



# **Human Resources Committee Meeting Transcript**

**April 9, 2020**

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THE CHILDREN'S TRUST HUMAN RESOURCES  
COMMITTEE MEETING

The Children's Trust Human Resources Committee Meeting was held on April 9, 2020, commencing at 2:10 p.m., at 3150 Southwest 3rd Avenue, United Way, Ryder Conference Room, Miami, Florida 33129. The meeting was called to order by Mark Trowbridge, Chair.

COMMITTEE MEMBERS:

- Mark Trowbridge, Chair
- Gilda Ferradaz, Vice Chair
- Lourdes Gimenez
- Mindy Grimes-Feste
- Steve Hope
- Karen Weller
- Kenneth Hoffman, ex-officio

STAFF:

- Leigh Kobrinski
- Imran Ali
- James Haj
- Joanna Revelo
- Vivianne Bohorques
- Muriel Jeanty

1 PROCEEDINGS

2 (Recording of the meeting began at 2:10 p.m.)

3 MS. BOHORQUES: Okay, we're ready.

4 MR. TROWBRIDGE: Wonderful, thank you very much.  
5 We'll just give another minute or two. We have a few  
6 folks that we're waiting on.

7 We resent the link and so we'll officially call  
8 the meeting to order in just a minute or two and then  
9 we'll do a roll call because not everybody is on  
10 video.

11 I had read somewhere that if you're in a  
12 residential area, the Wi-Fi sometimes isn't as robust  
13 or residential Wi-Fi, so sometimes it's better to go  
14 off video and just be on audio if that's happening to  
15 you or you're dealing with any lag so, just so you  
16 know. Welcome Karen.

17 MS. WELLER: I'm not on because I didn't put my  
18 makeup on today, so --

19 MR. TROWBRIDGE: Was that Steve Hope?

20 MS. WELLER: Yeah. I'm not on. I didn't put my  
21 makeup and weave on, so you're going to have to excuse  
22 me, you know?

23 MR. TROWBRIDGE: Well, you're a natural beauty,  
24 so don't you worry.

25 MR. ALI: I don't -- that's helped you, Steve.

1 MR. TROWBRIDGE: Karen, we can see you. You're a  
2 little bit backlit. Yep, there you go. Fantastic.

3 MR. HOFFMAN: Are you in costume, Mark?

4 MR. TROWBRIDGE: I'm sorry. I can see you, Ken.  
5 Yeah.

6 MR. HOFFMAN: Are you in costume?

7 MR. TROWBRIDGE: I mean, this is my normal  
8 costume right now. No haircut for three weeks. No  
9 shave for three weeks.

10 MS. WELLER: You see what I'm wearing?

11 MR. TROWBRIDGE: Oh, very nice.

12 MS. WELLER: Aha. Just in case, they say that in  
13 zoom some people could get in and kind of like hack in  
14 your conversation. So, I figured they need to see  
15 that we're talking about good issues like children and  
16 family issues.

17 MR. TROWBRIDGE: Yeah, that happened to Senator  
18 Today. I don't know if you saw that video.

19 MS. WELLER: Oh, really?

20 MR. TROWBRIDGE: She was having a town hall and  
21 she had I think, you know, some folks from the state  
22 we're joining her like Ken Lawson and others, and  
23 somebody Zoom bombed into her and (inaudible)  
24 profanities, and they couldn't figure out who it was  
25 or who to mute and it and it just kept going on, and

1 it, you know.

2 MS. WELLER: You know, I think this is great that  
3 we're able to meet this way, but I really like much  
4 better meeting the old-fashioned way.

5 MR. TROWBRIDGE: I've heard people talk about,  
6 oh, this is how we'll meet forever. I'm like, no  
7 chance.

8 MS. WELLER: No.

9 MR. TROWBRIDGE: It may augment some of your work  
10 but people I think miss --

11 MR. HOFFMAN: It's actually exhausting to meet by  
12 Zoom or teams all day as well.

13 MR. TROWBRIDGE: It's a very good point.

14 MS. WELLER: You know, I think --

15 MR. TROWBRIDGE: As far as the one today --

16 MS. WELLER: It would be good if you're traveling  
17 and then we can Zoom you into the meeting if you want  
18 to be part of the meeting but not for every single  
19 meeting. Heck, no, no, no, no.

20 Even the children, I was telling Vivianne, my  
21 grandchildren, they want to go back to school and be  
22 with their teachers. They don't like the Zoom  
23 classroom.

24 MR. TROWBRIDGE: Yeah.

25 MS. WELLER: You know, it's different. It's so

1 cold.

2 MR. TROWBRIDGE: It translates into bigger  
3 paychecks.

4 MS. WELLER: I agree. I've been an advocate for  
5 years and, you know, to deaf ears because I mean,  
6 people don't realize -- well, I think now, hopefully  
7 they'll realize that.

8 MR. TROWBRIDGE: Yeah, for sure.

9 MS. WELLER: Difficult times.

10 MR. TROWBRIDGE: I hear the most popular app  
11 being used in Miami right now is something called  
12 Drizzly. Have you all heard of it?

13 MS. WELLER: No. What is that?

14 MR. TROWBRIDGE: It's an online app to order  
15 liquor and wine, and it can be delivered to your house  
16 within an hour.

17 MS. WELLER: Not surprised. Oh, my gosh.

18 MR. TROWBRIDGE: Anyway, so I think we have --  
19 Steve is still with us. We welcome, Mindy. We  
20 welcome Karen. I think we were waiting on Gilda. I  
21 know that Vivianne resent her the link. I just don't  
22 see that.

23 MS. JEANTY: Gilda?

24 MS. FERRADAZ: Yes?

25 MS. JEANTY: You guys on the phone --

1 MR. TROWBRIDGE: Okay.

2 MS. JEANTY: -- she will be on the video in a  
3 few.

4 MR. TROWBRIDGE: Okay.

5 MS. BOHORQUES: So, we -- I'm sorry, do we have  
6 someone on the phone as an attendee? I can -- if  
7 that's Gilda, I can --

8 MS. JEANTY: That's Gilda.

9 MS. BOHORQUES: -- I can allow -- I can give her  
10 -- okay. I'm just allowing her to speak and then she  
11 at least can join by phone until she logs into the PC.

