



EXECUTIVE COMMITTEE VIRTUAL MEETING

CareerSource Central Florida | 4/14/26

CareerSourceCentralFlorida.com

ISHMENT
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4/14/26 EXECUTIVE COMMITTEE VIRTUAL MEETING DETAILS

- ▶ Meeting Details
- Meeting Agenda
- Welcome
- Roll Call
- Public Comment
- Approval of Minutes
- Information/
Discussion/ Action
Items
- Other Business
- Adjournment

What: Executive Committee Virtual Meeting

When: Tuesday, April 14, 2026
10:00 a.m. to 11:30 a.m.

Where: Virtual Only via Zoom

Zoom Link: <https://careersourcecf.zoom.us/j/83224655571?pwd=0nH7rLVuYghGqqZRU7I00sbIAklUrb.1>

Dial In: 1 (305) 224-1968 / Meeting ID: 832 2465 5571 / Passcode: 804413

4/14/26 EXECUTIVE COMMITTEE VIRTUAL MEETING DETAILS

Meeting Details Meeting Agenda Welcome Roll Call Public Comment Approval of Minutes Information/ Discussion/ Action Items Other Business Adjournment	Agenda Item #”	Topic	Presenter	Action Item
	1.	Welcome	Sheri Olson	
	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
	3.	Public Comment		
	4.	Approval of Minutes A. 2/19/26 Executive Committee Meeting	Sheri Olson	X
	5.	Information / Discussion / Action Items A. Chair’s Report B. President’s Report C. Committee Reports (<i>deferred to June Board Meeting</i>) D. Action Item: Benefits Renewal E. 4/23/26 Board Meeting Agenda and Board Retreat Agenda	Sheri Olson Pam Nabors Dyana Burke Sheri Olson / Pam Nabors	
	6.	Other Business		
	7.	Adjournment		



Meeting Details

Meeting Agenda

► **Welcome**

Roll Call

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WELCOME



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Welcome

► **Roll Call**

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ROLL CALL / ESTABLISHMENT OF QUORUM



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Adjournment

PUBLIC COMMENT



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Public Comment

► **Approval of Minutes**

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APPROVAL OF MINUTES



**Draft
Executive Committee Meeting**
Thursday, February 19, 2026, 10:00 a.m.
MINUTES

MEMBERS PRESENT: Sheri Olson, Andrew Albu, Jeff Hayward, Lindsey LeWinter, David Sprinkle, Eric Ushkowitz and Matt Walton

MEMBERS ABSENT: John Gill and Richard Sweat

STAFF PRESENT: Pam Nabors, Leo Alvarez, Dyana Burke, Geo Morales, Vince Bruno and Kaz Kasal

GUESTS PRESENT: Heather Ramos / ~~Gray Robinson~~

Agenda Item	Topic	Action Item / Follow Up Item
1	Welcome Ms. Olson, CSCF Chair, called the meeting to order at 10:02 a.m.	
2	Roll Call / Establishment of Quorum Ms. Kasal, Executive Coordinator, reported a quorum present.	
3	Public Comment None offered.	
4	<u>Approval of Minutes – 12/4/25 Executive Committee Meeting</u> Reviewed minutes (attachment).	Mr. Albu made a motion to approve the draft minutes from the 12/4/25 Executive Committee meeting. Ms. LeWinter seconded; motion passed unanimously.
5	Action / Information / Discussion Items <u>Chair's Report</u> - Ms. Olson reported on the following: – Attended the 2nd Kroger hiring event last month representing Orlando Health, as she did at the 1st Kroger hiring event last December. The turnout was amazing. <u>President's Report</u> - Ms. Nabors, CEO, reported on the following: - Fairwinds awarded CSCF \$25,000 at their "Community Impact 2026" event on 2/10/26. A "Thank You, to Ms. LeWinter!" - Mr. Drew Bercich, new CEO of NAWB (National Association of Workforce Boards) asked for Ms. Nabors and Ms. Olson to attend NAWB and be part of round table discussions with Keith Sonderling, U.S. Deputy Secretary of Labor and Dr. Henry Mack, U.S. Assistant Secretary of Labor who oversees Department of Labor's Employment & Training. Executive Committee concurred on the importance of Ms. Nabors and Ms. Olson attending.	



