

EMPLOYEE SERVICES

Kitty Fields – Employee Services Manager

Nick Mellington – Assistant Employee Services Manager

Rona Mohrenne – Employee Services Specialist

Beverly Fenner – Employee Services Specialist

Debra Hunton – Employee Services Specialist

EMPLOYEE SERVICES

- Manages consolidated health/dental self insured plan for all five Constitutional Officers
- Manages evaluations, specific training, and general benefits for the employees of the BOCC and Consolidated support to the Tax Collector and Supervisor of Elections
- Manages payroll/leave accuracy before Finance's QA and processing

ANNUAL EMPLOYEE BENEFITS REVIEW

Family Medical Leave Act (FMLA)

- The Board currently measures FMLA by calendar year. The year begins on January 1 and ends on December 31, and employees can take 12 weeks of leave during this time.
- The Board must give employees at least 60 days' notice before adopting a new approach. Additionally, employees can not lose out on leave eligibility because of the change. The transition must take place so that workers keep the full benefit of their leave entitlement under whichever method affords them the greatest benefit.
- Effective April 20, 2023, Employee Services will begin calculating the 12 months by measuring forward from the first date an employee takes leave. The employee would be eligible for 12 weeks during that forward-looking time frame. This method prevents employees from stacking time off from one period to the next and provides consistency in the provision of this benefit.

Change in Federal Payroll Taxes

- Social Security's **Old Age, Survivors, and Disability Insurance** (OASDI) program limits the amount of earnings subject to taxation for a year
- For 2023, the FICA tax rate for employers and employees is 7.65% (6.2% for OASDI and 1.45% for Medicare)
- For 2024 through 2033 there will be an increase each year until the amount is 13.4% for 2033 and later

Florida Minimum Wage for Standard Employees Increased to \$11.00 per hour on September 30, 2022

- Each year, Florida's Minimum Wage will increase by \$1.00 until the Minimum Wage reaches \$15.00 per hour on September 30, 2026
- Sumter County will meet each annual increase requirement
- In FY 23/24 Employee Services will perform a Compensation Study to ensure we meet these requirements with implementation on October 1, 2024

Cost of Living Allowance

- For FY 23/24, the proposed Cost of Living Adjustment (COLA) is 8.7% per Compensation Policy 4.015. No additional increases beyond this COLA are recommended at this time.
- The proposal has an impact to the BOCC operations of \$1,592,860.67.
- The Constitutional officers impact of this increase is \$2,321,331.47.
- The total FY 23/24 estimated impact from the policy/CBA requirement to match the COLA is \$3,914,192.14

Fiscal Year	CPI-W	COLA	BOCC Adjustment Beyond Cola
2023-2024	8.70%	8.70%	0.00%
2022-2023	5.90%	5.90%	0.00%
2021-2022	1.30%	1.30%	0.00%
2020-2021	1.60%	1.60%	0.00%
2019-2020	2.80%	2.80%	0.00%
2018-2019	2.00%	2.00%	0.00%
2017-2018	0.03%	0.03%	2.97%

Sumter County CBA Costs for FY 23/24

- The COUNTY agrees to provide annually, in October, a Cost of Living Adjustment (COLA) to all UNIT members calculated on their base pay rate. The COLA will be set at a rate matching the CPI-W provided by the US Bureau of Labor Statistics from the previous year in October. The total breakout for the Fire only increase with the 8.7% for FY24 is \$893,211.07 of the BOCC \$1,592,860.67 total.

- Longevity Pay: On the start of the first pay period following October 1, 2023, UNIT members with greater than three (3) or more years of Seniority will receive a three percent (3%) increase to their base rate of pay.
 - The Rank and File increase is \$61,957
 - The Supervisor increase is \$93,191

- All UNIT members with Seniority of ten (10) or more years are eligible for PTO Sell-Back. The maximum amount of PTO Sell-Back will be one hundred and fifty (150) PTO hours at UNIT member's base rate of pay at the time of the disbursement. Payment will be included in the first paycheck in December of each year.

Holidays Detail

Holiday	Sumter County	VCCDD	Polk County	Pasco County	Hernando County	Marion County	City of Wildwood
New Year's	X	X	X	X	X	X	X
MLK	X	X	X	X	X	X	X
President's Day		X			X		
Good Friday	X				X		
Memorial Day	X	X	X	X	X	X	X
July 4th	X	X	X	X	X	X	X
Labor Day	X	X	X	X	X	X	X
Veteran's Day	X	X	X	X	X	X	
Thanksgiving	X	X	X	X	X	X	X
Day after Thanksgiving	X	X	X	X	X	X	X
Christmas Eve	X		X	X	X		1/2 DAY
Christmas	X	X	X	X	X	X	X
New Year's Eve				X			1/2 DAY
Total	11	10	10	11	12	9	9

BOCC Self-Insured Group Insurance

- The BOCC Group Insurance is Self Funded with Administrative Services (ASO) and Stop Loss
- Florida Blue is our third-party administrator for our health claims
- Delta Dental is our third-party administrator for our dental claims
- Participants from all six Sumter County employers include 619 employees; 75 retirees; and 709 dependents (as of January 1, 2023; excluding employees who waive coverage)
- The BOCC complies with the 2022 Florida Statutes 112.0801, which states that Retirees and their eligible dependents shall be offered the same health and hospitalization insurance coverage provided to active employees at a premium cost of no more than the premium cost applicable. The employer or the retired employees may pay the cost of continued participation for retired employees and their eligible dependents.
- 68 Employees and 55 Retirees are enrolled in our Health Plan Waiver Program
 - This program provides \$1700 per year in reimbursable medical expenses.