12 MS. FERRADAZ: Yes, Vivianne. This is Gilda.  
13 I'm here.

14 MS. BOHORQUES: Okay, great.

15 MS. FERRADAZ: I'm going to log into Zoom in like  
16 two minutes.

17 MS. BOHORQUES: No problem. I just gave you  
18 permission to speak as an attendee so you can --

19 MS. FERRADAZ: Okay. Thank you.

20 MR. TROWBRIDGE: All right. Welcome, Gilda. So,  
21 I think we're at full complement. I think the only  
22 person we might be missing is legal counsel. Do we  
23 need to wait?

24 MR. ALI: I don't think so. Let me text Lee. Do  
25 you want me text Lee and ask her?

1 MR. HOFFMAN: Mark, historically, the last two HR  
2 meetings they have not come to the meeting, so I  
3 would, you know, we can start. I don't think there's  
4 much -- many action items on here.

5 MR. TROWBRIDGE: Fantastic. And so, and in an  
6 unorthodox way we'll do a roll call. I know we can  
7 see everybody except for Steve and Gilda, but I think  
8 we have the full complement of our committee that also  
9 confirmed to be with us, and we're joined by our Chair  
10 of the Board as well who's ex-officio to the  
11 committee.

12 So, I think we see everyone. Is there anybody  
13 that would like to make their presence known? Okay.  
14 Seeing none, we'll move into public comments. Muriel,  
15 do we have any public comments?

16 MS. JEANTY: Nobody comments, Chair Mark.

17 MR. TROWBRIDGE: Thank you very much. So, with  
18 no public comment, we will move into discussion items.  
19 And so, first item for review is health insurance  
20 proposals, and I think for those of you that have been  
21 on the call you heard from Vivianne that she and  
22 Joanna are going to share a PowerPoint with us related  
23 to health insurance.

24 And I remind you that one of our functions under  
25 the bylaws is that the staff gives us an update on



1 this as they go out to market each year, and so this  
2 is going to be our formal update on the benefits  
3 renewal.

4 And as you can tell, the open enrollment is upon  
5 us. So, this is very timely, and very important that  
6 we see this today and move forward. So back to you,  
7 Joanna.

8 MS. REVELO: Thank you, Mark. And also in the  
9 call, we invited Kimberly Lowe. She is our insurance  
10 broker. She's the one that helps us with the whole  
11 renewal process as we look at the benefits for the  
12 Children's Trust.

13 So, if after the presentation if there's any  
14 meetings, Kim's on the line to address those  
15 questions, but I'll go over the whole process and  
16 where we are today.

17 So today is the executive summary, and I wanted  
18 to just give you also a little bit of background as  
19 far as the insurance renewal process.

20 Like I said, we work with AlphaStaff. They are  
21 both our HR and payroll and benefits provider. And we  
22 started this process mid to late February and we got  
23 an initial renewal from our current provider, which is  
24 Cigna and that came in at 23 percent.

25 So of course, we pushed back a little bit, and

1 again, with the help of AlphaStaff, we were able to  
2 negotiate that down to a 10.5 increase and that was  
3 with no changes to the plan.

4 Cigna did offer an additional 1 percent discount  
5 if we were to move everything over to Cigna, but that  
6 would require some disruption to our employees in a  
7 change with the dental and in a change with the  
8 vision.

9 The executive team, when we met to discuss this,  
10 we decided at this time we really want to minimize any  
11 kind of disruption and so we proceeded to negotiate  
12 even further with Cigna.

13 So, Cigna made a business decision and they were  
14 able to decrease the rate from 10.5 percent to now,  
15 it's a 6.5 percent.

16 So, our Cigna plan is the current plan that we  
17 have and based on the projections, the Cigna plan that  
18 we have is also something called a level funded plan.

19 And so, based on projections the Children's Trust  
20 is scheduled to receive a surplus refund. That  
21 happens in the 15th month after renewal and it comes  
22 to us as a credit. We can share that surplus either  
23 in the claim account at the end of the plan period and  
24 so, that's what we're planning to do.

25 In addition, Cigna unlike the other carriers that

1 we have had in the past, also offers a very unique and  
2 very good feature for utilization reporting. They've  
3 made that available to us this last year.

4 They have made the commitment that we will  
5 continue to see those reports, and it allows us to see  
6 the tracking of the claims as well as to see the  
7 surface surplus refund.

8 Cigna like the other carriers, has a very large  
9 in-network provider. It is one of the strongest in  
10 the country, and so we continued to look at that as we  
11 were assessing other plans.

12 It is a PPO plan, which a lot of our employees  
13 really enjoy. It's what we have always offered to the  
14 employees at the Children's Trust pretty much from  
15 from the beginning. And for those of you who don't  
16 know, the PPO is the preferred provider option which  
17 means an employee can go to any provider at any time  
18 and not get a referral.

19 In addition, the plan offers a \$4,000 wellness  
20 fund for us to use for wellness activities. This past  
21 year, it's been the first year that we've had it that  
22 we've been with Cigna, and we have used it quite a bit  
23 and the employees enjoy it. Next slide, please.

24 So again, like I said, AlphaStaff did take our  
25 demographic, our census, to market and you see on the

1 screen the market results. The first three are this  
2 -- similar plans to what we currently have with Cigna,  
3 so they were with Humana, United Healthcare, and  
4 Florida Blue.

5 You can see that there were increases in all of  
6 the plans, and you can see that that does bear out  
7 that the renewal that we were receiving from Cigna is  
8 -- it bears out with what the market is showing.

9 The last two that you see there, the AvMed and  
10 the Aetna, it's very important to note that while it  
11 looks like AvMed came in at a lower renewal rate or at  
12 a lower rate, that it is not comparing apples to  
13 apples, and it would mean some changes to the plan  
14 that our employees currently are offered. Aetna as  
15 well did not offer a current plan, and so we did not  
16 pursue those. Next slide, please.

17 So, having looked at what was available in the  
18 market after very tough negotiations by the executive  
19 team, in particular Jim and Imran, we were able to  
20 settle on a 6.5 renewal rate with Cigna. And that's  
21 very good news because that means we can keep the  
22 existing plans that we have, which means very minimal,  
23 no disruption to our employees.

