Ozark Opportunities, Inc.

Board of Directors Executive Committee Meeting Minutes November 7, 2013

The *Ozark Opportunities, Inc.* Board of Directors Executive Committee met at *Ozark Opportunities, Inc.* Central Office in Harrison, Arkansas at 3:40 p.m. on **November 7, 2013**.

Committee Members Present:

Jim Sprott

Donna Grinder

Paulette Hill

Ron McPherson

Committee Members Absent:

Hon. Roger Hooper

Board Members Present:

none

Staff Members Present:

Richard T. Atkinson

Jane Bueg

Rebecca Hanlin

Linda White

Shirley Richesin

I. Meeting Called to Order:

The meeting was called to order by Jim Sprott, Board Chairperson at 3:40 p.m. A quorum was present. Mr. Sprott welcomed everyone to the meeting.

II. Ozark Opportunities, Inc. Current Fringe Structure

Executive Director Richard Atkinson briefed the Committee on the current fringe structure of the agency: an amount equal to 36% of each eligible employee's salary is budgeted for "fringe benefits" which include mandatory employer payments of FICA, SUTA, WC, and 403(b) retirement plan. The balance is available to the employee to pay for Health Insurance, Dental Insurance, Accident Insurance, Cancer/Dread Disease Insurance, Intensive Care Insurance, Pre-Paid Legal Services and AirEvac membership. Any balance available after premiums is currently deposited into the employee's retirement fund on a quarterly basis.

III. Coverage and Cost

Mr. Atkinson reported to the Committee the progress on obtaining Group Health Insurance coverage that meets the ACA mandates. OOI has not participated in group coverage for over two decades, having been priced out of the market years ago. The agency is starting as a new group, with no history. Preliminary figures obtained by the agency's broker, Collins Insurance, project a cost of 350-400 per month for a group health plan that meets the ACA mandates, and is similar to a "silver" rated plan on the Marketplace (Exchange).

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Mr. Atkinson presented an "all-in" scenario and budget, with coverage budgeted for all eligible employees. The fringe benefits budget for each eligible employee will be reduced by the \$350.00 premium effective January 1, 2014. For those employees with fringe benefits budgets insufficient to cover the \$350.00 premium, the agency will cover the difference.

IV. Options for the future of unobligated balances

Mr. Atkinson further explained that some employees would have a balance in their fringe benefits budget after the \$350.00 premium reduction. He suggested to the Committee that the unobligated balance (after overall budgetary adjustments) be transferred to their salary, whereby any "optional benefits" will be by payroll deduction only; thus simplifying the overall compensation structure of the agency (to a "Corporate Model".)

After lengthy discussion by the Committee and staff, Chairperson Sprott consolidated the consensus of the committee to align the benefits structure of *OOI* with that of the majority of the business community: Health insurance will be available to all eligible employees; those that obtain insurance elsewhere will not have a right to the monies budgeted for their coverage.

It was also determined by the Committee that AirEvac membership shall be provided to all eligible employees and their household members. To complete the transition, unobligated fringe benefits dollars will be transferred to salary on a one-time basis.

Mr. Atkinson will prepare a Resolution for presentation to the Board of Directors on November 21, 2013 for adoption.

Meeting adjourned at 4:45 p.m.

Board Officer

Date