

**Employee Well-being and Satisfaction Committee Meeting  
September 9, 2015**

Called meeting to order at 5:08 p.m.

Ted Pafundi shared the topics to be discussed - the Employee Assistance Plan which is being submitted to the Board and the proposed payroll model for 2015/2016 for healthcare coverage.

April Paul reviewed the information with the group that – Health Advocate was selected based on their past performance. The district sent out an RFP (request for proposal) and 4 companies responded. The EAP provides counseling sessions for current and retired employees. The district has been pleased with the provider, but we wanted to make sure that the pricing was competitive and the best available to serve the employees. After the RFP was reviewed, Health Advocate was the highest vote and a contract for continuation for 5 years which includes a price reduction will be submitted to the Board. There were no questions from the group.

Ted Pafundi stated that we are bringing for review payroll model for 2016 based on the plan design approved previously. The blue column reflects pay increase, the employee cost and how it translates annually. Employees will also receive a reduction (vitality credit) for silver status. So far, 18 percent of the employees have reached silver status. The credit encourages more people to participate so that they are getting the services offered by the health plan to keep them healthy.

Beginning September 1 they start with 10 percent of their vitality points to earn the credit. The points are not cumulative each year. The district is working on cleaning up the language for the notices so it is clearer.

Motion made by Ron Ciranna to approve the proposed payroll model. Discussion on the vitality and the small percentage of employees who would receive the credit ensued. It was stated that everyone has the opportunity to earn the credit and that being healthy is a good thing. Mike Gandolfo stated that he made a counter proposal and provided another proposed payroll model. Ron Ciranna stated that the district met with individual unions and if you want to consider that proposal – 4 percent is a huge raise – and we don't want to chip that down – so anytime we take percentages off the table – it has a long-term effect on retirement. Mike Gandolfo stated that next year the raises are going to be less, but the insurance will not be less. Kevin Smith shared the payroll model estimated change scenarios for the districts proposed salary model plans. An employee who makes \$22,000, taking out benefits costs, there is an increase in annual salary (see attached). The same basis for an employee who makes \$40,000 shows increases in annual salary. You have to look at 50.6 percent who are on the employee only plan; less than 20 percent of employees are on the plan; and pull out less than 5 percent that are in the family plan. From the district's perspective the Board wants all of this to go to increase the salary instead of putting it toward insurance and \$600,000 was added to it. Mike Gandolfo shared – the PCTA proposal.

Ted Pafundi stated that there are a couple of issues with Mike's proposal. It is based on a contribution plan on the lowest plan. It establishes a single contribution, employee spouse, and employee family – the Board contribution is the same no matter what plan you're on. From a budget perspective the budget stays the same. The proposed plan gets away from the defined program. TIS – board is based on tier, now we would need to do a tier and a plan. Strategy is to buy up and if you're willing to pay for the plan, then you do that – You wanted a bigger spread on the family and moving away from the concept – it wasn't a direction you wanted to go.

Mike Gandolfo stated that this model eliminates an increase if you go to vitality. A big incentive is to go to vitality only 18 percent didn't pay an increase. We might get more employees on vitality. Already have higher co-pays, deductibles, drugs from one tier to another – substantial contribution to the plan – doesn't feel that it is not unreasonable to have the Board to pay more. Mike Gandolfo stated that the proposal that he shared was what they wanted and that he was speaking for all of the unions. Dr. Corbett stated that we would remove the 4 percent salary proposal from the table. We need to have programmers to start working tomorrow and need to have the payroll model in addition it is going to take a long time to do self-funding – we will not have time to implement the plan, for retro-active pay - it is much easier from this day forward. Bruce Proud asked why are you doing that.

Dr. Corbett stated that we need to get it done tonight. Your plan decreases the overall percentage increase. Mike Gandolfo and Bruce Proud stated that the higher percent needs to come from the Board, Ted Pafundi's plan isn't going to be right. It is actuarially sound and you have had time to review. Ted's is pretty darn close – your model puts us back in the wrong direction and as we move toward self-funding. Bruce states that their plan doesn't change the monthly premiums, they haven't changed the model at all, and the premiums are the same. We will get migration in the opposite direction – maintain NPOS – making it attractive to have family/spouse on the plan. The premium is the same, but when looking at the payroll deduction there is an increase – the amount the employees are paying – family plan – reasonable. Not out of line. Other county's employees would be excited to pay these premiums.

