



CareerSource Hillsborough Pinellas Compensation Committee

Hybrid / 4350 W. Cypress Street, Suite 875, Tampa FL 33607
Date: September 12, 2024
Time: 9:30 - 11:00 EDT

Zoom Information

Meeting ID: 818 2544

6214

Passcode: 392028

Phone: 1 305 224 1968

[Zoom Link](#)

Agenda

I. Call to Order, Roll Call, and Welcome

II. Public Comments

III. Health Benefit Structure.....2

IV. Discussion Items

A. Co-Interim CEO's Salary

V. Adjournment

Action Item

Health Benefit Analysis

Background

As a result of the merger of the Hillsborough and Pinellas Workforce Boards, a Request for Proposal was conducted to engage a firm to conduct a comprehensive review of health and welfare benefits packages of each entity to ensure a smooth transition and alignment of human resource plans and policies and recommend best practices for the consolidation. M.E. Wilson of Tampa, Florida was the selected vendor to perform the Health Benefit Analysis.

Information

Cindy Buttrill, Partner, Employee Benefits, M.E. Wilson will present the Findings and Recommendations of the Health and Benefit Analysis which is attached. M.E. Wilson, Health Benefit Analysis overview:

Objectives:

- Conduct a thorough review of the health and welfare benefits packages offered by both workforce boards.
- Provide recommendations for options to consolidate the health and welfare benefit plans from both organization into one, including legal requirements and preferable timelines to ensure the least amount of impact and disruption on the current employee population.

Scope of Work:

- Review existing benefits packages, including medical, dental and vision health plans, short and long-term disability, basic and voluntary life insurance, voluntary benefit plans, retirement plans, paid time off, and other benefit plans, for both workforce boards.
- Analyze the strengths, weaknesses, and alignment of benefits packages with industry standards and best practices.
- Conduct interviews with key stakeholders, to gather insights and perspectives on the current benefits.
- Develop a comprehensive report outlining findings, recommendations, and implementation strategies for aligning benefits.

Deliverables:

- Detailed analysis of benefits packages for both merging workforce boards.
- Recommendations for integrating benefits to support the merged entity's objectives.
- Comprehensive report summarizing findings, recommendations, and implementation strategies, including timelines.

Recommendation:

Accept the recommendations of ME Wilson Health Benefit Analysis.



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