	• Lake County awarded CSCF \$360,000 to support those individuals affected by the Kroger layoffs with training, upskilling and helping with job attainment. <u>Committee Reports</u> <u>Audit</u> Mr. Walton, Audit Committee Chair, stated the Committee met with Finance Committee on 1/14/26. The Committee: • Approved for Board's final approval the acceptance of 2 CFR 200 Audit Report which was performed by auditors Cherry Bekaert - no findings on compliance, no significant deficiencies or materials weaknesses. • Approved for Board's final approval the acceptance of 403(b) Retirement Plan Audit Report - no significant deficiencies, one reportable finding on a timeliness issue with contribution remittances. • Approved for Board's final approval the acceptance of Florida Commerce's financial monitoring results - no findings or observations. One noncompliance issue on MOU & infrastructure funding agreements with regard to chief elected official signatures. Staff working with Florida Commerce for flexibility to streamline processes. <u>Facilities Ad Hoc</u> Mr. Walton, Facilities Ad Hoc Committee Chair, stated no meeting is scheduled at this time. <u>Career Services</u> Mr. Albu, Career Services Committee Chair, stated Career Services Committee met on 2/5/26 at Seminole State College in Sanford. The Committee: • Approved for Board's final approval the action item to add specific apprenticeship programs, as presented, to ETPL. • Reviewed scorecard for Quarter 2 (10/1/25 through 12/31/25) • Reviewed training and development expenditures by industry sector to date for this PY. • Reviewed key employment factors per industry sector. • Education and Consortium met on 12/4/25 – topic was workforce challenges with recruitment and retainage in hospitality industry. • Interactively discussed how CSCF should approach industry sectors for next program year. Ranked each industry sector by priority of funding. Also ranked employer engagement where CSCF delivers most value and least value.	
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Community Engagement

Ms. LeWinter, Community Engagement Committee Chair, stated committee met on 1/29/26 and reviewed:

- Planning for CSCF's 30th Anniversary.
- Updated Business Survey – expected launch date in 3rd Quarter. The Committee concurred businesses that have not received CSCF services should also take the survey.
- Customer satisfaction trends PY 24-25 vs. PY 25-26. Overall CSCF received good satisfaction ratings. Based on commentary feedback, CSCF needs to focus more on consistency and clarity with communication, improved responsiveness and follow-ups.
- Final version of new home page on CSCF's website refresh. Staff are now working on the interior web pages.

Finance Committee

Mr. Ushkowitz, Finance Committee Chair, reported the Committee met with the Audit Committee on 1/14/26 and

- Reviewed CSCF's retirement plan which is at 90% participation. Committee approved for Board's final approval a target-date fund change from "American Century One Choice" to "Nuveen" due to better returns and lower fees.
- Approved for Board's final approval adjusting CSCF's Investment Account funds between Tier 1 and 2 in order to further diversify and enhance yields.
- Reviewed financials through 2nd quarter (7/1/25 through 12/31/25).

Governance

Mr. Sprinkle, Governance Committee Chair, stated Committee met on 1/15/26 and

- Reviewed Board Engagement results through 2nd Quarter:
 - Participation: 58%
 - Demonstrate: 94%
 - Contribute: 63%
- Reviewed Board Survey results: 87% overall satisfaction.
 - Areas for improvement: increase board engagement with CSCF events/programs; strengthen onboarding for new members; create more opportunities for quieter members to contribute; allow more time for deeper organizational insights to strengthen board advocacy.



	- Received an Enterprise Risk update for period July through December 2025. Reviewed CSCF's top risks and staff's proactive measures taken. <u>Revenue Diversity and New Markets</u> No report. Next meeting scheduled <u>on</u> 3/31/26. <u>2/26/26 Board Meeting Agenda:</u> - Reviewed agenda for upcoming Board Meeting (attachment)	
6	Other Business None offered.	
7	Adjournment Meeting adjourned at 10:35 am	

Respectfully submitted,
Kaz Kasal, Executive Coordinator



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Adjournment

INFORMATION / DISCUSSION / ACTION ITEMS



CHAIR'S REPORT



PRESIDENT'S REPORT



ACTION ITEM: BENEFITS RENEWAL



Action Item

To: Executive Committee
From: Finance Committee
Subject: CareerSource Central Florida – Employee Benefits
Date: April 14, 2026