24 When we discussed this with the executive team,  
25 we wanted to make sure especially right now at this

1 time, that we can do things very minimally to disrupt  
2 what the employees have, and know that healthcare  
3 right now is very, very important.

4 So, we were able to negotiate that. There's no  
5 change to the carrier, no changes to any of the  
6 deductibles or the out of pocket maximums; everything  
7 stays the same. We're also speaking with AlphaStaff  
8 and finalizing those details as far as doing what we  
9 did last year, which is an open enrollment.

10 Excuse me -- which is a passive open enrollment,  
11 meaning that if an employee has no changes to their  
12 plans, if they're not adding any dependents, and if  
13 they're just leaving everything as is, AlphaStaff will  
14 automatically transfer or rollover that employee  
15 census into the new plan year.

16 The new plan year does begin May 1st and we're  
17 scheduled to begin open enrollment next week, Tuesday,  
18 and it'll go through the end of the month. That will  
19 allow AlphaStaff time to take the census, take  
20 whatever changes we have, so that we can start with  
21 our new plan year May 1st. Next slide, please.

22 In addition to what I showed previous,  
23 AlphaStaff has also offered to have an exclusive call  
24 center that will be open and available for employees  
25 to speak directly with them.

1           They are licensed benefits counselors. They can  
2 answer whatever questions they have regarding the  
3 coverage, the plans, anything related to any of the  
4 plans, the medical, the dental, the vision. And if  
5 they want to, they can do their enrollment by phone.

6           In addition, there will be a benefits webinar  
7 that we will post. We'll offer a live version and  
8 then an on-demand version so that employees can review  
9 it. If they need to review it with their spouses,  
10 they will be able to do that as well.

11          Like I said -- can you go back please? Yeah,  
12 thank you. Any employee who's not in our plan or  
13 needs to make any kind of change, any kind of changes,  
14 they will enroll via the online portal that we  
15 currently use. That's the portal that they use to see  
16 their paychecks; everything goes electronic and  
17 that'll be done through the portal.

18          Then, in addition, we also offer the employees  
19 supplemental insurance plans, and this year we're  
20 making a slight change with our legal services. It's  
21 being offered through MetLife -- excuse me -- through  
22 MetLaw. That replaces Legal Shield. We had had some  
23 challenges with Legal Shield and AlphaStaff was very  
24 responsive to that and we're now providing legal  
25 services through MetLaw.

1           Something that is very brand new to our  
2 employees, and we'll offer that as well, is group  
3 whole life insurance. That's offered through Mass  
4 Mutual.

5           But as you recall, and I think going to the next  
6 slide, you'll see that for all employees of The  
7 Children's Trust, you can move to the next slide  
8 please.

9           For all employees of The Children's Trust, they  
10 all receive at no additional cost to the employee, a  
11 basic life insurance plan. And that's that last  
12 bullet there that's currently offered through Unum.  
13 They're also our carrier for the short-term  
14 disability, the long-term disability, the accidental  
15 death and dismemberment.

16           So again, starting from the top, our medical  
17 insurance is offered through Cigna. We really have  
18 one base plan that we offer all the employees. You  
19 see that there's something there called a Buy Up Plan.

20           The base plan is -- has a 257/50 annual  
21 deductible. The 250 is for employee only. The 750 is  
22 for family and others, with a 3,000 and 6,000 maximum  
23 out of pocket expense. The Buy Up Plan, if employees  
24 choose to do that and right now we only have a handful  
25 of employees in that plan, they pay a higher premium.

1           The Children's Trust passes that premium on to  
2 the employees. If the employees want that Buy Up  
3 Plan, they're able to buy it.

4           Now, there are no differences to the plan in  
5 terms of what is offered. The only differences is  
6 what's highlighted in the slide; the annual  
7 deductibles and the out of pocket expenses.

8           The cost share between what The Children's Trust  
9 pays and what our employer pays is 90 percent and 10  
10 percent, and that also extends to the families and  
11 dependence of The Children's Trust employees.

12           So that's a really big attractive feature that we  
13 have as part of our benefits plan and something as far  
14 as when we look at employee retention.

15           Our dental plan does not change. It's still  
16 currently being offered through Aetna. This year, we  
17 did have a slight increase, 5 percent. There are no  
18 changes to the plan. It's the same plan.

19           Same thing with vision. It's currently offered  
20 through MetLife. Again, no change to the rate, no  
21 change to the plans. It's the same plan that -- for  
22 the same two plans that employees now currently are  
23 familiar with.

24           There's a high plan and a low plan. The details  
25 there are just in terms of the amount that they pay



1 for copay. And again, like I said earlier, we offer  
2 at no expense to employees a basic life insurance  
3 plan, which is two times their annual salary, short  
4 term disability, long term disability, and accidental  
5 death and dismemberment.

6 So that's an overview. I just wanted to review  
7 what we what AlphaStaff and the executive team did to  
8 really bring a nice benefits package to the employees  
9 at The Children's Trust.

10 MR. TROWBRIDGE: So Joanna, I will open it up for  
11 questions. Thank you very much for your thoughtful  
12 presentation. We were obviously planning to review  
13 this back in March. That did not happen. We had a  
14 quorum issue and so I know the timeframe has been  
15 significantly truncated with the hope to begin passive  
16 open enrollment here next week. And our role is  
17 really just to have this presented to us and offer any  
18 feedback.

19 I had two questions and then we'll open it up if  
20 we might to the full committee on the base plan. I'm  
21 sorry, on the cost share, the 90/10. First of all,  
22 that's incredible.

23 So, thank you to The Trust for what you are able  
24 to do and that the out of pocket is only 10 percent.  
25 You said that is extended to family? Is that the same

1 thing, 90/10?

2 MS. REVELO: Yes.

3 MR. TROWBRIDGE: Wow.

4 MS. REVELO: Yes.

5 MR. TROWBRIDGE: Incredible, incredible.

6 MS. REVELO: Yes.

7 MR. TROWBRIDGE: So, thank you for doing that. I

8 think that is a huge incentive and retention. And

9 then, I guess those are my interrelated questions.

