

# MINUTES OF THE OCTOBER 18, 2022 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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The Board of Trustees of St. Petersburg College met on Tuesday, October 18, 2022 at the St. Petersburg College EpiCenter, Collaborative Labs, 13805 58<sup>th</sup> Street N, Clearwater, Florida. The following Board members were present: Chair Thomas Kidwell, Vice Chair Jason Butts, Katherine Cole, Deveron Gibbons and Trustee Nathan Stonecipher. Also present was Tonjua Williams, President of St. Petersburg College and Secretary to the Board of Trustees. Proof of public notice of this meeting is included as part of these minutes. Notices were duly posted.

## NOTICE OF MEETING BOARD OF TRUSTEES, ST. PETERSBURG COLLEGE

The Board of Trustees of St. Petersburg College will hold a public meeting to which all persons are invited, commencing at 9:00 a.m. on Tuesday, October 18, 2022 at the St. Petersburg College EpiCenter, Collaborative Labs, 13805 58<sup>th</sup> Street N, Clearwater, Florida. The meeting will be held for the purpose of considering routine business of the College; however, there are no rules being presented for adoption or amendment at this meeting.

A copy of the agenda may be obtained within seven (7) days of the meeting on the [SPC Board of Trustees website](#) at [www.spcollege.edu](http://www.spcollege.edu), or by calling the Board Clerk at (727) 341-3241.

Members of the public are given the opportunity to provide public comment at meetings of the Board of Trustees concerning matters and propositions on the agenda for discussion and Board action. At the Board meeting, in advance of the time for public comment on the agenda, individuals desiring to speak shall submit a registration card to the Board Clerk, Ms. Rebecca Turner, at the staff table. Policy and procedures regarding public comment can be found on the [SPC Board of Trustees website](#) at [www.spcollege.edu](http://www.spcollege.edu)

If any person wishes to appeal a decision made with respect to any matter considered by the Board, he or she will need a record of the proceedings. It is the obligation of such person to ensure that a verbatim record of the proceedings is made. Section 286.0105, Florida Statutes.

Pursuant to the provisions of the Americans with Disabilities Act, any person requiring special accommodations to participate in this meeting is asked to advise the agency five business days before the meeting by contacting the Board Clerk at 727-341-3241. If you are planning to attend the meeting and are hearing impaired, please contact the agency five business days before the meeting by calling 727-791-2422 (V/TTY) or 727-474-1907 (VP).

**22-095.** In accordance with the Administrative Procedure Act, the following Agenda was prepared:

**AGENDA**  
**ST. PETERSBURG COLLEGE BOARD OF TRUSTEES**  
**October 18, 2022**

SPC EpiCenter (Collaborative Labs)  
13805 58<sup>th</sup> Street N  
Clearwater, FL

**WORKSHOP**

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|------|---|---|
| I.   | Call to Order                           | Thomas Kidwell<br>Chair   |
| II.  | Facilities Strategic Master Plan Update | Ms. Janette Hunt<br>Vice President<br>Finance and Business Operations |
| III. | SPC Benefits Parity Model               | Mr. Darryl Wright-Greene<br>Chief Human Resource and Talent Officer   |
| IV.  | Adjournment                             |   |

**22-096.**      **Under Item I, Call to Order**  
The meeting was opened by Chair Kidwell at 9:00 a.m.

**22-097.**      **Facilities Strategic Master Plan Updated**

Ms. Hunt presented a quarterly update to June’s master plan phase I:

The purpose is to have a framework to address growth in capital needs. The SPC master plan addresses:

- Improve 28% space utilization
- Reduce oversubscription in physical footprint assets
- Enhance academic synergy
- Generate diverse funding for future capital projects that align with mission critical initiatives
- Reduce facilities maintenance costs in alignment with usage

She reviewed:

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- The visioning session findings (performed by Cushman & Wakefield (C&W))
- The 4 focuses, benefits to SPC mission
- C&W recommendations
- P3 vs. Disposition (sale or ground lease)
- Action update (June-Sep 2022)
- Next steps timeline

Mr. Stonecipher asked if there were any details about drawdown with deferred maintenance funding from the state.

Ms. Hunt responded that a list of projects was requested to be approved a few weeks ago. It was a vague list of projects. SPC took each campus and provided all deferred maintenance needs on each campus (11-12 projects). No amendments can be made to that submission. SPC will do normal draw down and have 31 months to spend the money.

