

# **Executive Committee Virtual Meeting**

**April 20, 2023**



# 4/20/23 EXECUTIVE COMMITTEE MEETING DETAILS

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**What:** Executive Committee Meeting

**When:** Thursday, April 20, 2023  
2:00 p.m. – 3:30 p.m

**Where:** Virtual via Zoom:

**Link:** <https://careersourcecf.zoom.us/j/88219231758?pwd=WDJDdbXo2U092ZGhVNi8vK3JNSFJSQT09>

Dial In: 1 (929) 205-6099 / Meeting ID: 882 1923 1758  
Passcode: 149135



# 4/20/23 EXECUTIVE COMMITTEE VIRTUAL MEETING AGENDA

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Agenda Item	Topic	Presenter	Action Item
1.	Welcome	Jody Wood	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Approval of Minutes A. <a href="#">2/16/23 Executive Committee Meeting</a>	Jody Wood	X
5.	Information / Discussion / Action Items	Jody Wood / Pam Nabors	
	A. Chair's / President's Update		
	B. Action / Discussion Item 1) <a href="#">Fiscal Year 2023-2024 Health Insurance Plan Renewal Update</a>	Leo Alvarez	X
	C. Committee Reports: <i>Deferred to 6/15/23 Executive Committee Meeting</i>		
	D. <a href="#">4/24/23 Board Meeting &amp; Retreat Agendas</a>		
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 16, 2023, 2:00 p.m.

**MINUTES**

**MEMBERS PRESENT:** Jody Wood, Andrew Albu, Jeff Hayward, Eric Jackson, David Sprinkle, Sheri Olson, Eric Ushkowitz and Matt Walton

**MEMBERS ABSENT:** Richard Sweat

**STAFF PRESENT:** Pam Nabors, Leo Alvarez, Nilda Blanco, Steven Nguyen, Lorri Shaban, Emily Kruszewski, Andrea Wasser-Brawner, Sean Masherella, Sheril Capleton and Vanessa Nogueira

Agenda Item	Topic	Action Item / Follow Up Item
1	<b>Welcome</b> Ms. Wood, CSCF Chair, called the meeting to order at 3:00 p.m.	
2	<b>Roll Call / Establishment of Quorum</b> Ms. Nogueira, Executive Assistant reported a quorum present.	
3	<b>Public Comment</b> None offered.	
4	<b>Approval of Minutes – 12/8/22 Executive Committee Meeting</b> <ul style="list-style-type: none"> <li>• Reviewed minutes (attachment).</li> </ul>	<b>Mr. Hayward made a motion to approve the draft minutes from the 12/8/22 Executive Committee meeting. Mr. Walton seconded; motion passed unanimously.</b>
5	<b>Information / Discussion / Action Items</b> <b>Chair's Report</b> Ms. Wood commended CSCF staff for the success of the Workforce Summit on 2/7/23 at Valencia College. <b>President's Report</b> Ms. Nabors, CEO, reviewed the following: <ul style="list-style-type: none"> <li>• #1 position in region- Ranking A. Goal is to maintain momentum to keep A</li> <li>• FORTE event 3/7/23 at Amway Center</li> <li>• CSCF is partnered with Dress for Success to be located in West Orange Center.</li> <li>• USMC WDC: April 2023 Annual Meeting in Orlando. Invite will be sent to Board.</li> <li>• Board Retreat scheduled for 4/24/23.</li> <li>• Region changes: No impact/changes to our region. Consolidation proposals from 24 to 21, 19 or 16.</li> <li>• No further follow up to grievance that came forward in December.</li> <li>• CSF new CEO: Adrienne Johnston</li> </ul>	



**Committee Reports****Audit**

Ms. Olson, Audit Committee Chair, reported the following:

- Met on 1/18/23 jointly with Finance Committee
- Reviewed final audit report from Cherry Bekaert, CSCF independent auditor. No financial findings/deficiencies
- Reviewed DEO Monitoring results: no findings under financials; only a few findings under programs which have been internally corrected.