10 How about other folks? Gilda? Anything on your end?

11 MS. FERRADAZ: No, I'm good.

12 MR. TROWBRIDGE: Thank you very much. Karen?

13 MS WELLER: I'm good. Thank you.

14 MR. TROWBRIDGE: Thank you, Karen. Mindy, you're  
15 muted, but any thoughts?

16 MS. GRIMES-FESTE: I'm good.

17 MR. TROWBRIDGE: Steve?

18 MR. ALI: Yeah, just a few quick questions. So,  
19 I didn't see anything on an EAP Plan. Is that built  
20 into the health insurance coverage?

21 MS. REVELO: Yes, it is. And that's part of our  
22 agreement with AlphaStaff. We do have an employee  
23 assistance plan. Again, as everybody knows, that's no  
24 cost to the employees. It's available 24/7. Yes, we  
25 do have that.

1           And that extends to -- excuse me -- that extends  
2 to employees and their families, and it's quite  
3 extensive; the definition of families. It's parents,  
4 children, parents in law and -- it escapes me, but --

5           MS. LOWE: It's anybody -- I'm sorry, this is Kim  
6 Lowe. It's for anybody living in the household?

7           MS. REVELO: Yeah.

8           MR. ALI: Second question. The deductible is it  
9 3,000 for individuals 6,000 per family?

10          MS. REVELO: Yes.

11          MR. ALI: So, the rider that you have from Cigna,  
12 so someone can buy that rider so as to cover the  
13 deductible?

14          MS. LOWE: So, yeah. The deductible is actually  
15 only on the base plan. 250 for a single, 750 for a  
16 family.

17          MR. ALI: Okay.

18          MS. LOWE: Like, where you see 3,000 that's the  
19 that's the out of pocket maximum for the year. So,  
20 that --

21          MR. ALI: Okay. I haven't seen a low deductible  
22 like that for --

23          MS. LOWE: I exaggerated. But I said if somebody  
24 went in and they had like, a million-dollar claim,  
25 they would pay 3,000.

1 MR. ALI: Yeah, that's -- this is one of the best  
2 plans I've seen for quite some time.

3 MS. LOWE: Yeah.

4 MR. ALI: And for the dental, what's the limit  
5 for staff on the dental in terms of coverage? How  
6 much is covered?

7 MS. LOWE: It's a 3,000 lifetime.

8 MR. ALI: With a \$1,000, 1500, 2000, etcetera?

9 MS. LOWE: Yeah. I can go back and look, but I  
10 believe Joanna, it's 3,000 on the dental.

11 MS. REVELO: I actually thought it was lower. I  
12 thought it was 1,000 on the dental.

13 MR. ALI: I think it's a thousand.

14 MS. LOWE: Yeah.

15 MS. REVELO: Okay. My apologies.

16 MS. LOWE: Yeah.

17 MR. ALI: Okay. All right. Has staff -- have  
18 you get any request from staff to maybe take that up  
19 to some coverage? Go up to 1500, 2,000 and if so,  
20 what is the difference in that cost would look like?  
21 Is there a need for it or is staff comfortable with  
22 the thousand dollar's limit?

23 MS. REVELO: I haven't had anybody complain to me  
24 about it. So, my answer is yes. Staff is comfortable  
25 with it.

1 MR. ALI: And one final question. Would it help  
2 to just maybe, and I know this is a management  
3 decision, and it has to do with costs but, you know,  
4 sometimes there's not a significant cost between  
5 taking the limit from 1,000 to 1500. But it does make  
6 a difference particularly, I guess, for your staff.

7 Can you maybe determine if that cost is minimal  
8 and it's something that you could definitely  
9 internally make a decision whether you want to go in  
10 that direction?

11 MS. REVELO: We looked at that. I'll let Kim and  
12 or Jim or Imran address that question but we did look  
13 at that, and we were looking at all the variables as  
14 well and really had -- this is the same plan that we  
15 had last year. It's very rich. And we looked at that  
16 and we looked at the cost difference, but I don't know  
17 if Jim or Tim or Imran wants to jump in.

18 MR. HAJ: John, this is Jim. Steve, let me just  
19 clarify the question. Are you talking about dental or  
20 you're talking about the overall plan?

21 MR. HOPE: No, just the dental.

22 MR. HAJ: Yeah, we can we can look into that.

23 MR. HOPE: Yeah.

24 MS. REVELO: Yeah, I'm sorry. I misunderstood.

25 MR. ALI: Just a dental because I know the cost

1 is not normally significant. So, I think if you could  
2 maybe offer some added benefit to staff with minimal  
3 costs it might be something just to look at.

4 MR. HAJ: Steve, we can circle back, you know.  
5 We're going to have to make a decision by tomorrow or  
6 the next very soon but this is an easy one to talk  
7 through and see if we can put in additional benefit  
8 for minimal costs.

9 MS. LOWE: Absolutely.

10 MR. HOPE: Okay. That's all from me, folks.  
11 Thanks.

12 MR. TROWBRIDGE: Thank you, Steve. Lourdes?

13 MS. GIMENEZ: I just want to make a comment. I  
14 think it's a great plan and the best part that I kept  
15 hearing said, was that it brings no disruption to the  
16 employees.

17 And I think the times that we're living in right  
18 now, and especially with all the health factors that  
19 are involved in our lives, I think it's excellent that  
20 it brings no disruptions, plus they have a very good  
21 renewal rate of 6.5. And I also like what Mark was  
22 saying the cost share, the 90/10 is awesome.

23 MR. TROWBRIDGE: Great. Ken? Anything from our  
24 Chairman?

25 MR. HOFFMAN: I would just echo what Lourdes just

1 said. I think under the -- certainly under the  
2 circumstances, this is a great result for employees.  
3 I think it's also looks like a good result for The  
4 Trust as well. So, I just like to thank staff for all  
5 their efforts on this and let them move forward.

