

CareerSource Pinellas Compensation Committee Meeting

Date: August 29, 2017, 9:30 a.m.
Location: Via Teleconference

Call to Order

Chairman Michael Mikurak called the meeting to order at 9:30am. There was a quorum present with the following Compensation Committee members participating.

Committee Members in attendance

Jack Geller; Aundre Green, William Griffiths, Dr. Bob Arnold

Committee Members not in attendance

Lenne Nicklaus-Ball, Bill Price

Staff Present

Alice Cobb, Anna Munro, Luna Jean-Pierre

Action Items

Action Item 1 – Approval of Minutes

The minutes of May 30, 2017 Compensation Committee meeting was presented for approval.

Motion: Jack Geller
Second: Bill Griffiths

*The minutes approved as presented.
The motion carried.*

Action Item 2 – Employee Safety Manual

Enclosed is the proposed “Employee Safety Manual” for CareerSource Pinellas and CareerSource Tampa Bay. The manual is a guide to safety policies and procedures to maintain a safety-conscious work environment and meets the requirements of State and Federal safety regulators that require employers to have a series of health and safety policies tailored to the hazards of the workplace. Adopting this safety manual will allow CareerSource Pinellas and CareerSource Tampa Bay to claim a percentage discount on our workers compensation insurance premium.

Motion: Aundre Green
Second: Dr. Bob Arnold

The Compensation Committee recommends the approval of the proposed Employee Safety Manual to be brought before the full Board of directors.

Action Item 3 – Employee Benefits Coverage

Our organization’s benefit year ends December 31, 2017. In preparation for this new benefit year, staff recently met with Cigna, our benefit provider and Arthur Gallagher, our benefit consultant. During this meeting we reviewed the demographics of the staff who selected benefits, the claim history for the past year, the use of emergency rooms vs urgent care centers, the loss ratio for our organization, etc. During this meeting, Cigna was not able to give staff a

definitive renewal proposal because all the claim factors had not yet been considered by their underwriting department. Please see attached summary of that review. If the renewal notice from Cigna, which should be received this Friday in advance of the Compensation Committee meeting, is too high of an increase in cost, Arthur Gallagher is proposing we go out to market. A reasonable basis to determine if we need to go out to market would be an increase in overall premiums of above 10%. If the proposed increase is greater than 10% Arthur Gallagher is recommending that we consider assigning them the task of seeking out and receiving proposals from various providers for medical, dental, vision, short term disability, long term disability, and life insurance and preparing a summary of those proposals for the committee's review. As staff must conduct an open enrollment for all benefit eligible staff during the month of November to prepare for any individual changes in time for the January 1, 2018 effective date, a decision on the provider of these benefits must be made in early October to ensure agreements are signed and benefit summaries prepared in time for the open enrollment.

Motion: Bill Griffiths
Second: Aundre Green

The Compensation Committee recommends extending the organization's contract with Cigna for one year.

Other Administrative Matters

No items were brought forward for action.

Information Item

None.

Public Comments

None.

Adjournment

The meeting was adjourned at 9:44 A.M.