay	Value Choice \$0 First 2 visits; All other \$75 copay
OTHER BENEFITS				
Rx (Tier 1/Tier 2/Tier 3) Mail Order (Tier 1/Tier 2/Tier 3)	After Deductible; \$10/\$50/\$80 30 Day Supply; Mail Order 2.5X 90 Day Supply	After Deductible; \$10/\$50/\$80 30 Day Supply; Mail Order 2.5X 90 Day Supply	\$10/\$50/\$80 30 Day Supply \$25/\$125/\$200 90 Day Supply	\$10/\$50/\$80 30 Day Supply \$25/\$125/\$200 90 Day Supply
NON NETWORK				
Calendar Year Deductible (individual/family)	N/A	\$4,000/\$8,000	N/A	\$3,000/\$6,000
Coinsurance (carrier/individual)	N/A	80%/20%	N/A	50%/50%
Calendar Year Out of Pocket Maximum (individual/family)	N/A	\$8,000/\$16,000	N/A	\$6,000/\$12,000
Lifetime Maximum	N/A	Unlimited	N/A	Unlimited
Physician Office Visit	N/A	20% after deductible	N/A	50% after deductible
Inpatient Hospitalization	N/A	20% after deductible	N/A	50% after deductible
Outpatient Surgery	N/A	20% after deductible	N/A	50% after deductible
Diagnostic Services	N/A	20% after deductible	N/A	50% after deductible
Emergency Room Visit	0% after deductible	0% after deductible	\$250 copay	\$250 copay
PREMIUMS				
Current Employee Participation	# Enrolled	# Enrolled	# Enrolled	# Enrolled
Employee	32	22	31	16
Employee + Spouse	4	4	8	5
Employee + Child(ren)	9	4	17	4
Employee + Family	10	3	10	3
Total Enrollment	55	33	66	28
Current Monthly Premiums*				
Employee	\$723.14	\$846.33	\$826.07	\$890.86
Employee + Spouse	\$1,498.59	\$1,799.54	\$1,966.05	\$2,120.25
Employee + Child(ren)	\$1,208.94	\$1,451.74	\$1,586.06	\$1,710.45
Employee + Family	\$2,014.90	\$2,419.55	\$2,643.43	\$2,850.75
Total Monthly Premiums	\$60,164	\$38,883	\$94,734	\$40,249
Total Annual Premiums	\$721,972	\$466,596	\$1,136,807	\$482,989
Total Annual Premiums (Combined)	\$2,808,363			
Renewal - Monthly Premiums*				
Employee	2.076%	2.076%	2.076%	2.076%
Employee	\$738.15	\$863.90	\$843.22	\$909.35
Employee + Spouse	\$1,529.70	\$1,836.90	\$2,006.87	\$2,164.27
Employee + Child(ren)	\$1,234.04	\$1,481.88	\$1,618.99	\$1,745.96
Employee + Family	\$2,056.73	\$2,469.78	\$2,698.31	\$2,909.93
Total Monthly Premiums	\$61,413	\$39,690	\$96,701	\$41,085
Total Annual Premiums	\$736,959	\$476,283	\$1,160,409	\$493,015
Total Annual Premiums (Combined)	\$2,866,666			
Variance in \$\$	\$58,302			
Variance in %	2.076%			

Initial increase: 7.3%
*HSA plan rates do not include \$4.95 PEPM administration fee

NOTE: This is not an insurance contract or Benefit Booklet. The above Benefit Summary is only a partial description of the many benefits and services covered by the insurance carrier. For a complete description of benefits and exclusions, please review the Benefits Booklet and Schedule of Benefits; its terms prevail.



MEMORANDUM

To: Finance Committee
From: Leo Alvarez
Subject: CareerSource Central Florida – Streamline and Upgrade Financial ERP System
Date: April 20, 2022

Purpose: The purpose of this Memo is to provide an update to CareerSource Central Florida's Finance Committee of staff's intent to upgrade the CSCF's Finance ERP systems.

Background: CareerSource Central Florida currently utilizes Abila MIP as its main accounting system. Over the years additional ancillary systems have been added to support the organizational needs, bringing the total number of accounting software systems to five. In the last six months staff has been conducting discovery and exploring solutions to upgrade the ERP system. Staff has engaged the current system vendors, as well as identified Oracle NetSuite and Sage Intacct as potential new systems. Below is a list of benefits of changing to a new ERP system:

- One application versus five - All functions are integrated in one system - less manual process.
- Interface is more modern – Automate reporting and dashboards
- Cloud-based
- Easier remote access
- CSCF won't need to maintain server
- Disaster recovery simplified
- Moves responsibility for data security to vendor
- Annual license cost is less

<u>Comparative Analysis</u>	- <u>Implementation</u>		<u>Annual</u>
	<u>Cost</u>		
Current System	\$ -		\$ 86,036
NetSuite	\$ 68,637		\$ 70,621
Sage Intacct	\$ 59,625		\$ 82,876

Next Steps:

- Complete discovery
- Bring final recommendation to the Finance Committee in June 2022
- Implementation of new system by January 2023

Meeting Details

Meeting Agenda

Welcome

Roll Call

Public Comment

Approval of
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Adjournment

OTHER BUSINESS



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ADJOURNMENT



THANK YOU!



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