6 MR. TROWBRIDGE: So, I will echo that as well.  
7 Joanna, thank you for your guidance Kim as well,  
8 serving as our consultant. Jim, anything you want to  
9 add before we move on? I don't think you're looking  
10 for a formal vote but just --

11 MR. HAJ: Yep.

12 MR. TROWBRIDGE: -- feedback and the opportunity  
13 to ask you to continue on with this with this plan.

14 MR. HAJ: Thank you, Mr. Chair. Just a couple of  
15 comments. One is, I want to, you know, we also have  
16 been trying to the last several years to do wellness.  
17 We have a wellness committee, we have yoga, we have  
18 all these activities every month to one, just to  
19 benefit the employees.

20 We're also pushing the EAP you know. These are  
21 -- these have been difficult times. So, we've even  
22 posted in the bathrooms, anywhere people can see, to  
23 encourage people to take care of their mental health.

24 I always want to give you a kind of historical.  
25 The last four years -- this plan has been the same for

1 the last four years and then -- really the -- 2017, we  
2 had a 1.8 percent increase. In '18, we had -- it was  
3 zero; there was no increase. And last year, we  
4 negotiated a negative 12 percent.

5 So even though this shows an increase, I mean  
6 overall, if you look at it from the perspective of the  
7 last four years, we've held steady and with a negative  
8 12 percent. Last year moving to Cigna, we saved a  
9 considerable amount of money. So, this is six-and-a-  
10 half, so from --

11 I just wanted to give you a little perspective  
12 that we haven't increased every time for the last four  
13 years. We've been negotiating and we pushed hard to  
14 get the lowest price possible. And as we shared with  
15 AlphaStaff is, you know, any dollar spent on this is a  
16 dollar that's not going to kids and families.

17 So, we're going to try to negotiate the best  
18 rate, but it does help attract employees when we send  
19 the total compensation statement, when people are  
20 applying for the job. This really helps and it does  
21 help with retention. So, I appreciate all your time.  
22 Thank you, Mr. Chair.

23 MR. TROWBRIDGE: Thank you. I don't know if any  
24 other staff had anything they wanted to add? I want  
25 to thank Imran for taking full advantage of the



1 wellness benefit.

2 MR. ALI: Yeah, you should see me, you know.

3 MR. TROWBRIDGE: Just having a little fun with  
4 you, Imran.

5 MR. ALI: I know, right?

6 MR. TROWBRIDGE: All right. Well, seeing no  
7 other comments, we'll move on to bullet item number  
8 two under discussion items. And hopefully you have  
9 in front of you, and I think Vivianne will share this  
10 as well, this is a proposed update to the employee  
11 handbook, and this is focused specifically on  
12 personal relationships.

13 So, there was already an existing policy. This  
14 is a more fleshed out, more robust policy that we are  
15 being asked to look at today. So, if you're not --  
16 there you go. I just want to scroll up a bit or  
17 maximize this on your screen. And I don't know Imran  
18 or Jim, if you're going to give us sort of some  
19 background, as opposed --

20 MR. HAJ: Yeah.

21 MR. TROWBRIDGE: Please.

22 MR. HAJ: As we talked, probably months ago about  
23 our learning management system or where our employees  
24 as well as their provider take courses. Out of the  
25 six courses we asked, you know, many of the courses

1 are for them to do their professional growth.

2 But too, we mandate. One is ethics, which was  
3 taken I think in December, and then the sexual  
4 harassment was taken the last month or two. And in  
5 reviewing the training as people going through the  
6 training, and kind of looking at our policy, we  
7 realized there was a gap about supervisory and that  
8 we probably should strengthen it. We haven't looked  
9 at that policy for years.

10 So, we wanted to put something regarding  
11 supervisory relationships because that was not  
12 indicated in the original plan as well as just  
13 address sexual harassment.

14 We looked at the county. We looked at others,  
15 and this is pretty much a lot -- a big portion comes  
16 from the county. And then another big piece was  
17 self-decloak -- self-disclosure.

18 You know, you always had the old policy, it said  
19 that we had to act but we had no idea what was going  
20 on in the building. So, with this new policy people  
21 have to self-disclose to HR and sign a document so  
22 that we are aware if there is any type of romantic  
23 relationship or relationship on the floor, not  
24 necessarily supervisory.

25 I mean, this is also a pivot before no -- an old

1 policy, even if you're in different departments, you  
2 could not work in The Trust; somebody would have to  
3 go. So, this policy changes that and just addresses  
4 a supervisory relationship and that's why we brought  
5 it forward.

6 So like you said, Mark, it's a little more  
7 fleshed out, a little more detailed and in this day  
8 and age, we thought we should -- our policy should be  
9 a little bit stronger.

10 MR. TROWBRIDGE: I mean, we talked about this a  
11 little bit last year and HR in terms of just, you  
12 know, what we were hearing about every day related to  
13 Me Too and other types of workplace, potential  
14 harassment or harassment.

15 And so, I appreciate you all making this a little  
16 more consistent of what I think we're seeing in the  
17 corporate community as much as the nonprofit  
18 community, so I'd love to hear any feedback.

19 I do think it's more commonplace now than in a  
20 romantic relationship that it's related to  
21 supervisory or positions of power or authority. So  
22 that seems to address that versus just working for  
23 The Trust.

24 I mean, in a large organization, you know, people  
25 spend a lot of time together. There's, there's bound

1 to be, you know, moments. So, I've been trying that  
2 for years at my office and -- Lourdes, anything from  
3 you?

4 MS. GIMENEZ: No, I think it's good. I think  
5 being more specific, and I think that, you know,  
6 having them especially sign the document, you know,  
7 the part letting us know or letting the staff know,  
8 is a good thing to have, you know. I thought -- I  
9 like it.

10 I was reading it now and I think it's much more  
11 specific and it's going to be a lot easier if someone  
12 doesn't follow to lead to a disciplinary action if  
13 it's warranted. So, it's spelled out very clear.  
14 There's no, you know, any -- it's very clear. That's  
15 it from me.

16 MR. TROWBRIDGE: Thank you. Karen?

17 MS. WELLER: I'm fine with it. I think it's very  
18 clear and specific. So, I have nothing other --

19 MR. TROWBRIDGE: Okay. You have something  
20 similar at your office?

21 MS. WELLER: We do have policies and basically  
22 with our policy, anyone that is in a romantic  
23 relationship will not have the same supervisor. In  
24 fact, they cannot even work in the same department.

