

**CareerSource Tampa Bay**  
**Minutes of Special Human Resource Committee Meeting**

**Date:** August 26, 2021  
**Location:** Zoom Meeting

**Call to Order and Introductions**

Chair Michael Bach called the meeting to order at 10:00 a.m. There was a quorum present with the following Human Resource Committee members participating.

**Board Members in attendance**

Mike Bach, Rick Bennett, and Sophia West.

**Board members not in attendance**

Andrea Cichon.

**Staff Present**

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

**Others**

Craig M. Urquhart, HUB International.

**BOCC Liaison/Representative**

Ken Jones.

The items are listed in the order of discussion.

▶ **Indicates Committee Action**

□ **Indicates Action Needed**

**Pledge of Allegiance**

The Pledge of Allegiance was led by Michael Bach.

**Public Comments**

There were none.

**Discussion Items**

1. Health Plan Update 2021.
  - Over the past year we had 44 employees were outsourced.
  - 75 current employees.
  - 72 employees currently using the current health plan.
    - Employee Benefit Program – Experience Rating
      - Insurance companies look at an 80-85% loss ratio. CSTB is currently at 118% and have a claim expecting to be over \$100,000.
2. Health Plan Process for 2022
  - Cigna would like to keep CSTB as a customer. If as a committee we decide not to go to Market, Cigna will agree to renew us at the exact same rates as they currently are. It would be a flat renewal. This is unusual especially since our loss ratio is at 118% and we are under 100 employees.
  - Discussion occurred around employee satisfaction. Barry Martin and Craig Urquhart have not heard of any concerns about current insurance but before the committee decides to move forward with Cigna, they would like to send a survey out to staff for their feedback.

**Next Steps**

- 1) Send out a survey for employee feedback about the healthcare only. Not pricing or rates.
- 2) Special HR Committee meeting – September 8, 2021, to discuss results.
- 3) Create a motion to support the next steps regarding benefits to move forward.

**Other Administrative Matters**

None.

**Adjournment**

The meeting was adjourned at 10:27 a.m.

Minutes submitted by Tammy Stahlgren, Administrative Services Coordinator.