

OESPA-CBLT

Thursday, May 4, 2017

8:30 a – 2:00 p

Magic Way – Bldg. 626

~ AGENDA ~

8:30	OESPA Caucus	Magic Way – Bldg 626
9:30	Introductions	New Sr. Dir/Facilities & Maintenance
	Insurance	Beth Curran
11:00	Bid Language	OESPA
11:30	Combo Incentive	Joint
12:00	Compensation	OESPA

~~ Lunch ~~

12:30 – 1:45

1:45 OESPA Caucus @ OESPA Office

Remaining meetings for January – June, 2017

Date	Location	Time
Thursday, May 4, 2017	Magic Way – Bldg. 626	8:30 a- 2:00 p
June ???	TBA	
July ???	TBA	

OESPA Bargaining Minutes
May 4, 2017
Facilities and Maintenance, Building #626

Minutes

The following notes represent a summary of the discussions that took place during the OESPA-CBLT on May 4, 2017.

OESPA caucused from 8:30 – 9:30

- I. Mike Winter was introduced as the Acting Senior Director Maintenance to replace Jim Surguine
- II. Presentation from Insurance (See Attachments 1 – 3)
Discussion regarding presentation
 - A. Fringe Benefits reviewed the insurance information for 2017-18 and sent the work back to the CBLT, did not make a recommendation
 - OESPA cannot sign an insurance agreement when the compensation package is unknown
 - District: the compensation offer won't have anything to do with the wage package; they are two different pieces
 - OESPA: then there will be no insurance selection
 - District: Current insurance plan will expire September 30. New plan must be in place by September 30. New plan starts October 1 for medical; September 1 for FSA.
 - Cigna's has to have the FSA file by Aug 1 so employees can begin using their FSA money. Before files can be sent to Cigna, enrollment has to take place so employee can chose their plan.
 - Open enrollment is usually from mid-May to end of June to give employees ample time to select their health care plan
 - Deductions are taken out the first paycheck in September and payroll needs the info by August deadline to load the file
 - Insurance Scenarios
 - B. Beth reviewed the 3 different insurance plans, Plan A, Plan B and Plan C
 - First scenario was to show what would happen if we eliminated Plan B and went only to two plans
 - 2nd scenario: no plan changes, but premiums would have to increase for employees and families AFTER the 10% was contributed by the Board: \$17.6M

- Plan A stays the same; no premium for employees, and no changes for Plan A families. Beth recommends that we keep Plan A intact because it is very affordable
- 3RD scenario: 10% that board would pay, but trying to keep premiums low for employee and families, but lots of plan changes to make up the difference
- No changes to Employee Only premium
- Scenario A: No plan changes, some modest premium changes. Board contribution is \$18.9M but is over the 10% contractual obligation
- Scenario B: no increase in premiums, plan changes but not as many as the 2nd scenario
- C. RE-Bidding: Mental Health (OBH network). This could be out for bid early
- D. October 2018 is when bid process would start for new carriers for Medical, Dental and Mental Health. There will be representation from both unions to sit on this committee.

III. Bid Language (tabled for next meeting)

IV. Combo Incentive (tabled for next meeting)

V. Compensation (tabled for next meeting)

Meeting adjourned for lunch. OESPA reconvened after lunch to caucus. Managers returned to work.

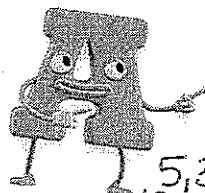
Next meeting dates:

May 19, 2017

- OESPA caucus from 8:30 – 10:00.
- Full CBLT from 10:00 am – 4:30 pm

OCPS Benefits at a Glance

When you work full-time in a benefited position for Orange County Public Schools, you receive **health insurance!** Cigna is our healthcare provider and offers three different plans:

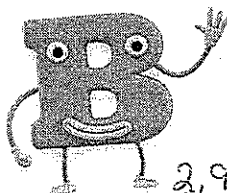


Plan A:

Cigna Local Plus
OAP In-Network Plan

5,349 employees
12,149 members

- ◆ \$250 individual/\$500 family deductible before coverage begins
- ◆ In-network benefits only, limited central Florida physician network
- ◆ Referrals not required
- ◆ Primary care copay - \$20/visit, deductibles apply
- ◆ Specialist copay - \$35/visit, deductibles apply
- ◆ Hospital services - 10% coinsurance, deductibles apply
- ◆ Pharmacy costs may be higher
- ◆ No cost per pay period for full-time employee individual coverage