25 MR. TROWBRIDGE: Got you. Thank you. Appreciate

1 you. Gilda?

2 MS. FERRADAZ: Yeah. I had a comment on so this  
3 would apply not only to direct supervisors, but also  
4 to next level supervisors in the chain of command?

5 MR. TROWBRIDGE: Correct.

6 MS. FERRADAZ: On the comment with you that --  
7 would that also include -- I see that includes  
8 promotions, terminations, but how about evaluations?

9 MS. REVELO: What specifically do you mean? Like  
10 if --

11 MS. FERRADAZ: If there's someone, you know, in  
12 your chain of command that has to approve your  
13 evaluation, that you not have a relationship with  
14 that person.

15 MR. HAJ: Yeah. I mean, for clarity Gilda, we  
16 can add that where it says individual promotion,  
17 raises, and we put evaluations for clarity purposes.  
18 Thank you.

19 MS. FERRADAZ: Okay. That was that was my only  
20 comment. Thank you.

21 MR. TROWBRIDGE: Thanks, Gilda. Appreciate that.  
22 Mindy?

23 MS. GRIMES-FESTE: I want to agree with Lourdes.  
24 I think having it where they sign a document  
25 acknowledging it, that they are aware of it, and you

1 know, that that kind of keeps any issues away.

2 And I agree with Gilda adding evaluations to  
3 that. I think that's important. I didn't think  
4 about that until she said it, but I think that's  
5 important as well.

6 But I think this is very -- it's done very well.  
7 We're trying to do this. We're trying to do this  
8 with our district right now with Miami-Dade County  
9 Public Schools. So, we're working on that, but I  
10 like this language.

11 MR. TROWBRIDGE: So, let me ask a question,  
12 because you raised a clarifying point for me before  
13 we go on to Steve. They get this in the employee  
14 handbook. Do they sign when they get the employee  
15 handbook just in general?

16 MS. GRIMES-FESTE: (Inaudible.)

17 MR. TROWBRIDGE: Okay. So, there's an  
18 acknowledgement of every policy, not just this  
19 policy?

20 MS. GRIMES-FESTE: Right.

21 MR. TROWBRIDGE: And then the second piece is a  
22 little more, maybe the gray area, is what defines a  
23 romantic relationship. Because if you go out on one  
24 date, are you expecting disclosure at that point? I  
25 mean, I know that there's different ways that people

1 look at when romance enters the picture. So maybe --

2 MR. HAJ: Yeah, Mark. I mean, that's a hard  
3 question. We put up there romantic or relationship.  
4 We kept on going back and forth because sometimes if  
5 you start trying to delineate it, you're not be able  
6 -- you'll never define the world.

7 So, I kept it broad intentionally but this is  
8 something that we were going back and forth and  
9 trying to figure out. So, I kept it broad at romantic  
10 or dating, and it really is kind of like a self --  
11 for me more importantly, it's really a self-  
12 disclosure.

13 So, I know what's going on. Right now, I have no  
14 idea what goes on the floor. And I don't necessarily  
15 know if this policy changes that right away, but at  
16 least it's a policy in place, and if this does get  
17 approved today, this will get part of our weekly  
18 bulletin that will go out on Monday just to let  
19 people know about the revised policy.

20 But specifically marked here -- question, we kept  
21 it romantic or dating in a broad fashion because I  
22 also think you get into problems if you start trying  
23 to delineate and define.

24 MR. TROWBRIDGE: Well, I just know I have a lot  
25 of first dates. Steve, you're on mute, sir.

1 MR. HOPE: Sorry about that. Okay. So, quick  
2 question. So, this has been a topic that comes up a  
3 lot in HR. So the question is, when the employee  
4 notifies HR, some of the pieces that I read looks at  
5 close relationships.

6 So take for example, someone notifies HR that a  
7 relationship exists. But once that relationship  
8 terminates, there has been cases where former  
9 relationship turns into harassment cases. How do we  
10 address in this policy post-relationship?

11 MR. TROWBRIDGE: So, look at the screen. I think  
12 Vivianne highlighted something in the final  
13 paragraph. Does that address what you're -- I  
14 understand what you're asking Steve. It's more about  
15 the uncoupling, the unromanced, and then you're still  
16 working together.

17 MR. HOPE: Right.

18 MS. BOHORQUES: I also think that there are other  
19 parts of the policy of our handbook that talk about  
20 -- because now you're talking also about harassment  
21 for any reason. And so, we have other parts of our  
22 handbook and our policy that address kind of that  
23 overall.

24 Whereas this is very specific to the start of how  
25 they disclose a romantic relationship and how we



1 handle those situations. But other parts of the  
2 policy speak more to harassment in general and  
3 professionalism in general.

4 MR. HAJ: Steve, this Jim. And so, we talked  
5 through this quite a bit because as you know, when  
6 it's good is good, and when it goes bad, it can get  
7 -- it has potential to go both.

8 So we wanted the ability to -- so the last line,  
9 to demonstrate professional behavior may lead to  
10 action including termination of employment, because I  
11 don't want to be put in a bind that we have something  
12 that starts getting, for whatever reason down the  
13 road, that we start getting in a bind and we still  
14 have -- we still need the ability to make a  
15 determination.

16 Because the old policy stated that the couple  
17 would have or that X couple have 30 days or the  
18 couple would have 30 days to make a decision or  
19 management will decide.

20 So, we wanted to change that but we do want, we  
21 still wanted flexibility that we can terminate if it  
22 starts getting bad, and as Vivianne said, there's  
23 another section about harassment and stuff in our  
24 handbook.

25 MR. ALI: The reason why, you know, there is an

1 HR question that I came across some time back in  
2 terms of, you know, harassment. Harassment doesn't  
3 exist if the relationship is consensual between both  
4 parties.

5 However, when that relationship terminates, and  
6 there have been cases in which after a relationship  
7 terminates, there is accusation from either party of  
8 harassment.

9 And I'm just looking to see, if that -- is the  
10 policy broad enough to address post-relationships in  
11 the event there is such an allegation. While the  
12 organization may have on its file, a document that  
13 previously indicated a relationship exists?

