

OESPA-CBLT
Monday, June 26, 2017
8:30 am - 4:00 pm
~~Wekiva HS - Media Center~~

27th

OESPA Office
(continuation)

8:30 Caucus
-OESPA
-District

Private Conference Room/Media Center
Media Center

Joint CBLT Media Center

9:45 Compensation for Combo Routes
-Definition
-Language
-TA

Joint

11:00 Insurance

Beth Curran

11:45 Compensation

Patricia Walker

**** Lunch ****

1:00 - 2:30

2:30 Compensation

Joint

3:15 TAs & Conforming Language

Joint

4:00 Adjourn

OESPA Bargaining Minutes
June 27, 2017
OESPA Office
1:00 – 5:00 pm

Meeting Notes

The following meeting notes represent a summary of the discussions that took place during the OESPA-CBLT on June 27, 2017.

- I. Insurance
Beth presented and reviewed the report from Gallagher which provided history of insurance claims over the past 3 years. (See attachment #1)
- II. Compensation
There was more discussion regarding the district's compensation offer. OESPA insisted that more money had to be included in the salary offer and a closer look given to the insurance proposal.

OESPA requested the additional information.

- A review of the salary proposal that would offer more money to the higher paygrades of the waged employees
- That the insurance department look at cost savings to Plan A and how much Plan A was performing compared to Plans B & C
- Other incentives that might help the employee pay for an increase to their out-of-pocket should OESPA agree to the increase

Next meeting was set for July 13, 2017; 8:30 a – 4:00 p with OESPA caucusing from 8:30 – 10:00. Location to be determined and announced.

Below is the claims information for the last few years from Gallagher.

*Insurance Information
June 27, 2017*

For the 2014/215 plan year, Gallagher estimated an increase of 6.5%. The actual increase from 3.43%. For the 2015/2016 plan year, Gallagher estimated an increase of 6.4%. The actual increase was 8.64%. For the 2016/2017 plan, Gallagher estimated an increase of 3.41%. We did not increase the funding, and claims data is not complete. (The plan year claims information will not be available until November 2017 to ensure all claims are paid.)

**Orange County Public Schools
Summary of Health Plan Projections
Excluding Medicare Retirees**

	Actual 2013/14	Projected 2014/15	Actual 2014/15	Projected 2015/16	Actual 2015/16	Projected 2016/17	Projected 2017/18
Average Subscribers	20,369	20,369	20,764	20,369	20,838	20,764	20,764
Average Members	30,940	30,645	31,733	30,660	32,634	33,050	33,050
Projected Claim Cost	\$155,558,817	\$167,327,040	\$165,017,766	\$179,355,885	\$181,502,346	\$187,971,527	\$202,194,488
Cost of Wellness Screenings	\$1,200,000		\$1,200,000		\$1,200,000	\$1,200,000	\$1,200,000
Behavioral Health Cost	\$2,095,374	\$2,378,201	\$2,491,203	\$2,511,291	\$2,235,906	\$2,491,203	\$2,491,203
Total Projected Claim Costs	\$158,854,190	\$169,705,241	\$168,708,970	\$181,867,176	\$184,938,253	\$191,662,730	\$213,885,692
Total Projected Claim Cost PMPM	\$636.43	\$694.31	\$662.28	\$744.07	\$725.85	\$754.40	\$858.40
Total Projected Claim Cost PMPM	\$427.86	\$461.48	\$443.04	\$494.31	\$472.25	\$483.26	\$593.30
ASO Fees	\$8,365,824	\$8,569,539	\$8,748,056	\$8,589,697	\$8,726,982	\$9,014,630	\$10,944,545
Other Fixed Fees	\$1,604,280	\$1,615,680	\$1,208,881	\$1,627,422	\$1,252,841	\$1,618,525	\$1,618,525
Healthcare Reform Fees	\$2,011,098	\$1,580,055	\$1,462,264	\$977,184	\$1,466,414	\$72,229	\$72,229
Total Fixed costs	\$11,981,202	\$11,765,274	\$11,419,200	\$11,194,303	\$11,446,237	\$10,705,384	\$10,944,545
Total Fixed cost PEPM	\$49.02	\$48.13	\$45.83	\$45.80	\$45.77	\$42.96	\$43.92
Total Projected Costs	\$170,835,393	\$181,470,515	\$180,128,170	\$193,061,479	\$196,384,490	\$202,368,114	\$224,830,237
Total Projected Costs PEPM	\$698.93	\$742.44	\$722.92	\$789.87	\$785.36	\$812.18	\$902.32
% Change in PEPM Costs		6.50%	3.43%	6.40%	8.64%	3.41%	10.90%

OESPA-CBLT MEETING

Monday, June 26, 2017

8:30 AM - 4:00 PM

WEKIVA HIGH SCHOOL

SIGN-IN SHEET

Friday June 27, 2017
1-3 PM
OESPA office

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
	Henrick A. Ralt				(407) 298-0756
	Evelyn Ayres				(407) 580-9299
24316	Julio A. Yanez	Custodial Tech	Magic Way	Jeff Barker	407-319-3200
57152	Almeda Jefferson	Sr. Admin	FWS	Lora Gilbert	2025160
105127	Jennifer Fowler	Director	Env. Compliance	Mike Eugene	203 3939
11738	Steve Hernandez	Sr. Admin	Trucks	Bill Allen	208 6436
11466	Christina Kinard	Director	Risk Management	Beth Luman	200 2347
20500	Lindsay Bowlin	Director	Payroll	P. Concolino	200 181
99914	Judith Padres	Director	DMB	D. Concolino	200 2482
8711	Michael Gavio	Sr Mgr	HR/ER	Blackmore	200 7124
11375	Beth Luman	Sr. Director	Risk Mgmt	D. Kelly	200 2378
	Patricia Malvar	Admin Relations			
23649	Leonilde Martinez	Hostess/Lead	Central Support	Carlos Laran	

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Tuesday, June 27, 2017
1-5 PM
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PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
51436	Glennell Jean-Charles	TSR	Eastlake ES Jameville ES	T. Boyter	407.249.6290
18883	Wilson Nandez	sub-relief-driver	transportation. fourth elementary	Swan Mercado.	407-761-7883
33501	Shondal Williams	ETS TSR		Pat Boyter	
	Warren Davis	Transportation	East River	Jeffrey Grice	407-558-1165
100445	Florina Mitchell	para	Rocklake El.	Robin Broner	407. 245 1880
13726	Nelanda Anderson	Sr. Finance Specialist	FMS Mega Way	Julia Hamilton	202-5161
99876	Tony Smyreck	Refrigeration Tech	NW Maintenance	Mike Loughran	407-693-4484
8649	Monica Anderson	B. S. T-1	Wetmore Marsh	Michelle Loughran	(407) 704-1111
16891	Tonya Daley	Transportation Sr. Manager		Adam Zebotzky	407-965-8824
98512	Elizabeth Silva	Compensation	Compensation	Theresa Harper-Miles	200.2172
60786	Pon Riggins	HR			
8481	Spelen Chyree	School Secretary	OEPS - ACE	Dr. Andrew Rollins	337-2327
24316	Julio Vazquez	Custodial Tech	magic way	JEFF Parker	407-319-3100
	Henrik A. Pelt				(407) 298-0756

SIGN ONLY ONE SIGN-IN SHEET