Plan B:

Cigna Health
Reimbursement Account

2,944 employees
3,658 mbrs

- ◆ \$1,500 in-network, individual deductible/
\$3,000 in-network, family deductible before coinsurance begins (the district funds \$750 to be used for deductibles, copays or coinsurance)
- ◆ Out-of-network benefits; however, covered services will cost more
- ◆ Referrals not required
- ◆ In-network Primary Care Physician and Specialist visits are provided outside of your deductible. **That is, you don't have to meet your deductible first, you simply pay the copay amount.**
 - Primary care copay - \$25/visit, outside of deductible
 - Specialist copay - \$60/visit, outside of deductible
 - Specialist copay with a Cigna Care Designation - \$40/visit, outside of deductible
- ◆ Hospital services - 10% coinsurance, deductibles apply
- ◆ Full-time employee cost for individual coverage of \$18.64 per pay period (20 deductions)

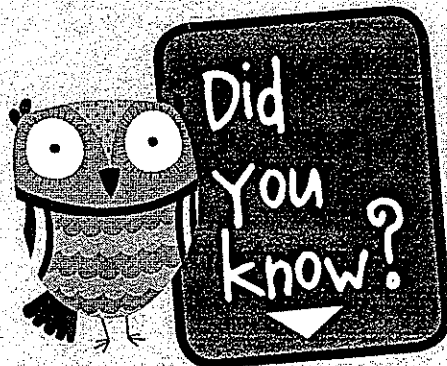


Plan C:

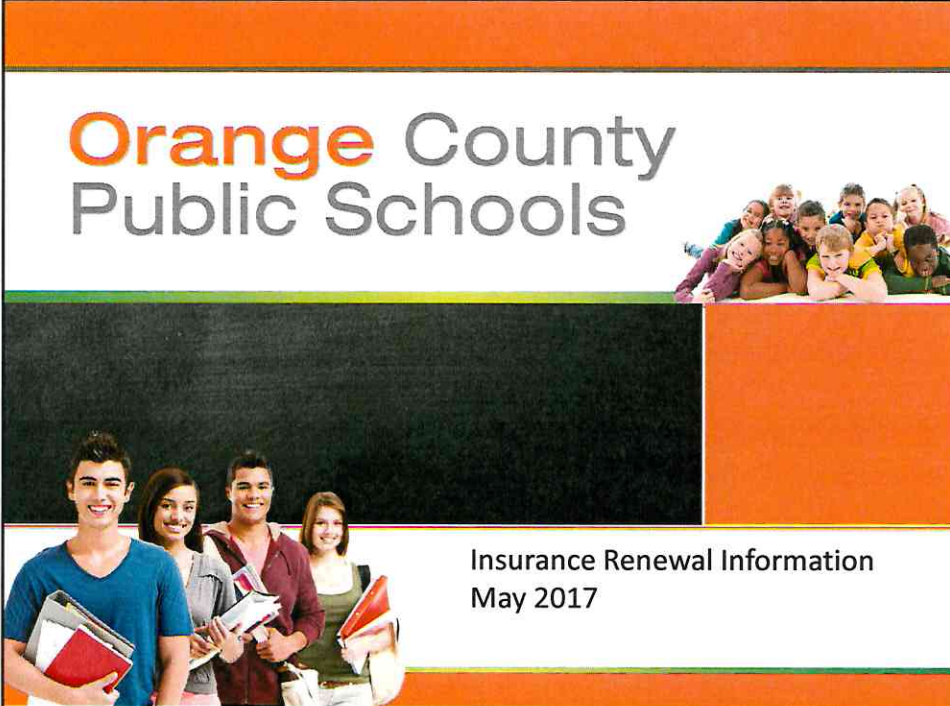
Cigna OAP In-Network
(formerly Cigna Network Premium)