Bruce stated that a program must be approved by ratification and they are looking for a balance of insurance and salary. You won't see that. 50 percent of them have family coverage. We haven't changed the actuary to what premiums are – just changed who is paying for them – less and ¼ percent. Understood that 4 percent w/health insurance. Ready to negotiate salaries as well.

Ron stated that we are not authorized to go off the \$90M – we'll call the superintendent to see if there is any leeway that we have.

The group went to caucus

Upon return, the district stated that they spoke with the superintendent – He authorized a new payroll model (\$91.5M BC) that kept the Board contribution basically the same for all three plans with a maximum increase for family is \$800 and all others are lower. Highest with vitality credit is \$480 with spouse. The offer of an additional \$1.5M Board contribution was to settle this tonight.

Ted shared that the variances when we give the premium rates are more sound – the CDHP went up – good thing the premium across all three plans is closer to where they should be – but for actuary expenses those employees have a higher premium.

We would like to go with this one tonight and 4 percent increase if you are willing to accept this plan.

The group went to caucus

Upon return, Mike Gandolfo said they discussed the information and they want to stay with their proposal. Dr. Corbett stated that we'll take back the salary proposal and that retro- active is off the table. Bruce stated that Dr. Corbett couldn't say that. Dr. Corbett stated that he can say that – we can remove something. From a programming standpoint and for resources we can't do it. I won't promise anyone anything at this point. Mike Gandolfo stated that Kevin can do it with a pocket calculator. The district stated that massive resources have to be completed. Enrollment starts in October and we can continue with the same health plan and no increases. The Board authorized \$90M and we already increased by \$1.5M with no movement on the union's part. That is unfortunate.

**September 9, 2015**

To Employee Well-being & Satisfaction Committee

From: April Paul, Manager Employee Benefits

Re: EAP RECOMMENDATION

- Corporate Care Works (CCW) has been the district's EAP provider since 2009.
- They are now part of Health Advocate - a leading healthcare advocacy and assistance company, serving more than 10,000 clients. Health Advocate's award-winning Health Advocacy program helps members navigate complex healthcare and insurance-related issues, saving them both time and money.
- Health Advocate's EAP covers School Board employees, retirees and members of their household. Coverage is provided 24 hours a day, 7 days a week, and 365 days a year. Employee services include: unlimited telephonic consultation, up to eight in person counseling sessions and web based health and productivity improvement information. Employer services include: employee education and orientation, policy and procedure consultation, supervisory training including training manual, wellness seminars and promotional activities, communication materials, management consultation, reporting and evaluation.
- Health Advocate has a national provider network of over 20,000 licensed counselors in a variety of specialties. Health Advocate also provides an onsite representative to facilitate EAP services to employees and to assist with the district's wellness initiative.
- There are approximately 18,000 employees and retirees covered by the EAP.
- In June, 2015 a Request for Proposal was issued. Responsive proposals were received from the following providers: ComPsych, E4 Health, Health Advocate (CCW), and Humana.
- A committee comprised of representatives from Risk Management, Health Services and PCTA/PESPA scored the proposals and unanimously voted to recommend Health Advocate.
- Health Advocate was selected based upon their past performance as our EAP provider, pricing, customer service, programs and tools and on-site representative. The committee also concluded that since the program was working well and that Health Advocate has increased our utilization and been a valuable partner to our wellness program that is was prudent to continue with our partnership.
- The EAP is a benefit fully paid for by the board. Current annual program costs are approximately \$210,000. Effective January 1, 2016, our projected annual cost is \$200,000 and is guaranteed for five years.



