



## ***Ozark Opportunities, Inc.***

### Board of Directors Executive Committee Meeting Minutes

November 7, 2013

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**

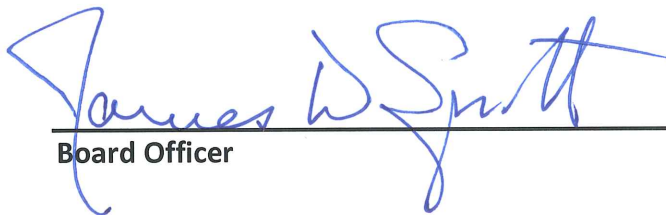
Mr. Atkinson further explained that some employees would have a balance in their fringe benefits budget after the \$350.00 premium reduction. He suggested to the Committee that the unobligated balance (after overall budgetary adjustments) be transferred to their salary, whereby any "optional benefits" 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

11-21-13

Date