12,471 employees
18,243 mbrs

- ◆ Only plan with NO DEDUCTIBLE before coverage begins
- ◆ In-network benefits only, network is larger than Plan A
- ◆ Referrals not required
- ◆ Primary care copay - \$20/visit
- ◆ Specialist copay - \$40/visit
- ◆ Hospital services - 20% coinsurance
- ◆ Full-time employee cost for individual coverage of \$18.64 per pay period (20 deductions)



- OCPS pays \$814.60 for your medical coverage monthly (over 10 months), and employees pay either \$37.28 or nothing!
- OCPS pays for a term life insurance policy that includes an accidental death and dismemberment (AD+D) for all full-time employees that is equal to 1x the employee's annual salary!
- If you are an OCPS employee and your spouse/same-sex domestic partner also works for OCPS, dependent coverage for your children in Plan A and Plan C is paid by the district!



Orange County Public Schools

Insurance Renewal Information May 2017

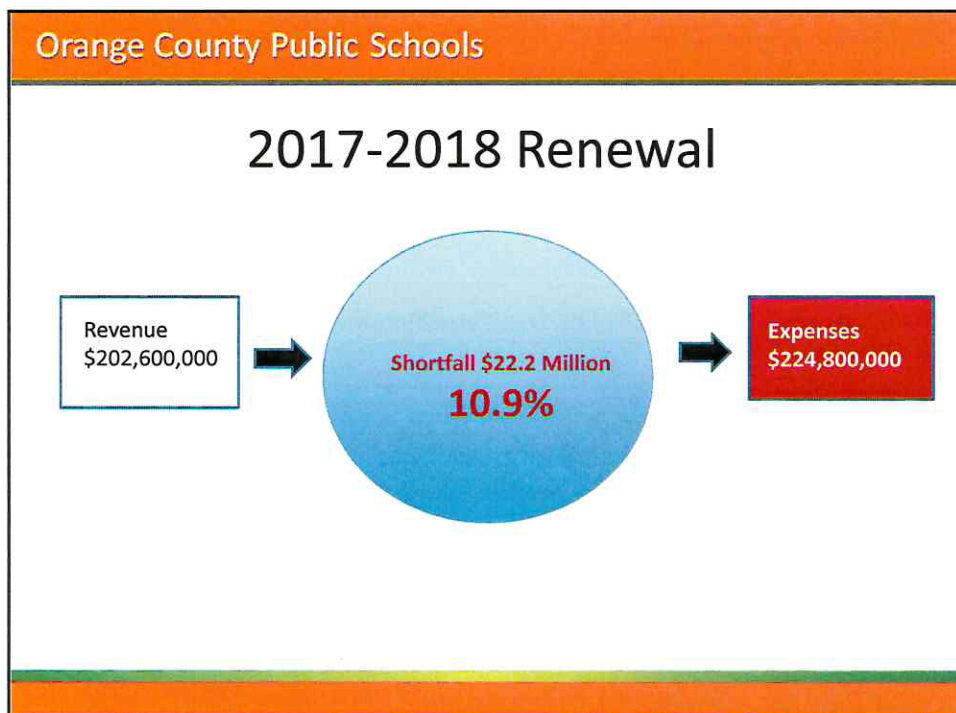
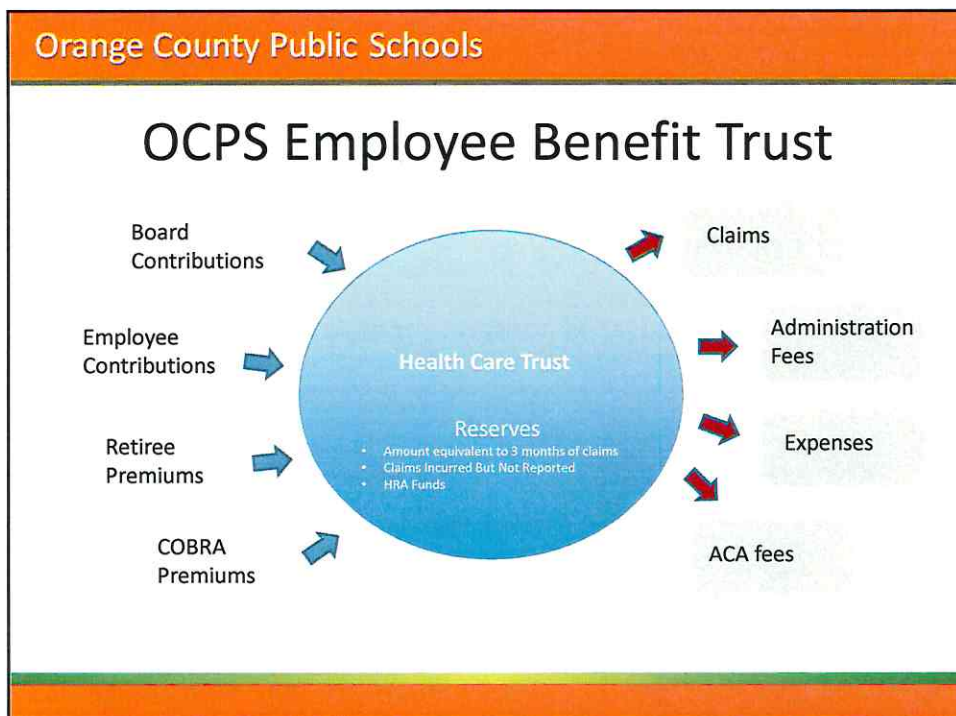
Orange County Public Schools