Group Health Plan Benefits

Core Benefits – Provided partially or fully by Sumter County

- Health Plan – Florida Blue – Blue Options Network (Target 75% County of Health Plan premium)
- Dental Benefits – Delta Dental (incorporated into the Health Plan premium)
- Teladoc – E-Office Visit Services – 394 visits YTD, 110 registrations YTD, Total Net Claim Savings YTD \$188,465 (as of Oct. 31, 2022) (incorporated into the Health Plan premium)
 - Note: We are adding Dermatology to Teledoc @ no additional cost
 - Note: We are adding Teledoc Mental Health \$.25 (PEPM) = \$2,082 annually plus the cost of the claim. Mental health benefits are only available to those 18 and up on the Teledoc platform. This is in addition to the Employee Assistance Program
- Employee Assistance Program – ComPsych Guidance Resources through The Hartford (100% County)
- CanaRX – Mail order pharmacy – 15 Enrolled Members; Net Program Savings 4Q \$52,281; Since 2017 Inception \$222,036.80 (100% County)
- Life Scan for employees and covered dependents 18 years of age or older at the employer cost (100% County)
- \$25K Basic Life and AD&D policy per employee – The Hartford (100% County)
- Short-Term Disability – The Hartford (100% County)

Group Health Plan Summary

Sumter County Board of County Commissioners		
Proposed 2023 - 2024 Medical (No Changes)		
Benefits Highlights	<i>In Network</i>	<i>Out of Network</i>
Deductible		
Single	\$1000	\$1,500
Family	\$2,000	\$3,000
Coinsurance	20%	40%
Out-of-Pocket Limit		
Single	\$3,000	\$6,000
Family	\$6,000	\$12,000
Out-of-Pocket Includes	DED, Coins, Copays: Excludes RX	
Lifetime Maximum	Unlimited	
Physician Services (including Diagnostic X-ray/Lab Services)		
PCP Office Visits	\$20	40% after deductible
Specialist Visits	\$40	40% after deductible
Preventive Care		
Well Child Care	\$0	40%
Routine Adult Physical Exam	\$0	40%
Well Woman/GYN Exam	\$0	40%
Mammograms	\$0	0%
Hospital Facility Services		
Inpatient	\$600	40% after deductible
Outpatient	\$200	40% after deductible
Emergency Facility Services		
Emergency Room	\$300	\$300
Urgent Care Center	\$45	40% after deductible

Group Health Plan Benefits (continued)

Employee Optional (No contributions from Sumter County)

- Dependent Voluntary Life – The Hartford
- Employee Voluntary Life – The Hartford
- Group Accident Insurance – The Hartford
- Group Critical Illness Insurance – The Hartford
- Group Indemnity Medical Insurance – The Hartford
- Identity Theft Support Services – The Hartford
- Long-Term Disability – The Hartford
- Travel Assistance Services – The Hartford
- Vision – Humana
- Flexible Savings Account – Employee Benefits Corporation
- WellRight Wellness Program – 601 Eligible (Pending + Active); 308 Active (Completed Registration); 51.2% Activation Rate

Group Health Plan Premium Cost Comparison For Employees

Current Health / Dental Premiums FY 2022-2023							
Enrollment	2022-2023 Medical / Rx / Dental						
Tier	EE's	Health	Dental	Total Rate	ER Rate	EE Rate	EE %
EE Only	370	\$782.65	\$28.75	\$811.40	\$710.02	\$ 101.38	12%
EE+Spouse	70	\$1,675.17	\$28.75	\$1,703.92	\$1,287.36	\$ 416.56	24%
EE+Child(ren)	85	\$1,512.89	\$28.75	\$1,541.64	\$1,260.76	\$ 280.88	18%
EE+Family	162	\$2,567.70	\$28.75	\$2,596.45	\$2,049.25	\$ 547.20	21%
Monthly Total	687	\$951,405	\$187,979	\$1,139,385	\$791,966	\$179,191	
Annual Total	687	\$11,416,865	\$2,255,751	\$13,672,617	\$9,503,588	\$2,150,292	
Recommended Health / Dental Premiums FY 2023-2024							
Enrollment	2023-2024 Medical / Rx / Dental						
Tier	EE's	Health	Dental	Total Rate	ER Rate	EE Rate	EE %
EE Only	370	\$829.71	\$28.75	\$858.46	\$733.46	\$125.00	15%
EE+Spouse	70	\$1,742.38	\$28.75	\$1,771.13	\$1,320.13	\$451.00	25%
EE+Child(ren)	85	\$1,576.44	\$28.75	\$1,605.19	\$1,309.19	\$296.00	18%
EE+Family	162	\$2,655.06	\$28.75	\$2,683.81	\$2,113.81	\$570.00	21%
Monthly Total	687	\$993,076	\$195,603	\$1,188,680	\$817,508	\$195,320	
Annual Total	687	\$11,916,917	\$2,347,241	\$14,264,158	\$9,810,092	\$2,343,840	
Increase/ (Decrease) \$				\$591,542	\$306,504	\$193,548	

Note: The retiree premiums also increase based on the total premium increases
 Note: Retirees have a statutory right to remain on the County's plan; however, once they leave the plan, they do not return to the plan as retirees