# Pinellas County Schools 2016 Health Plan - Proposed Payroll Model

[illegible]



PCTA Proposal 09/09/15 Pinellas County Schools  
2016 Health Plan

DRAFT  
6.47% Renewal

2016 Plan	2015 Enr	MONTHLY PREMIUM	PREMIUM EXPENSE	PP COST	PP BC	TOTAL BC EXP	TOTAL EMP EXP	EMPL DEDUCT	% Pd BOARD	% Paid EE	PP Inc	Ann Inc
CDHP												
Employee	1,117	\$560.00	\$625,520.00	\$336.00	\$296.00	\$330,632.00	\$44,680.00	\$40.00	88.10%	11.90%	\$10.00	\$200.00
EE Plus Ch(ren)	266	\$985.00	\$262,010.00	\$591.00	\$461.00	\$122,626.00	\$34,580.00	\$130.00	78.00%	22.00%	\$15.00	\$300.00
EE Plus Sp	365	\$1,115.00	\$406,975.00	\$669.00	\$529.00	\$193,085.00	\$51,100.00	\$140.00	79.07%	20.93%	\$20.00	\$400.00
Family	478	\$1,600.00	\$764,800.00	\$960.00	\$762.00	\$364,236.00	\$94,644.00	\$198.00	79.38%	20.63%	\$20.00	\$400.00
2Board Fam	102	\$1,600.00	\$163,200.00	\$960.00	\$855.00	\$87,210.00	\$10,710.00	\$105.00	89.06%	10.94%	\$20.00	\$400.00
Total	2,328		\$2,222,505.00			\$1,097,789.00	\$235,714.00					
			\$26,670,060.00			\$21,955,780.00	\$4,714,280.00					
						82.32%	17.68%					
Staff												
Employee	1,698	\$590.00	\$1,001,820.00	\$354.00	\$296.00	\$502,608.00	\$98,484.00	\$58.00	83.62%	16.38%	\$10.00	\$200.00
EE Plus Ch(ren)	417	\$1,045.00	\$435,765.00	\$627.00	\$461.00	\$192,237.00	\$69,222.00	\$166.00	73.52%	26.48%	\$15.00	\$300.00
EE Plus Sp	393	\$1,175.00	\$461,775.00	\$705.00	\$517.00	\$203,181.00	\$73,884.00	\$188.00	73.33%	26.67%	\$20.00	\$400.00
Family	653	\$1,685.00	\$1,100,305.00	\$1,011.00	\$761.00	\$496,933.00	\$163,250.00	\$250.00	75.27%	24.73%	\$20.00	\$400.00
2Board Fam	114	\$1,685.00	\$192,090.00	\$1,011.00	\$854.00	\$97,356.00	\$17,898.00	\$157.00	84.47%	15.53%	\$20.00	\$400.00
Total	3,275		\$3,191,755.00			\$1,492,315.00	\$422,738.00					
			\$38,301,060.00			\$29,846,300.00	\$8,454,760.00					
						77.93%	22.07%					
NPOS												
Employee	2,341	\$605.00	\$1,416,305.00	\$363.00	\$290.00	\$678,890.00	\$170,893.00	\$73.00	79.89%	20.11%	\$10.00	\$200.00
EE Plus Ch(ren)	404	\$1,075.00	\$434,300.00	\$645.00	\$455.00	\$183,820.00	\$76,760.00	\$190.00	70.54%	29.46%	\$15.00	\$300.00
EE Plus Sp	828	\$1,205.00	\$997,740.00	\$723.00	\$521.00	\$431,388.00	\$167,256.00	\$202.00	72.06%	27.94%	\$20.00	\$400.00
Family	860	\$1,745.00	\$1,500,700.00	\$1,047.00	\$765.00	\$657,900.00	\$242,520.00	\$282.00	73.07%	26.93%	\$20.00	\$400.00
2Board Fam	135	\$1,745.00	\$235,575.00	\$1,047.00	\$858.00	\$115,830.00	\$25,515.00	\$189.00	81.95%	18.05%	\$20.00	\$400.00
Total	4,568		\$4,584,620.00			\$2,067,828.00	\$682,944.00					
			\$55,015,440.00			\$41,356,560.00	\$13,658,880.00					
						75.17%	24.83%					
Total Health	10,171		\$119,986,560.00			\$93,158,640.00	\$26,827,920.00					
						\$93,158,640.00	\$26,827,920.00					
Total Annual Premium			\$119,986,560.00			\$93,158,640.00	\$26,827,920.00					
Averages			\$11,796.93	\$589.85	<del>\$457.96</del>	\$9,159.24	\$2,637.69	\$131.88				
% Paid						77.64%	22.36%					
2015 Enroll.												
Employee	5,156	50.69%	2015 Premium	113657116	2016 Prem Inc.	\$6,329,444.40		5.57%				
EE plus Child(ren)	1,087	10.69%	BC	89838020	BC Inc	\$3,320,620.00	52.46%	3.70%				
EE Plus Sp	1,586	15.59%	ECC	23819095.6	EE Inc.	\$3,008,824.40	47.54%	12.63%				
Family	1,991	19.58%			% Increase	5.57%						
2Board Fam	351	3.45%										
Total	10,171	100.00%			BC Budget Amt.	\$90,000,000.00						
					BC Inc.	\$3,158,640.00						