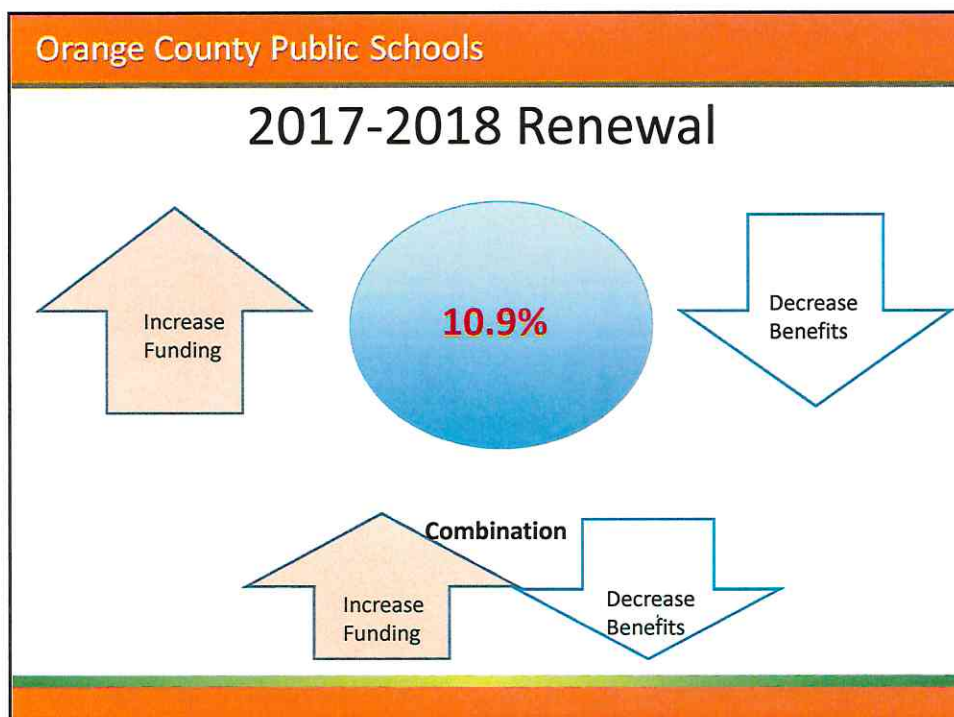
Contributions

Annual Board Contribution Per Employee			
2013-2014	2014-2015	2015-2016	2016-2017
\$7,457	\$7,830	\$8,146	\$8,146

Annual Employee Contributions (Plan B and Plan C)			
2013-2014	2014-2015	2015-2016	2016-2017
\$372.80	\$372.80	\$372.80	\$372.80

Plan A (Local Plus Plan) has a \$0 employee contribution





Orange County Public Schools

2017-2018 Renewal

Scenario 1 – Eliminate Plan B (HRA)