**Career Services**

Mr. Abu, Career Services Committee Chair, stated Career Services Committee will meet end of March.

**Community Engagement**

Mr. Sprinkle, Community Engagement Committee Chair, stated the following:

- Met on [2/2/23](#)
- Reviewed outreach activities to date and discussed strategies.
- Reviewed customer satisfaction survey results committee concurred for increased customer [engagement](#)

**Facilities Ad Hoc**

Mr. Walton, Facilities Ad Hoc Committee Chair, stated the following:

- Toured Lake Center
- Plans to visit another Career Center

**Finance Committee**

Mr. Ushkowitz, Finance Committee Chair, had to leave the meeting early. Leo Alvarez reported the following on his behalf:

- Met on 1/18/23, jointly with Audit Committee
- Reviewed mid-year financials: on track at 49.2%
- Approved budget adjustment from \$45M to \$46.5M
- Reviewed [1-3 year](#) strategy of HR benefits

**Governance**

Mr. Sweat, Governance Committee Chair, was not present for the meeting. Mrs. Nabors reported the following on his behalf:

- Met on [1/11/23](#)
- Reviewed proposed revisions to the bylaws [update](#)
- Reviewed Board engagement metrics: on track.

	<p><b>Revenue Diversity and New Markets</b> Mr. Jackson, Revenue Diversity and New Markets Committee Chair, stated no new reports.</p> <p><b>12/15/22 Board Meeting Agenda:</b></p> <ul style="list-style-type: none"> <li>• Reviewed Board Agenda (Attachment)</li> <li>• Tour of Jewett Center to follow Board Meeting</li> </ul>	
6	<p><b>Other Business</b> None offered.</p>	
7	<p><b>Adjournment</b> Meeting adjourned at 2:45 pm.</p>	

Respectfully submitted,  
Vanessa Nogueira, Executive Assistant

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# INFORMATION / DISCUSSION / ACTION ITEMS





## Action Item

**To: Executive Committee**  
**From: Leo Alvarez**  
**Subject: CareerSource Central Florida – Employee Benefits**  
**Date: April 20, 2023**

**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:**

CareerSource Central Florida staff met with the health benefits broker, OneDigital, to discuss medical benefit renewal options. CareerSource Central Florida changed providers two years ago, moving the plan from CIGNA to FL Blue. The goal of the renewal process is to find the best plan option available for staff, negotiate a favorable rate and limit the disruption to the plans. Below is a summary of the renewal process:

**Medical:**

- The loss ratio for the Florida Blue plans (claims vs premiums) ran at 102% over the last 12-month period (11/1/2021 – 10/31/22), which is the latest dates of available data from Florida Blue. Over the most recent six months, the loss ratio was higher at 106%.
- There were several large claimants that factored into the renewal increase and several are predicted to be ongoing, including several cancer claims and an end state renal disease claimant.
- Florida Blue’s initial renewal called for a 21% increase, which OneDigital was able to negotiate to an 8.9% increase.
- Cigna was the only carrier to offer a competitive quote. By offering a triple plan option using Cigna’s broadest network, the increase would be 5.4%.
- After identifying Cigna as the only viable second option, based on the small difference in pricing, and the disruption in administration and to the end user to change carriers, staff is recommending that CSCF remain with Florida Blue as its healthcare provider.

	<b>Florida Blue</b>	<b>Cigna</b>
<b>Network</b>	BlueCare HMO and BlueOptions PPO are the two network options. The HMO platform is a smaller network, with some restrictions (electing a primary care physician, for example). The advantages of staying with Florida Blue would be no disruption to employees while preserving a long-term relationship with the carrier.	Two plan changes would be made to create an in-network only mid option plan. The deductible would increase from \$1,500 to \$2,000, and the out-of-pocket maximum would increase from \$3,000/\$6,000 to \$4,000/\$8,000. The two existing HDHP with HSA plans would be consolidated with in-network coverage but featuring Cigna’s national network – an enhancement for those in the HMO HSA plan today. Cigna's OAP network has a 97% match with CSCF’s top utilized providers.

