



Human Resource Committee Meeting Minutes

CareerSource Tampa Bay
Oct 26, 2022 at 2:30 PM EDT

Attendance

Members Present (Remote):

Michael Bach, Benjamin Hom, Sophia West

Members Absent:

Andrea Cichon

Attendance

Members Present (Remote):

Sheila Doyle, John Flanagan, Barry Martin, Dolores Martinez, Tammy Stahlgren

Board Liaison Present (Remote):

Ken Jones

- I. Call to order, Welcome, and Roll Call (Presenters: Benjamin Hom)

Chair Ben Hom called the meeting to order at 2:34 p.m. There was a quorum present.

- II. Pledge of the Allegiance

Mike Bach led the Pledge of Allegiance.

- III. Public Comments (Presenters: Benjamin Hom)

There were none.

- IV. Action Items

- A. Approval of Minutes - May 25, 2022 Human Resource Meeting (Presenters: Benjamin Hom)

Motion:

To approve the minutes of the May 25, 2022 Human Resource Committee Meeting.

Motion moved by Sophia West and motion seconded by Michael Bach. Motion carried.

- B. 2023 Health Plan Renewal and Pricing (Presenters: Barry Martin)

Motion:

To approve the recommendation by CSTB staff:

(1) The health plan offerings, monthly rate premiums and ER and EE funding levels for all plan offerings for the 2023 Plan Year. CSTB will switch from Medcom to OCA to provide FSA, HSA and Cobra products and administration.

Motion moved by Michael Bach and motion seconded by Sophia West. Motion carried.

- Cigna - Final medical negotiations rate increase was 7%. CSTB will absorb 50% of the rate increase.
- Dental - 5% rate increase. CSTB will absorb 50% of the increase.
- Vision - 0% rate increase.
- 75 % participation rate.
- 72 employees enrolled.
- CSTB Turnover rate is about 30%; Benefits are not an issue in hiring or turnover.
- Passive enrollment.
- In 2022 staff were given a 3% pay increase due to the inflation rate, and a one time 4% cost of living increase.
- 401k match is good.

V. Discussion Items

A. 2023 Health Benefit Rate Sheet (Presenters: Barry Martin, Felicia Hernandez)

No discussion occurred.

VI. Other Administrative Matters

The Chair recommended that at the next meeting, staff will provide updates on the CSTB Handbook, and Executive Succession Planning. CSTB is currently rolling out professional training for managers.

VII. Adjournment

The meeting was adjourned at 3:18 p.m.

Minutes prepared by Tammy Stahlgren, Administrative Services Coordinator.