8/27/15



## Vitality CR

2016													2016				MONTHLY				PREMIUM				PP		TOTAL		TOTAL		EMPL		% Pd		% Paid		Vitality CR							
Plan													Ent		PREMIUM		EXPENSE		COST		BC		BC EXP		EMP EXP		DEDUCT		BOARD		EE		PP Inc		Ann Inc		PP Credit		PP Inc		Ann Inc			
COHP													Employee		1,198		\$560.00		\$670,880.00		\$336.00		\$283.00		\$339,034.00		\$63,494.00		\$53.00		84.23%		15.77%		\$23.00		\$460.00		\$10.00		\$13.00		\$260.00	
EE plus Child(ren)													269		\$985.00		\$264,965.00		\$591.00		\$445.00		\$119,705.00		\$39,274.00		\$146.00		75.30%		24.70%		\$31.00		\$620.00		\$15.00		\$16.00		\$320.00			
EE plus Sp													287		\$1,115.00		\$320,005.00		\$669.00		\$510.00		\$146,370.00		\$45,633.00		\$159.00		76.23%		23.77%		\$39.00		\$780.00		\$15.00		\$24.00		\$480.00			
Family													494		\$1,600.00		\$790,400.00		\$960.00		\$745.00		\$368,030.00		\$106,210.00		\$215.00		77.60%		22.40%		\$37.00		\$740.00		\$20.00		\$17.00		\$340.00			
2Board Fam													105		\$1,600.00		\$168,000.00		\$960.00		\$840.00		\$88,200.00		\$12,600.00		\$120.00		87.50%		12.50%		\$35.00		\$700.00		\$20.00		\$15.00		\$300.00			
Total													2,353		\$2,214,250.00		\$26,571,000.00		\$1,061,339.00		\$267,211.00		\$21,226,780.00		\$5,344,220.00		79.89%		20.11%															
Staff																																												
Employee													1,832		\$590.00		\$1,080,880.00		\$354.00		\$283.00		\$518,456.00		\$130,072.00		\$71.00		79.94%		20.06%		\$23.00		\$460.00		\$10.00		\$13.00		\$260.00			
EE plus Child(ren)													427		\$1,045.00		\$446,215.00		\$627.00		\$445.00		\$190,015.00		\$77,714.00		\$182.00		70.97%		29.03%		\$31.00		\$620.00		\$15.00		\$16.00		\$320.00			
EE plus Sp													301		\$1,175.00		\$353,675.00		\$705.00		\$510.00		\$153,510.00		\$58,695.00		\$195.00		72.34%		27.66%		\$37.00		\$740.04		\$15.00		\$22.00		\$440.04			
Family													666		\$1,685.00		\$1,122,210.00		\$1,011.00		\$745.00		\$496,170.00		\$177,156.00		\$266.00		73.69%		26.31%		\$36.00		\$720.08		\$20.00		\$16.00		\$320.08			
2Board Fam													117		\$1,685.00		\$197,145.00		\$1,011.00		\$840.00		\$98,280.00		\$20,007.00		\$171.00		83.09%		16.91%		\$34.00		\$680.08		\$20.00		\$14.00		\$280.08			
Total													3,343		\$3,200,125.00		\$38,401,500.00		\$1,456,431.00		\$463,644.00		\$29,128,620.00		\$9,272,880.00		75.85%		24.15%															
NPOS																																												
Employee													2,561		\$605.00		\$1,549,405.00		\$363.00		\$283.00		\$724,763.00		\$204,880.00		\$80.00		77.96%		22.04%		\$17.00		\$340.00		\$10.00		\$7.00		\$140.00			
EE plus Child(ren)													422		\$1,075.00		\$453,650.00		\$645.00		\$445.00		\$187,790.00		\$84,400.00		\$200.00		68.99%		31.01%		\$25.00		\$500.00		\$15.00		\$10.00		\$200.00			
EE plus Sp													743		\$1,205.00		\$895,315.00		\$723.00		\$510.00		\$378,930.00		\$158,259.00		\$213.00		70.54%		29.46%		\$31.00		\$620.04		\$15.00		\$16.00		\$320.04			
Family													878		\$1,745.00		\$1,532,110.00		\$1,047.00		\$745.00		\$654,110.00		\$265,156.00		\$302.00		71.16%		28.84%		\$40.00		\$800.00		\$20.00		\$20.00		\$400.00			
2Board Fam													137		\$1,745.00		\$239,065.00		\$1,047.00		\$840.00		\$115,080.00		\$28,359.00		\$207.00		80.23%		19.77%		\$38.00		\$760.00		\$20.00		\$18.00		\$360.00			
Total													4,741		\$4,669,545.00		\$56,034,540.00		\$2,060,673.00		\$741,054.00		\$41,213,460.00		\$14,821,080.00		73.55%		26.45%															
Total Health													10,437		\$121,007,040.00		\$91,568,860.00		\$29,438,180.00																									
Total Annual Premium															\$121,007,040.00		\$91,568,860.00		\$29,438,180.00																									
Averages															\$11,594.04		\$8,773.48		\$2,820.56																									
% Paid															75.67%		24.33%																											
2016 Enroll.															2015 Prem Inc.																													
Employee													5,591		53.57%		BC Inc		\$7,349,924.40																									
EE plus Child(ren)													1,118		10.71%		EE Inc.		\$1,730,840.00																									
EE + Sp													1,331		12.75%		% Increase		\$5,619,084.40																									
Family													2,038		19.53%																													
2b Family													359		3.44%																													
Total													10,437		100.00%																													
No Health													2,300																															

