

**OESPA-CBLT**

Tuesday, April 4, 2017

8:30 a – 2:00 p

Edgewater HS -

**~ AGENDA ~**

8:30 OESPA Caucus

9:45 Joint CBLT Convenes

Compensation

OESPA

11:00 Insurance Presentation & Discussion

Beth Curran

12:15 Updates from March Meeting

Ken Pratt

--Paid FMLA (Who is doing this and how)

--Increase the number of Personal Days from 6 to 8

**~~ Lunch ~~**

**12:45 – 2:15**

2:15 OESPA Caucus @ OESPA Office

Remaining meetings for January – June, 2017

Date	Location	Time
Thursday, May 4, 2017	Magic Way – Bldg. 626	8:30 a- 4:00 p
June ???	TBA	
July ???	TBA	

**OESPA Bargaining Minutes**  
**April 4, 2017**  
**Edgewater HS**

**Minutes**

The following notes represent a summary of the discussions that took place during the OESPA-CBLT on April 4, 2017. *Note: ee/ees represents employee/employees.*

OESPA caucused 8:30 – 9:45

**I. Changes in OESPA office staff:**

- A. Mark Mitchell has resigned as Executive Director and has left the Service Unit
- B. Ken is holding the position of Executive Director, temporarily
- C. Andy Ford, former FEA president, will serve as Interim Executive Director. Ken will hold the position until Andy Ford transitions.

**II. Compensation**

- A. OESPA is asking for a living wage for employees. They are part of the 15 movement. That means \$15 per hour for minimum wage. To make a decision regarding any changes to insurance, OESPA needs to see what the salary proposal will be.
- B. OESPA Wage Proposal for 2017-18 & discussion – Attachment #1
  - All current employees will receive an across the board wage increase of \$1.00 per hour.
  - EE's who work one day over half the year in 16-17 and who retire before wage increase is paid to \*ee's would receive a one-time only bonus, the amount to be negotiated.
  - New minimum wage increase from \$10 per hour to \$10.50 per hour.
  - OESPA believes OCPS has the ability to pay this \$1 per hour increase because of the huge fund balance. It represents 22.65% of the district's total budget. It's the highest fund balance in the State of Florida, as of the end of 2016.
  - The State only requires a District to have 3% in their fund balance.
  - OESPA believes this is a reasonable step in the direction toward a living wage.
  - The amount of a bonus for retirees is open for discussion. Last year negotiations had to be re-opened because some ee's didn't receive the retiree bonus or the raise. This would be necessary only if negotiations don't close before retirees leave.
  - OESPA projects the cost of a \$1 per hour increase to every classified ee would be \$10 – 15 million with benefits.

- C. Per Melissa's request, Compensation provided an ee count of classified ees, broken down into their respective groups. All breakdowns listed below are included in the 8,013 classified ee count. Attachment #2.
- 76 ees work 10 hours per day, four days per week.
  - Of the remaining 8,013 ees
    - 5,008 are 10 month
    - 3,005 are 12 month
- D. There was discussion from both sides regarding OESPA's proposal. Discussion points included:
- Raises are recurring costs. The Fund balance is not recurring money. It's the same money that rolls over from year to year. The first year you use the fund balance you'd have nothing to sustain the raises in subsequent years. (District)
  - Over a number of years District has not spent the full amount and has saved to expand that fund balance. Some of that money can be shifted to pay for wage increases. (Union)
  - Even without the shift, there is more than enough to fund this raise. There is money that can be taken from categoricals. (Union)
  - We are asking that you spend the money on your employees instead of other projects. (Union)
  - In the Board budget committee meeting, OESPA said that staff needed a salary increase, and a combo package for drivers. This is not a crazy proposal. (Union)
  - Transportation is understaffed and not using as much money for fuel burning. That money can be used to pay for the combo package without touching funds needed for the wage increase. (Union)
  - We don't want the combo package to interfere with other employees getting a raise. All employees are underpaid and need an increase. (Union)
  - The intent of the Combo money is to reward the drivers that are coming to work and covering the routes of those drivers who chronically call in. The desired outcome is that drivers will see the extra money to be made and begin coming to work vs calling out. (District)
  - OCPS has to stay competitive so other companies won't take our trained employees away. (Union)
  - 2 years ago OESPA asked for a \$10 minimum wage. (Union)
  - OESPA thinks this proposal is responsible, and gets the district moving toward a living wage for our classified ees. (Union)
  - OESPA wants to get our proposal on the table before teachers begin asking for a much larger sum of money. (Union)
  - OESPA would like to see the district reach a \$15 per hour minimum using a five year plan. (Union)