Monthly Rates (10 month)	Plan A (Local Plus)		Plan B (HRA)		Plan C (OAPIN)	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0	\$0	\$37.28	N/A	\$37.28	\$54.48
Employee & Child(ren)	\$50	\$54.41	\$575.84	N/A	\$350.50	\$400.46
Employee & Spouse/DP	\$250	\$272.06	\$767.14	N/A	\$559.28	\$631.08
Employee & Family	\$300	\$326.08	\$1,017.17	N/A	\$754.08	\$846.26
Plan Changes	RX MOOP \$500 to \$1000		Eliminate Plan B		RX MOOP \$500 to \$1000	
	RX Tier 2 \$30 to \$40				RX Tier 2 \$30 to \$40	
					Med Deductible \$0 to \$100	
					Add OON Network \$4,000 Ded; 30% Coinsurance; \$7,000 MOOP	

Board Contribution Increases by \$14.9 million

Orange County Public Schools 2017-2018 Renewal

Scenario 2 – 10% Increase for Board Contribution Employee Only

Monthly Rates (10 month)	Plan A - Local Plus (No premium changes)		Plan B - HRA		Plan C - OAPIN	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0.00	\$0.00	\$37.28	\$40.49	\$37.28	\$40.49
Employee & Child(ren)	\$50.00	\$50.00	\$575.84	\$625.37	\$350.50	\$380.65
Employee & Spouse/DP	\$250.00	\$250.00	\$767.14	\$873.61	\$559.28	\$607.39
Employee & Family	\$300.00	\$300.00	\$1,017.17	\$1,105.24	\$754.08	\$818.94
Plan Changes	None		None		None	

Board Contribution Increases by \$17.6 million = 10% from board

Orange County Public Schools 2017-2018 Renewal

Scenario 3 – Plan Changes

Monthly Rates (10 month)	Plan A - Local Plus		Plan B - HRA		Plan C - OAPIN	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0.00	\$0.00	\$ 37.28	\$ 37.28	\$37.28	\$ 37.28
Employee & Child(ren)	\$50.00	\$50.44	\$575.84	\$594.69	\$350.50	\$361.46
Employee & Spouse/DP	\$250.00	\$257.44	\$767.14	\$831.27	\$559.28	\$577.55
Employee & Family	\$300.00	\$309.19	\$1,017.17	\$1,052.01	\$754.08	\$779.16
Plan Changes	RX MOOP \$500 to \$1000		RX MOOP \$500 to \$1000		RX MOOP \$500 to \$1000	
	RX Tier 2 \$30 to \$40		RX Tier 2 \$30 to \$40		RX Tier 2 \$30 to \$40	
			Med Ded \$1,500 to \$2,000		Med Ded \$0 to \$100	
			Med MOOP \$3,000 to \$4,500		Med MOOP \$3,500 to \$4,500	
			Coinsurance from 10% to 20%		Office Visit \$20/\$40 to \$25/\$45	
			Office Visit \$20/\$40/\$60 to \$25/\$45/\$65			
			HRA from \$750 to \$250			

Board Contribution Increases by \$6.1 million

Orange County Public Schools 2017-2018 Renewal

Scenario A – 10+% Contribution

Monthly Rates (10 month)	Plan A - Local Plus (No premium changes)		Plan B - HRA		Plan C - OAPIN	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0.00	\$0.00	\$37.28	\$38.89	\$37.28	\$38.89
Employee & Child(ren)	\$50.00	\$50.00	\$575.84	\$600.61	\$350.50	\$365.58
Employee & Spouse/DP	\$250.00	\$250.00	\$767.14	\$839.02	\$559.28	\$583.34
Employee & Family	\$300.00	\$300.00	\$1,017.17	\$1,061.47	\$754.08	\$786.51
Plan Changes	None		None		None	

Board Contribution Increases by \$18.9 million

Orange County Public Schools 2017-2018 Renewal

Scenario B – No contribution increases

Monthly Rates (10 month)	Plan A (Local Plus)		Plan B (HRA)		Plan C (OAPIN)	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0	\$0	\$37.28	\$37.28	\$37.28	\$37.28
Employee & Child(ren)	\$50	\$50	\$575.84	\$575.84	\$350.50	\$350.50
Employee & Spouse/DP	\$250	\$250	\$767.14	\$767.14	\$559.28	\$559.28
Employee & Family	\$300	\$300	\$1,017.17	\$1,017.17	\$754.08	\$754.08
Plan Changes	RX MOOP \$500 to \$750		HRA \$750 to \$250		RX MOOP \$500 to \$750	
	RX Tier 2 \$30 to \$40		RX MOOP \$500 to \$750		RX Tier 2 \$30 to \$40	
			RX Tier 2 \$30 to \$40		Med Deductible \$0 to \$350	
			Med Ded \$1,500 to \$1,000		Med MOOP \$3,000 to \$4,000	
			Med MOOP \$3,000 to \$4,000			