Pinellas County Schools  
Payroll Model Estimated Change Scenarios

	2015	2016	2016
	W/Vitality		
	22,000.00	22,880.00	22,880.00
NPOS - Family	-5,240.00	-6,140.00	-5,740.00
Taxable wages	16,760.00	16,740.00	17,140.00
W/T 10%	-1,676.00	-1,674.00	-1,714.00
FICA	-1,282.14	-1,280.61	-1,311.21
3% Retirement	-660.00	-686.40	-686.40
Net	13,141.86	13,098.99	13,428.39
Difference		-42.87	286.53

	2015	2016	2016
	W/Vitality		
	22,000.00	22,880.00	22,880.00
NPOS - Single	-1,260.00	-1,660.00	-1,460.00
Taxable wages	20,740.00	21,220.00	21,420.00
W/T 10%	-2,074.00	-2,122.00	-2,142.00
FICA	-1,586.61	-1,623.33	-1,638.63
3% Retirement	-660.00	-686.40	-686.40
Net	16,419.39	16,788.27	16,952.97
Difference		368.88	533.58

	2015	2016	2016
	W/Vitality		
	22,000.00	22,880.00	22,880.00
Staff - Family	-4,600.00	-5,420.00	-5,020.00
Taxable wages	17,400.00	17,460.00	17,860.00
W/T 10%	-1,740.00	-1,746.00	-1,786.00
FICA	-1,331.10	-1,335.69	-1,366.29
3% Retirement	-660.00	-686.40	-686.40
Net	13,668.90	13,691.91	14,021.31
Difference		23.01	352.41

	2015	2016	2016
	W/Vitality		
	22,000.00	22,880.00	22,880.00
Staff - Single	-960.00	-1,480.00	-1,280.00
Taxable wages	21,040.00	21,400.00	21,600.00
W/T 10%	-2,104.00	-2,140.00	-2,160.00
FICA	-1,609.56	-1,637.10	-1,652.40
3% Retirement	-660.00	-686.40	-686.40
Net	16,666.44	16,936.50	17,101.20
Difference		270.06	434.76