- When implementing raises, the district has to avoid compression of the salary structure. Raising the minimum requires raising the middle and the top hourly rates. That comes at a big price. (District)
- OESPA needs to know what changes are coming for insurance before talking about salary increases. OESPA doesn't want to wait to hear from Tallahassee about raises. The district needs to award raises based on what they already have in the budget. Before a decision can be made, both insurance and salary must be presented to be sure we don't give a raise in one hand and take it away with increases to insurance premiums. (Union)
- What about using local property tax revenue to fund raises? (Union)

### III. Insurance Discussion

Beth Curran

- A. Fringe Benefits committee has always vetted insurance plans, but the CBLT is the body that the Board recognizes for the final vote and ratification. So the district is bringing this information forward to educate this team.
- B. This is time sensitive because open enrollment needs to be scheduled and decisions made about the ees selection of a healthcare plan have to be programmed to ensure the correct premium is deducted from the ees first paycheck.

#### Additional information included:

- Oct 2017 to Sept 2018. Gallaher looks at 2 years claims data to make recommendations for either insurance premiums increasing or remaining unchanged.
- Actual data time frame was October, 2015 to September, 2016, plus October – December, 2016. This data is used for projections for January to September 2017. Gallaher has been very accurate in the past.
- The Health Insurance Trust was established in the late 1980s. The money in the trust consists two funding sources:
  - a) contributions from ee premiums, and
  - b) contributions from school board premiums

The money in the trust can leave by one of these ways

- a) payment of healthcare related claims,
  - b) payment of administrative fees, and
  - c) Affordable Care Act (ACA) fees and expenses generated from from the trust
- Within this Trust, there are reserves. The reserves pays the \$750 per ee for Plan B. The district is self-insured which means the district pays for ALL insurance claims for OCPS employees. ALL claims. State regulations require that an

amount equal to 3 months of claims, plus money for claims that have been incurred but not yet been paid, be set aside within the trust fund.

- In order for the district to maintain the self-insured status, the state must determine the trust to be solvent and the amount equal to 3 months of claims is part of the criteria for solvency.
- The money in the insurance trust is separate from and different to the money in the district's reserve. The money in the trust can ONLY be used to pay for medical insurance claims.
- If we make no plan changes for the coming year, our trust will be \$48M short. To cover this shortfall, the district will need to pull \$202M from the trust's reserve to cover claims in the amount of \$250M. This represents an insurance deficit of 10.9% over last year.
- There are 2 options to address this deficit. We can put more money into the trust (we do that by increasing the ees premiums) or we can decrease the amount of money the trust pays out on claims (we do that by increasing the amount the ee pays out of pocket before the insurance plan starts to pay.)
- The district's Plan B is a generous plan. It will be eligible for a Cadillac tax which means the district will pay a 40% excise tax for every member in the plan. To avoid this Cadillac tax, changes must be made to this plan.
- In addition to rising cost in healthcare, there is also rising cost in the cost of prescription (Rx) drugs.
- Less than 2900 employees are in Plan B. It is the only plan that has in and out of network coverage so we can't really do away with it.
- We could add out of network to Plan C but it would result in a small increase to the employee's premium.
- Bids are scheduled to go out in October, 2018 for a new administrative carrier, different to CIGNA.
- If we make Plan C the out of network plan too, then we could do away with Plan B. Would there be a savings?
- Things to consider: reduce the \$750 to \$500 then to \$250 over a span of 2 +/- years.
- The break down of members in each plan is as follows and is as of December, 2016: Plan A: 5349; Plan B: 2944; Plan C: 12,471.
- OESPA: Current contract language says the board will cover up to 10% increase in ee premium. Since the increase is only 10.9%, why can't the board just cover the whole cost of the increase?

This team has to study this and make a decision as to what is going to be the plan for insurance in the coming year.

IV. The last two items on the agenda will be covered at the next CBLT meeting.

V. Remaining meetings:

Not scheduled to meet again until May

- A. Is OESPA willing to discuss insurance without knowing what we are getting for salary increases? District concerns are, ten month people leave the first of June, and will have to enroll over the summer. Reaching all 10 month employees could be a challenge.

Deductions will have to be increased if we do not have everything ready for the September payroll deductions.

Set up any future meeting for insurance off line.

OESPA: we view it as difficult to talk about insurance without knowing about salary. It's not impossible, but it's very difficult.

We want to finish this for certainty for our employees.