14 MR. HAJ: Well, to answer your question, if the  
15 document talks in relationship exists, and on the  
16 front end, even though prior there, they're  
17 acknowledging on the form that is consensual and free  
18 from coercion and harassment.

19 But to your question, I do think it's broad  
20 enough, and we left that at the bottom to give  
21 management still the ability, as well as the  
22 harassment policies and other sections of our  
23 Handbook, which we can send you.

24 MR. ALI: Okay. I'm just being the devil's  
25 advocate.

1 MR. HAJ: No, I appreciate it.

2 MR. ALI: So that we sort of, you know, look at  
3 it from all different angles, you know, and once we  
4 have, you know, it's -- the policies is one of those  
5 standard policies that covers this particular area,  
6 so I'm okay with it.

7 MR. TROWBRIDGE: Mr. Chairman, any additional  
8 thoughts?

9 MR. HOFFMAN: No, I'm okay with it. I also think  
10 in response to what he's saying that I agree with  
11 Jim, that the bottom part of the policy is broad  
12 enough to cover it.

13 It doesn't cover it specifically as an example  
14 you've given Steve, but I think it gives management  
15 flexibility to point to a policy that would come into  
16 play if there were a harassment claim based on either  
17 an existing or terminated relationship.

18 MR. TROWBRIDGE: And the fact that there are  
19 other mechanisms and other parts as well. So, thank  
20 you very much. Back to you, Lourdes.

21 MS. GIMENEZ: I just wanted to mention more or  
22 less what was just said and echoing that, but also  
23 where it says on the bottom paragraph. What's  
24 underlined, I guess, big and underlined, "are  
25 expected to conduct themselves in a professional

1 manner at all times." And then when it says, "not  
2 interfere with any employee's professionalism," it  
3 includes, for example, over physical displays of  
4 affection, etcetera.

5 Unless you want to be more specific, and add  
6 there, "or any form of harassment." I mean, that's  
7 just a -- if you want to just fill it out, but I  
8 think it's pretty clear.

9 I mean, when I read it, I also have training in  
10 this kind of thing so I realized, you know, exactly  
11 what it was meaning, but that's the only suggestion  
12 that I have if it wants to be more specific.

13 MR. TROWBRIDGE: I think it's maybe been  
14 intentionally left broad. Would that be a fair  
15 assessment? But I think that's a good point.

16 MS. GIMENEZ: That's fine. I -- for me, it's  
17 clear. It's clear that, you know, because it gives  
18 you an example and anything that, you know, any  
19 physical display of affection and using sexual  
20 language, they're giving you an already -- something  
21 that makes you feel uncomfortable.

22 Well, harassment of any type makes me feel  
23 uncomfortable. So, the word "makes others feel  
24 uncomfortable" to me explains already harassment, you  
25 know, that's -- nobody feels comfortable when you're

1 being harassed.

2 MR. TROWBRIDGE: Right.

3 MR. HAJ: Lourdes, thank you. And also, just to  
4 provide some comfort level to this committee. This  
5 has been vetted by our legal counsel. We went back  
6 and forth so they could help clean it up to make sure  
7 we're on solid ground.

8 MR. TROWBRIDGE: Let me ask more on a mechanical  
9 side. So, you put this policy out. You said you  
10 don't necessarily know what's going on out on the  
11 floor, so they go see Joanna and then there is a  
12 disclosure form which I note in paragraph four.

13 It says that the relationship is entirely  
14 consensual, free from coercion, etcetera. So, both  
15 parties sign that. When the relationship ends, is  
16 there an uncoupling statement or just --

17 MR. HAJ: Yeah. What I would -- and thanks for  
18 bringing that up, Mark because I may -- since this  
19 policy, they have to sign the policy every year, they  
20 may have to disclose every year -- self-disclose  
21 every year.

22 MR. TROWBRIDGE: Because they sign the handbook  
23 every year.

24 MR. HAJ: Correct.

25 MR. TROWBRIDGE: Okay. Joanna, are you going to

1 be very busy?

2 MR. HAJ: We don't know. That's the problem.

3 MR. TROWBRIDGE: You don't know?

4 MS. REVELO: That's a trick question. I'm always  
5 busy but busy, you know, seeing whose dating and  
6 whose getting flowers from home; I don't think so.

7 MR. TROWBRIDGE: Well, I have a feeling Imran's  
8 on top of that. Can I ask a weird question that  
9 isn't addressed here. What about Board and staff?  
10 Did we ever address that or we just -- this is only  
11 staff?

12 MS. REVELO: That would probably follow in just  
13 the broader sexual harassment policy that we have.

14 MR. TROWBRIDGE: Okay.

15 MR. HAJ: Or Mark, just plain harassment to the  
16 CEO.

17 MR. TROWBRIDGE: Well, we're about to get to that  
18 topic now.

19 MR. ALI: I think I'm going to (inaudible.)

20 MR. TROWBRIDGE: Do you want to vote? We do want  
21 to take a vote on this, so I think we'll work with  
22 Muriel on a roll call, but I will ask that there be  
23 no more discussion. Is there a motion to approve  
24 this policy as amended and presented?

25 MS. GRIMES-FESTE: I'll make the motion, Grimes-

1 Feste.

2 MR. TROWBRIDGE: Thank you, Mindy. Is there a  
3 second?

4 MS. GIMENEZ: Second, Gimenez.

5 MR. TROWBRIDGE: Thank you, Lourdes. Any further  
6 discussion? Do we have any recusals?

7 MR. ALI: Mark, don't forget we (inaudible). Not  
8 the roll call.

9 MR. TROWBRIDGE: Oh, okay. So, we'll do it on  
10 voice vote. All in favor say aye or yea.

11 ALL: Aye.

12 MR. TROWBRIDGE: Put your hand up as well. Are  
13 there any nays? Motion carries. The policy is  
14 adopted. And how quickly will that be sent out in  
15 the bulletin I wonder. Will it be in the next one?

16 MR. HAJ: Yeah. Bulletins are Monday morning.  
17 So, Monday morning it will be out.

18 MR. TROWBRIDGE: Okay. The only other item that  
19 I was just going to remind you is, that one of the  
20 things that we were going to address in March was  
21 Jim's annual evaluation.