	2015	2016	2016
	W/Vitality		
	22,000.00	22,880.00	22,880.00
CDHP Family	-3,560.00	-4,400.00	-4,000.00
Taxable wages	18,440.00	18,480.00	18,880.00
W/T 10%	-1,844.00	-1,848.00	-1,888.00
FICA	-1,410.66	-1,413.72	-1,444.32
3% Retirement	-660.00	-686.40	-686.40
Net	14,525.34	14,531.88	14,861.28
Difference		6.54	335.94

	2015	2016	2016
	W/Vitality		
	22,000.00	22,880.00	22,880.00
CDHP - Single	-600.00	-1,120.00	-920.00
Taxable wages	21,400.00	21,760.00	21,960.00
W/T 10%	-2,140.00	-2,176.00	-2,196.00
FICA	-1,637.10	-1,664.64	-1,679.94
3% Retirement	-660.00	-686.40	-686.40
Net	16,962.90	17,232.96	17,397.66
Difference		270.06	434.76



Pinellas County Schools  
Payroll Model Estimated Change Scenarios

	2015	2016	2016
	W/Vitality		
	40,000.00	41,600.00	41,600.00
NPOS - Family	-5,240.00	-6,140.00	-5,740.00
Taxable wages	34,760.00	35,460.00	35,860.00
W/T 10%	-3,476.00	-3,546.00	-3,586.00
FICA	-2,659.14	-2,712.69	-2,743.29
3% Retirement	-1,200.00	-1,248.00	-1,248.00
Net	27,424.86	27,953.31	28,282.71
Difference		528.45	857.85

	2015	2016	2016
	W/Vitality		
	40,000.00	41,600.00	41,600.00
NPOS - Single	-1,260.00	-1,660.00	-1,460.00
Taxable wages	38,740.00	39,940.00	40,140.00
W/T 10%	-3,874.00	-3,994.00	-4,014.00
FICA	-2,963.61	-3,055.41	-3,070.71
3% Retirement	-1,200.00	-1,248.00	-1,248.00
Net	30,702.39	31,642.59	31,807.29
Difference		940.20	1,104.90

	2015	2016	2016
	W/Vitality		
	40,000.00	41,600.00	41,600.00
Staff - Family	-4,600.00	-5,420.00	-5,020.00
Taxable wages	35,400.00	36,180.00	36,580.00
W/T 10%	-3,540.00	-3,618.00	-3,658.00
FICA	-2,708.10	-2,767.77	-2,798.37
3% Retirement	-1,200.00	-1,248.00	-1,248.00
Net	27,951.90	28,546.23	28,875.63
Difference		594.33	923.73

	2015	2016	2016
	W/Vitality		
	40,000.00	41,600.00	41,600.00
Staff - Single	-960.00	-1,480.00	-1,280.00
Taxable wages	39,040.00	40,120.00	40,320.00
W/T 10%	-3,904.00	-4,012.00	-4,032.00
FICA	-2,986.56	-3,069.18	-3,084.48
3% Retirement	-1,200.00	-1,248.00	-1,248.00
Net	30,949.44	31,790.82	31,955.52
Difference		841.38	1,006.08

	2015	2016	2016
	W/Vitality		
	40,000.00	41,600.00	41,600.00
CDHP Family	-3,560.00	-4,400.00	-4,000.00
Taxable wages	36,440.00	37,200.00	37,600.00
W/T 10%	-3,644.00	-3,720.00	-3,760.00
FICA	-2,787.66	-2,845.80	-2,876.40
3% Retirement	-1,200.00	-1,248.00	-1,248.00
Net	28,808.34	29,386.20	29,715.60
Difference		577.86	907.26

	2015	2016	2016
	W/Vitality		
	40,000.00	41,600.00	41,600.00
CDHP - Single	-600.00	-1,120.00	-920.00
Taxable wages	39,400.00	40,480.00	40,680.00
W/T 10%	-3,940.00	-4,048.00	-4,068.00
FICA	-3,014.10	-3,096.72	-3,112.02
3% Retirement	-1,200.00	-1,248.00	-1,248.00
Net	31,245.90	32,087.28	32,251.98
Difference		841.38	1,006.08