

The Board of Sumter County Commissioners (Board) convened in regular workshop session on this Tuesday, January 15, 2013, at Wildwood, Florida, with the following members present to wit: Al Butler, Vice Chairman, District No. 1; Douglas Gilpin, Chairman, District No. 2; Donald Burgess, District No. 3; Garry Breeden, District No. 4; and Don Hahnfeldt, 2nd Vice Chairman, District No. 5. The following individuals were also present and acting in their respective official capacities: Bradley Arnold, County Administrator; Bill Kleinsorge, Finance Director; and Connie Webb, Deputy Clerk. Commissioner Gilpin called the meeting to order at 5:00 p.m. with the invocation given by Commissioner Breeden followed by the flag salute led by Commissioner Butler.

1. Investment Presentation

Bill Kleinsorge, Finance Director, gave the annual review of investments in compliance with the Investment Policy.

- a. Portfolio as of 12-31-2011

01-15-13-1-a

- b. Florida Prime November 2012 Monthly Summary Report

01-15-13-1-b

- c. Portfolio Report November 2012 Investment Trust

01-15-13-1-c

- d. FL-FIT Holdings 1 year 11-30-2012

01-15-13-1-d

- e. 2012 Fund B September Financial Statement Disclosures

01-15-13-1-e

2. Annual Employee Benefit Review

Bradley Arnold, County Administrator, gave the Annual Employee Benefit Review.

01-15-13-2-a

- a. Employee Benefits Survey
- b. Employee Benefits Overview

01-15-13-2-b-1; 01-15-13-2-b-2

1. Paid Time Off

Mr. Arnold advised that as of January 1, 2013 vacation and sick leave for Board employees were converted to Paid Time Off (PTO). This change is projected to save the County approximately \$482,000 over the next ten years.

2. Cost Of Living Adjustment

After discussion, consensus is to budget for a 1.70% Cost of Living (COLA) increase for FY 2013-2014 with a projected budget impact of \$570,500. Mr. Arnold will advise the Constitutional Officers of this so it can be included in their proposed budgets for FY 2013-2014.

3. Health Plan

After discussion consensus is for the employee portion of the health insurance premium to increase from \$40.00 per month to \$50.00 per month effective October 1, 2013. The employer portion will decrease by the same amount which will save the County \$74,880 based on 624 employees.

In discussing life insurance, under the current employee benefit program a \$25,000 life insurance policy is provided to all employees that are covered under the health plan. Employees who opt out of the health plan are not currently provided this life insurance. Consensus is that effective October 1, 2013 all employees will be provided the \$25,000 life insurance policy regardless of their enrollment in other plans. Based on the current 16 employees who have opted out of the health and insurance program the cost of providing the life insurance to these employees will be approximately \$1,008 per year.

4. Obamacare

Mr. Arnold discussed the "Cadillac Plan Excise Tax" which will affect the County beginning October 1, 2018. The estimated annual cost based on current health plan premiums with no reallocation is \$323,000. He went on to discuss projections to alleviate the Cadillac Excise Tax and consensus was to start the incremental step process in 2014.

The Transitional Reinsurance Program Fee with an annual contribution rate for 2014 of \$63 per individual covered under a group health plan is intended to help

stabilize premiums in the individual insurance market for the three-year period 2014 through 2016 by giving transitional funding to insurers that incur high claims in the individual insurance market. The estimated annual cost is \$81,000.

Mr. Arnold next discussed the Comparative Effectiveness (Patient-Centered Outcomes Research Fee) which is an estimated annual cost to the County of \$2,600.

c. Pay for Performance

Mr. Arnold discussed a Pay for Performance Program beginning in 2014. After discussion consensus is for him to bring back in January 2014 for further discussion/consideration.

1. Proposed Effective Date of October 1, 2014
2. Bonus Concept

3. Adjourn

The meeting was adjourned at 6:10 p.m.

ATTEST:

BOARD OF COUNTY COMMISSIONERS
SUMTER COUNTY, FLORIDA

By _____

GLORIA R. HAYWARD
CLERK & AUDITOR

By _____

DOUG GILPIN
CHAIRMAN