Purposed Action:

The Finance Committee seeks approval from the Executive Committee to renew CareerSource Central Florida's healthcare coverage with UnitedHealthcare for the 2026–2027 plan year

Background:

This memo summarizes the results of CareerSource Central Florida's (CSCF) recent healthcare benefits renewal and Request for Proposal (RFP) process for the 2026–2027 plan year. CSCF's benefits broker, Gehring Group, issued an RFP to the market in January 2026, with responses due by the end of March 2026. Key highlights of the process and outcomes are outlined below:

- **Current Enrollment and Premiums:**
 - CSCF currently has 114 employees (82% of 140 total employees) enrolled in the health plan, with total annual premiums of approximately \$2.3 million.
 - The loss ratio under Florida Blue (claims compared to premiums) over the past 12 months is 94%.
 - Several high-cost claimants have contributed to the projected renewal increase, with some expected to remain ongoing.
- **Bid Results:** The RFP process produced the following top quotes:
 - **UnitedHealthcare:** Initial quote of a 14.25% increase, negotiated down to a 9% premium increase.
 - **Florida Blue:** 177% premium increase
 - **Aetna:** Quote pending.
 - **Cigna:** No bid submitted.
- **Additional Considerations:**
 - This represents the first renewal with UnitedHealthcare following CSCF's transition from Florida Blue during the 2025–2026 plan year. The prior transition resulted in a 0% increase in premium costs to CSCF.
 - UnitedHealthcare's renewal maintains the current plan structure, minimizing disruption to employees.
 - UnitedHealthcare will continue to bundle ancillary benefits—including dental, vision, life, and disability—at flat renewal rates.
 - Staff will continue to evaluate cost-containment strategies to identify additional savings opportunities.

Recommendation:

Based on the RFP results and consideration of both financial impact and plan stability, the Finance Committee recommends that the Executive Committee approve the renewal of healthcare coverage with UnitedHealthcare for the 2026–2027 plan year.



Current Benefits with United Healthcare

CURRENT

Schedule of Benefits				UnitedHealthcare EKR4-M (UHC EPO 2025) Rx Plan A16	UnitedHealthcare EKRU-M (UHC POS 2025) Rx Plan A16	UnitedHealthcare EKOD-M (UHC POS 2025-HSA) Rx Plan 570-HSA
Plan Year Deductible (PYD)				In Network	In Network Out of Network	In Network Out of Network
Individual Deductible				\$2,000	\$1,500 \$3,000	\$2,500 \$5,000
Family Deductible				\$2,000 / \$6,000	\$1,500 / \$4,500 \$3,000 / \$9,000	\$5,000 \$10,000
Out of Pocket Maximum						
Single				\$5,000	\$5,300 \$8,000	\$5,000 \$10,000
Family Deductible (Ind/Fam)				\$5,000 / \$10,000	\$5,300 / \$10,600 \$8,000 / \$16,000	\$5,000 / \$10,000 \$10,000 / \$20,000
Member Coinsurance				10%	20% 40%	10% 40%
Non-Hospital Services						
Physician Office Visit Copay				\$35 Copay	\$25 Copay 40% after PYD	10% after PYD 40% after PYD
Specialist Office Visit Copay				\$65 Copay	\$50 Copay 40% after PYD	10% after PYD 40% after PYD
Virtual Visit Copay (PCP/Specialist)				* No Charge (DOD, Amwell, Teladoc)	* No Charge (DOD, Amwell, Teladoc) Not Covered	10% after PYD Not Covered
Preventive Services				No Charge	No Charge 40% after PYD	No Charge 40% after PYD
Laboratory Services / X-Ray IDTC				No Charge/ \$50 Copay (50% Non DDP)	No Charge/ \$50 Copay (50% Non DDP) 40% after PYD	10% after PYD (Ded+50% Non-DDP) 40% after PYD
Advanced Imaging (MRI, PET, CT)				\$300 Copay (\$750 Non-DDP)	\$450 Copay (\$750 Non-DDP) 40% after PYD	10% after PYD (Ded+50% Non-DDP) 40% after PYD
Urgent Care Center				\$70 Copay	\$55 Copay 40% after PYD	10% after PYD 40% after PYD
Hospital Services						
Inpatient Hospital Services				10% after PYD	20% after PYD 40% after PYD	10% after PYD 40% after PYD
Outpatient Hospital Services/ASC				\$250 Copay / \$250 Copay	20% after PYD 40% after PYD	10% after PYD 40% after PYD
Physician Services at Hospital/ASC				10% after PYD	20% after PYD 20% after INN PYD/40% after PYD	10% after PYD 10% after INN PYD / 40% after PYD
Emergency Room (Per Visit)				\$300 Copay	20% after PYD 20% after INN PYD	10% after PYD 10% after INN PYD
Mental Health/Substance Abuse						
Inpatient Hospital				No Charge	No Charge 40% after PYD	10% after PYD 40% after PYD
Outpatient Services (OV/Other)				No Charge	No Charge 40% after PYD	10% after PYD 40% after PYD
Prescription Drugs						
Generic Drugs				\$10	\$10 Tier 1-3 Copay + any	\$10 after PYD Tier 1-3 Copay after PYD +
Formulary Drugs				\$50	\$50 amount over the allowed	\$35 after PYD any amount over the
Non-Formulary Drugs				\$85	\$85 amount	\$70 after PYD allowed amount
Specialty Drugs				Tiers 1-3	Tiers 1-3 Tiers 1-3	Tiers 1-3 Tiers 1-3
Mail Order - 90 Day Supply				2.5x Retail Copay	2.5x Retail Copay Not Covered	2.5x Retail after PYD Not Covered
Rates						
Employee Only				20 4 37	\$1,100.66 \$1,076.19	\$895.59
Employee + Spouse				10 0 7	\$2,509.50 \$2,453.71	\$2,041.94
Employee + Child(ren)				9 0 11	\$2,201.32 \$2,152.38	\$1,791.18
Employee + Family				8 0 8	\$3,522.11 \$3,443.81	\$2,865.89