<b>Wellness</b>	\$10,000 wellness budget	\$10,000 wellness budget
<b>Financial incentives</b>	Reduced renewal from a 21% to an 8.89% increase.	The renewal rate is 5.4% increase from current FL Blue rate. In addition, Cigna is offering a \$100,000 administration credit on the first invoice. They are also offering a rate cap for 2024 based on the medical loss ratio.

#### Current Benefits with Florida Blue

<b>PROVIDER PLAN TYPE</b>	<b>Florida Blue BlueCare H S A</b>	<b>Florida Blue BlueOptions H S A</b>	<b>Florida Blue BlueCare 48</b>	<b>Florida Blue BlueOptions 05904</b>
	<b>BlueCare HMO</b>	<b>BlueOptions H S A</b>	<b>BlueCare HMO</b>	<b>BlueOptions PPO</b>
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
Copays (PCP/SPEC/UC/ER)	N/A	N/A	\$35/\$65/\$75/\$250	\$35/\$65/\$75/\$250
OON Deductible/Coinsurance	N/A	\$4,000/\$8,000/80%	N/A	\$3,000/\$6,000/50%

Note: Dental, Vision, Life and Disability would remain the same as current.

# 4/24/23 BOARD OF DIRECTORS MEETING AGENDA

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Agenda Item	Topic	Presenter	Action Item
1.	Welcome - Pledge of Allegiance - Host Welcome	Jody Wood	
2.	Roll Call / Establishment of Quorum	Kaz Kasal	
3.	Public Comment		
4.	Consent Agenda A. <a href="#">1) 2/23/23 Board Meeting Draft Minutes</a> <a href="#">2) FY 23-24 Health Insurance Plan Renewal Update (Executive 4-20-23)</a> <a href="#">3) Transfer of WIOA Adult/DW Funding (Finance)</a> <a href="#">4) Finance Report (Finance)</a>	Jody Wood	X
5.	Information / Discussion / Action Items A. Committee Action Item: <a href="#">1) New Apprenticeships as Eligible Training Providers (Career Services)</a> B. Committee Reports: <i>Deferred to 6/22/23 Board Meeting</i>	Andrew Albu	X
6.	Other Business		
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## Upcoming Meetings:

**Consortium & Board Meeting**                      6/22/23                      9:00 a.m. - 11:00 a.m.

## **Committee Meetings:**

- Career Services                                      5/4/23                      3:00 p.m. – 4:30 p.m.
- Governance                                            5/10/23                      3:00 p.m. – 4:30 p.m.
- Budget Workshop                                    5/18/23                      2:00 p.m. – 4:00 p.m.
- Community Engagement                            5/25/23                      3:00 p.m. – 4:30 p.m.
- Revenue Diversity & New Markets                5/30/23                      1:00 p.m. – 2:30 p.m.
- Finance                                                6/7/23                        2:30 p.m. – 4:00 p.m.
- Executive                                              6/15/23                      2:00 p.m. – 3:30 p.m.

**CAREERSOURCE CENTRAL FLORIDA  
BOARD MEETING & RETREAT SCHEDULE  
DISNEY'S CORONADO SPRINGS RESORT  
APRIL 24, 2023**

<b>8:30 a.m. – 9:00 a.m.</b>	<b>Arrival &amp; Breakfast</b>
<b>9:00 a.m. – 9:30 a.m.</b>	<b>Board Meeting</b>
<b>9:30 a.m. – 9:45 a.m.</b>	<b>Break</b>
<b>9:45 a.m. – 12:30 p.m.</b>	<b>CSCF &amp; Curium - Presentation, Activities and Discussions</b>
<b>12:30 p.m. – 1:30 p.m.</b>	<b>Lunch</b>
<b>1:30 p.m. – 3:30 p.m.</b>	<b>CSCF &amp; Curium - Presentation, Activities and Discussions</b>
<b>3:30 p.m. – 4:30 p.m.</b>	<b>Reception</b>



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# ADJOURNMENT



# THANK YOU!



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