Board Contribution Increases \$13.1 million

Board Contribution Increases to \$16.4 if Plan C Med Ded \$200

Orange County Public Schools

2017-2018 Renewal

Scenario A

Attachments 3

Monthly Rates (10 month)	Plan A (Local Plus)		Plan B (HRA)		Plan C (OAPIN)	
	2016/2017	2017/2018	2016/2017	2017/2018	2016/2017	2017/2018
Employee Only	\$0		\$37.28		\$37.28	
Employee & Child(ren)	\$50		\$575.84		\$350.50	
Employee & Spouse/DP	\$250		\$767.14		\$559.28	
Employee & Family	\$300		\$1,017.17		\$754.08	
Plan Changes						

Orange County Public Schools 2017-2018 Renewal

Scenario B

[illegible]

Orange County Public Schools 2017-2018 Renewal

Scenario C

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OESPA-CBLT MEETING

Thursday, May 4, 2017

8:30 AM – 2:00 PM

Magic Way – Bldg. 626

SIGN-IN SHEET

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
	Kenrick Post				
	Melissa Pruitt				
	Glennell Jean Charles	Te	ICTS	TAT Boyter	407.796.1538
18983	William Heider	Sub-shift Driver	Transposition	Son Mercedes	407.761.7803
33501	Shanell M. Johnson	TSIR	ICTS	Pat Boyter	
23649	Rennardo Martinez	Master crew leader		Carla Harter	407-790-7340
24316	Julio A. Martinez	Magic Way	Magic Way	Jeff Parker	407-319-3700
7882	Patricia Walker	Salon Relations	Salon Relations		
11738	Steve Hucker	SE. Admin	TRANSPORTATION	Bruce	407-858.3240

OESPA-CBLT MEETING

Thursday, May 4, 2017

8:30 AM - 2:00 PM

Magic Way - Bldg. 626

SIGN-IN SHEET

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
	Christina Hinard	Director Risk Mgmt	Risk Mgmt	Beth Curran	300-3437
11315	Beth Curran	S. Dietzberg	Risk Mgmt	Dale Kelly	200 2378
8649	Monwood Mikersor	B.S. T.	Northwest Area	Mike Loughan	
160891	Tony Daley	Transportation	Safety	Adam Zebarsky	
99876	Tony Smyrock	Refrigeration Tech.	Northwest Maintenance	Mike Loughan	407-692-4464
106789	Warren Davis	Transportation	East River	Jeffrey Grice	407-558-1165

OESPA-CBLT MEETING

Thursday, May 4, 2017

8:30 AM – 2:00 PM

Magic Way – Bldg. 626

SIGN-IN SHEET

PIN	NAME	POSITION TITLE	WL NAME	SUPERVISOR NAME	CONTACT PHONE#
98541	Stamawic Herman	Director	Employment Services	Ken Higgins	200-2132
57152	Almeda Jefferson	Sr. Administrator	FNS	Lora Gilbert	2005160
98512	Elizabeth Silva	Sr. Manager	Compensation	Theresa Hartner-Niles	200-2172
	Krista Russell				
7521	Michael Erickson	Principal	Wetiva HS	Dr. Border	
8711	Michael Canio	Sr Mgr	HR/ER	L. Blackmore	200-2124
100445	Florian Mitchell	Para	Rock Lake Elem.	Robin Brown	407-245-1580
13726	Yolanda Anderson	Sr Finance Spec	FNS	Julia Hamilton	200.5161
8481	Helen Tyree	School Secretary	OES - Ace	Dr. Andrew Rollins	245-1750, 337-2223

Thursday, May 4, 2017

8:30 AM – 2:00 PM

MAGIC WAY – BLDG. 626

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SIGN ONLY ONE SIGN-IN SHEET