22 And obviously, you know, that is something that  
23 works better in person. So, without objection like  
24 we typically do, I'm going to pass that back over to  
25 our Chairman who typically delivers those thoughts

1 and negotiates with Jim, and just because we're in an  
2 unusual era I just wanted to make sure everybody was  
3 aware of that and make sure that you were comfortable  
4 with that so -- all right.

5 Any other items for the good of the order? Mr.  
6 Chair, please? You are now responsible for that next  
7 phase. Thank you for doing that.

8 MR. HOFFMAN: Okay. No, I just wanted to --  
9 would like to say since we're concluding the meeting,  
10 that I really appreciate everybody showing up to do  
11 this.

12 A couple of you on the executive committee  
13 meeting last week and, you know, one of the things I  
14 pointed out and Jim pointed out is how important it  
15 is that we try and keep the business of The Trust  
16 going and I think this is part of it; particularly  
17 the health insurance program.

18 So, I thank everybody. I mean, it will be great  
19 when we can see each other in person. I don't know  
20 that we'll be shaking hands anymore when we do that,  
21 but you know, it will be nice to have the  
22 socialization at a closer distance but thank you in  
23 the meantime for everything that you're doing to help  
24 us keep the business running.

25 MR. TROWBRIDGE: Great. And I will just echo



1 that and, you know, I know that the staff at The  
2 Trust held a workshop for our providers that was very  
3 timely related to this Paycheck Protection Program,  
4 so thank you for doing that.

5 That is again, sort of above and beyond in  
6 working with our providers so that they understand  
7 that that's an option and an opportunity for them  
8 especially in these very lean times. So, Lourdes,  
9 how are you? How's the mayor?

10 MS. GIMENEZ: On a conference call, another one.  
11 A Zoom. He's been zoomed -- zooming in and zooming  
12 out, but I just do want to thank Jim, Imran, the  
13 entire staff. I really feel they need to be  
14 commended.

15 I see what they sent out in the emails, the  
16 newsletters. The wonderful recommendations they're  
17 giving parents and things to do with the children  
18 when they're home. Just a lot of different topics  
19 that are very informational and I think very much  
20 needed to give out to our families especially during  
21 this time.

22 I think, you know, the work they've done has  
23 been, you know, excellent and outstanding. I can't  
24 say any more about it, you know. I've talked to  
25 people that have seen those newsletters and they're

1 very appreciative.

2 So, I just want to commend them. I think, you  
3 know, the job they have is a tough one, especially  
4 the way we're doing it now, but they haven't missed a  
5 beat and I really and truly feel very proud to be  
6 part of this Board. So, that's it. That's all I  
7 wanted to say.

8 MR. TROWBRIDGE: Well, thank the mayor for his  
9 leadership. I know he's been on a lot of calls that  
10 I have been on. So, tell him we appreciate that and  
11 that presence.

12 MS. GIMENEZ: Thank you.

13 MR. TROWBRIDGE: Great. Anything else? Karen,  
14 are you hanging in there? I know our good folks at  
15 the health department have a lot on their plate.

16 MS. WELLER: We're still hanging, so hopefully  
17 this will end soon.

18 MR. TROWBRIDGE: Good. Fantastic. Gilda? It's  
19 a strange time in our courts and in our attorney's  
20 office, so thank you for your leadership.

21 MS. FERRADAZ: Thank you.

22 MR. TROWBRIDGE: Mindy? Thank you very much.  
23 Thank you, Mr. Chair. Anything else? Jim, or  
24 anybody else for the good of the order?

25 MR. HAJ: No, Mark. Thank you. Thank you for

1 your leadership. I'd like to thank you, like as Ken  
2 said the committee for being available to get this  
3 thing passed so we can get our health insurance ready  
4 for our employees as soon as possible.

5 MR. TROWBRIDGE: Well, it's our pleasure. It's  
6 what we are here to do. I will take a motion to  
7 adjourn. Seeing no other business before the HR  
8 Committee, is there a motion?

9 UNKNOWN SPEAKER: Motion to adjourn.

10 MR. TROWBRIDGE: Second?

11 UNKNOWN SPEAKER: Second.

12 MR. TROWBRIDGE: All right. All in favor say  
13 aye.

14 ALL: Aye.

15 MR. TROWBRIDGE: We stand adjourned. Thank you  
16 all.

17 MS. GRIMES-FESTE: Stay healthy.

18 MR. HOFFMAN: Thanks, Mark.

19 MS. REVELO: Thank you. Bye.

20 MS. WELLER: Bye.

21 MR. TROWBRIDGE: Bye, Muriel.

22 (Whereupon, at 2:51 p.m., the meeting was  
23 adjourned.)

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CERTIFICATE OF TRANSCRIBER

The above and foregoing transcript is a true and correct typed record of the contents of the file, which was digitally recorded in the proceeding identified at the beginning of the transcript, to the best of my ability, knowledge, and belief.

Signed this 22nd day of April 2020.

*Brenda Saliba*

Brenda Saliba, Transcriptionist

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<b>\$</b>	19:8	<b>7</b>	10:20 22:18	26:8
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<b>\$1,000</b>	23:1	<b>750</b>	22:9 23:24	5:4 28:23 29:2
19:8	<b>23</b>	14:21 18:15	28:16 35:5	34:10
<b>\$4,000</b>	8:24	<hr/>	<b>added</b>	<b>agreement</b>
10:19	<b>24/7</b>	<b>9</b>	21:2	17:22
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<b>1</b>	<b>250</b>	<b>90</b>	12:12 29:2	3:12
9:4	14:21 18:15	15:9	<b>addition</b>	<b>ALI</b>
<b>1,000</b>	<b>257/50</b>	<b>90/10</b>	9:25 10:19	2:25 6:24
19:12 20:5	14:20	16:21 17:1	12:22 13:6,18	17:18 18:8,11,
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<b>12</b>	25 19:7,10	<b>Absolutely</b>	31:10,13,22	33:11
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<b>1500</b>	32:17,18	<b>accidental</b>	38:20	6:10
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