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4/23/26 BOARD MEETING AGENDA

4/23/26 BOARD OF DIRECTORS MEETING AGENDA

Meeting Details ▶ Meeting Agenda Welcome Roll Call Public Comment Consent Agenda Information/ Discussion/ Action Items Other Business Adjournment	Agenda Item #	Topic	Presenter	Action Item
	1.	Welcome - Pledge of Allegiance - Host Welcome	Sheri Olson Robert Bixler / Jodie Rolston Cary	
	2.	Roll Call / Establishment of Quorum	Kaz Kasal	
	3.	Public Comment	Sheri Olson	
	4.	<u>Consent Agenda</u> A. <u>2/26/26 Board Meeting Minutes</u> B. <u>Eligible Training Provider (ETPL) Policy (Career Services)</u> C. <u>Individual Training Account (ITA) Policy (Career Services)</u> D. <u>Self-Sufficiency Policy (Career Services)</u> E. <u>Training Provider Approval Upcoming Program Year (Career Services)</u> F. Accounting Policy Recommendations: 1) <u>Increase Capitalization Threshold (Finance)</u> 2) <u>Increase “Micro Purchase” Threshold (Finance)</u>	Sheri Olson	X
	5.	Information / Discussion / Action Items A. Action Items: 1) <u>FY 2026-2027 Health Insurance Plan Renewal Recommendation (Finance)</u> B. <u>Finance Report (please Appendix)</u> C. Committee Reports: <i>Deferred to 6/18/26 Board Meeting</i>	Eric Ushkowitz	X
	6.	Other Business		
	7.	Adjournment / Retreat Begins		

4/23/26 BOARD OF DIRECTORS MEETING AGENDA

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▶ Meeting Agenda

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Upcoming Meetings:

Board & Consortium	6/18/26	9:00 a.m. to 11:00 a.m.
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Committee Meetings:

- | | | |
|------------------------|---------|--------------------------|
| - Community Engagement | 5/7/26 | 3:00 p.m. to 4:30 p.m. |
| - Governance | 5/13/26 | 3:00 p.m. to 4:30 p.m. |
| - Budget Workshop | 5/21/26 | 10:00 a.m. to 12:00 p.m. |
| - Finance | 6/3/26 | 2:00 p.m. to 3:30 p.m. |
| - Executive | 6/11/26 | 2:00 p.m. to 3:30 p.m. |



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OTHER BUSINESS



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▶ **Adjournment**

ADJOURNMENT

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