



# Special Human Resource Committee Minutes

CareerSource Tampa Bay  
Sep 8, 2021 at 4:00 PM EDT

## **Attendance**

### **Members Present (Remote):**

Michael Bach, Richard Bennett, Andrea Cichon, Sophia West

## **Attendance**

### **Members Present (Remote):**

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

### **Guests Present (Remote):**

Felicia Hernandez - Hub International, Craig Urquhart - Hub International

### **Board Liaison Present (Remote):**

Ken Jones

I. Call to Order, Roll Call, and Welcome (Presenters: Michael Bach)

Chair Michael Bach called the meeting to order at 4:00 p.m. There was a quorum present.

II. Pledge of Allegiance (Presenters: Michael Bach)

Michael Bach led the Pledge of Allegiance.

III. Action Item/Discussion Items

A. Approval of Minutes: August 26, 2021, Special Human Resource Committee Meeting (Presenters: Michael Bach)

**Motion:**

to approve the minutes of the August 26, 2021, Special Human Resource Meeting

Motion moved by Richard Bennett and motion seconded by Andrea Cichon.

Motion Carried

B. Review CSTB Survey Results (Presenters: Barry Martin)

Employee Health Plan Satisfaction Survey Results

- 40 Respondents, 90% were enrolled in one of our health plan offered through CIGNA. Respondents were asked if they were happy with the medical, dental, and vision plans and the provider network. The final two

questions asked if the respondents found the CIGNA web portal easing and if the found CIGNA customer service representatives knowledgeable and helpful.

- Most participants responded from a neutral to strongly agree position on their overall satisfaction with the three health plans provided. Overall people were happy with the CIGNA web portal and 16 people that had used the customer service assistance line 15 were happy.

C. Development of Motion to move forward with 2022 Pricing (Presenters: Michael Bach)

**Motion:**

to approve the existing plan and rates that we are currently operating under at a 0% percent rate increase for the calendar year.

Motion moved by Andrea Cichon and motion seconded by Richard Bennett.

Motion Carried

The following discussion ensued after the motion was established

Craig Urquhart, Executive Vice President of HUB International negotiated the following rates for 2022.

- Medical 0% flat rate renewal
- Dental: 2.5% increase
- Vision: 2.0% increase (with 3-year rate guarantee)
- Wellness Subsidy: \$3,500 for both 2021 and 2022

After the rates were reviewed with the committee. The chair asked for any objections and there were none.

IV. Public Comments

There were none.

The meeting was adjourned at 4:22 p.m.

Minutes submitted by Tammy Stahlgren, Administrative Services Coordinator.

V. Adjournment

- A. Next Human Resource Meeting: October 27, 2021