B. Close out

What went well today?	What needs improvement?
<ul style="list-style-type: none"><li>▪ Thank Beth for all her efforts and information. The explanations about insurance were very clear</li><li>▪ The chicken biscuits were good.</li><li>▪ The civility of the discussions was respectful even though the topics were difficult</li></ul>	<ul style="list-style-type: none"><li>▪ We needed more water</li><li>▪ Parking was awkward</li><li>▪ Room set up wasn't the best for bargaining</li></ul>






VI. Next meeting dates:

Thursday, May 4, 2017 – Magic Way – Bldg 626 8:30 a – 4:00 p (OESPA caucus 8:30 – 10:00)

June, 2017 – TBA

July, 2017 - TBA

Attachment #1

April 4, 2017

OESPA Wage Proposal

1-year salary increase to classified employees for 2017-18 fiscal year.

A summary of the Proposal is as follows:

- All current employees shall receive an across the board wage increase of \$ 1.00 per hour.
- Employees who worked one day over half the contract year for the 2016-17 school year and who retire on or before any wage increase is paid to employees shall receive a one-time bonus to be negotiated.
- The new minimum wage shall increase by \$0.50 to \$10.50 per hour.

## Classified Employee Counts

As of: 04/04/2017

	Employee Count
10-Month	5008
12-Month	3005
<b>Grand Total</b>	<b>8013</b>

	Hours	Employee Count
10-Month	4	13
	5	780
	6	1409
	7	2135
	8	671
<b>10-Month Total</b>		<b>5008</b>
12-Month	5	3
	6	1
	7	13
	8	2912
	10	76
<b>12-Month Total</b>		<b>3005</b>
<b>Grand Total</b>		<b>8013</b>

	Hours Defined	Employee Count
10-Month	Less than 8 hours	4337
	8 Hours	671
<b>10-Month Total</b>		<b>5008</b>
12-Month	Less than 8 hours	17
	8 Hours	2912
	More than 8 Hours (10 hours)	76
<b>12-Month Total</b>		<b>3005</b>
<b>Grand Total</b>		<b>8013</b>



# OESPA-CBLT MEETING

Tuesday, April 4, 2017

8:30 AM - 2:15 PM

EDGEWATER HS - ARC BUILDING

## SIGN-IN SHEET

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
23649	Gerardo Martinez	custodial crew leader		Carlos MacFar	
24316	Julio Naveez	Custodial Tech	Magic Way	Jeff Parker	407-319-3700
99876	Tony Smyrock	Refrigeration Tech	N/W maintenance	Mike Loughran	407-692-4464
18203	William Nieves	Sub-self driver	transportation	Suan Nieves	407-761-7003
10678	Warren Davis	Driver	E. R.C.	Jeffrey Grice	407-384-1944
51436	Charrell Jean-Charles	TC	ICIS	Pat Boyter	407-796-1538
33501	Shanell Williams	TSR	ICIS	Pat Boyter	
	Melissa Pittman	Union	DESPA		
13726	Yolanda Anderson	Se Finance Specialist	FAS Maple Day	Julia Hamilton	407 463-1846
100445	Florina Mitchell	Pma	Rock Lake Elem.	Robin Broner	407-300-0059
92541	Stephanie Heron	Director	Employment Svc.	Ron Higgins	200-2132
101807	Theresa Horter	HR	BCE		
98512	Elizabeth Silva	Manager	Compensation	Theresa Horter-Miles	200-2172
	Beth Curran	Sr. Director	Kirkmont		

Miriana Kirtard

Director Kirkmont

SIGN ONLY ONE SIGN-IN SHEET

# OESPA-CBLT MEETING

Tuesday, April 4, 2017

8:30 AM - 2:15 PM

EDGEWATER HS - ARC BUILDING

## SIGN-IN SHEET

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
	Ren Pollard	Deputy President			
8481	Helen Tykes	School Secretary	DEPS-ACE	Dr. Andrew Rolius	(407) 580-9289
59409	Sarahnaie Jackson	Principal	WMS	Dr. Fritzer	407 963 9455
7521	Michael Erickson	Principal	Nelvia HS	Dr. Border	321 897 0351
11738	Steve McCreesh	Sr. Admin	TRANS	WEN	407.858.3240
20500	Undsay Bowlin	Director	Parrell Semas	Breen (Cmains)	900 408 1
99914	Judith Padres	Director	Budget	Breen (Cmains)	200 029 82
8711	Michael Gaudio	Sr. May	HR/GR	LA Blackmore	200 x 2124
10891	Tonya Daley	Transportation	Safety	Adam Z. Britsky	407 963 8864
8649	Howard Milkerson	B.S.T.	Music	Mike Loughran	(407) 649-7408
	Henril Pratt	Chief Neg.			
11905	Patricia Walker	Paul Magallan	Valer		
	Ku Blynn	HR	HR		20553
	Beth Cury	Sr. Director	Rising		200 2379

Christina Kinard

Director Risk mgmt

SIGN ONLY ONE SIGN-IN SHEET