Ms. Cole suggested in January/February the board look at the disposition of other parcels and determine if there are any strategic reasons to do a partnership or define uses SPC wants to see, not necessarily a P3. There may be synergies to have a purchaser to a development.

There was discussion about Allstate and HEC, and Ms. Cole stated that there are many properties that may or may not be on the list to dispose of. Part of the further discussion must be intentional, looking at each parcel to determine straight sale, disposition, or some type of RFP to develop it in a manner beneficial to the College.

Dr. Williams indicated the board would come together in the next few months to make that decision.

Ms. Cole said the January meeting may be a good timeframe. Possibly just sell those two parcels, but other parcels may garner more creative ideas. A lot will be driven where the programs are moved to and comfort with the academic side of the change. Health programs used to cross campuses; she looks forward to seeing the consolidation plan now. There are other parcels SPC owns, like Palladium parking lot, that potentially have opportunity in downtown St. Petersburg for a great return. She cautioned against disposing of that without benefit to the College. Good work is being done now based on this slide. Other parcels are more embedded in the community.

Chair Kidwell thanked Ms. Hunt and her team, along with C&W for their expertise. He expressed his excitement about the forward progress.

Ms. Cole asked that an update be provided to the professional group that did the campus tour, as a touchpoint to thank them and provide them with updates about their feedback. They are extremely connected and would have contacts in addition to the broker.

Dr. Williams added that Allstate and HEC have not been approved. The board must vote and approve them.

**22-098. Under Item SPC Benefits Parity Model**

Mr. Wright-Greene provided an update to the recommendation submitted two months ago:

- Where SPC was
- Where SPC is now
- Where SPC is going
- Employee support and guidance plans
- Next steps: Bring Brown & Brown (B&B) to the table

Dr. Williams indicated the move to a different percentage has been tough on employees. She suggested looking at a third option for employees. Board members have expressed concerns; the biggest concern being employee plus spouses/families. She agrees it does need to be looked at and supports bringing in B&B for their professional advice, then reconsideration. The January meeting is another workshop, perfect for B&B to provide the board with more feedback and information. She is proud of SPC for the work done to get to this point; may have been too eager in the percentages.

Mr. Gibbons thanked Mr. Wright-Greene for the presentation. He agreed that B&B should return, but also indicated they have failed SPC. He asked when the next RFP will go out for insurance services.

Mr. Wright-Greene said an RFP was sent last August; two received. One was unable to be SPC's insurance broker. B&B is only over ancillary benefits, not total package. Brokers want the whole package. Because of the Consortium, that impacted the proposal for others to be broker of record. He stated he believes the current agreement is valid for a year but will double check.

Mr. Gibbons indicated SPC needs to go out to the competitive market; that Mr. Butts can be helpful in that effort. Look for an innovative broker. Referred to an article about Pasco County Schools dealing with the same issue. Must be fair and equitable to the College and the employees. He indicated he wants to continue the discussion.

Mr. Butts said SPC needs to engage with multiple health insurance brokers, show them what's been done in the past, let them present options, then decide to stay with B&B or go with another company. B&B is excellent and has a great reputation in the marketplace. SPC will need to decide on one broker to take that to the market.

Ms. Cole noted for clarification that B&B is not the broker for health insurance and hasn't been asked to present a plan since SPC is part of the Consortium.

Dr. Williams stated that the percentages are what the employees are concerned about, how the cost went up high and pretty quickly on their side. She indicated that's the advice she'll be seeking from the board to make it something more palatable to both the College and the employees. It may take longer to get to.

Ms. Cole expressed concern about deliverable expectations when the board comes back in January. She asked if, as a Consortium member, are we asking SPC to do the same analysis as

## MINUTES OF THE OCTOBER 18, 2022 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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when the College joined the consortium or are we saying to have a more intentional conversation about cost allocation. Her company estimated increase of health insurance next year is 34%. It's not sustainable for SPC to continue to pay increases year over year. She wants to be sure we're asking the right questions to give you the right guidance, further asking if it's a slow-down of the 50/50 split that may be the answer.

Dr. Williams asked for Mr. Butts' help, noting that both things are in play: Have B&B look at the Consortium to be sure SPC is getting best bang for the buck, or someone else who can help us look at premiums; and reconsideration of the percentages, possibly providing three to four scenarios to review.

Mr. Gibbons agreed that B&B has an excellent reputation in the community. However, would consider making a motion at a board meeting to ask Mr. Butts to head this up and find consultants who can help find solutions to the problem, as opposed to someone who may or may not benefit. He expressed that Mr. Butts must have lots of people in this space who can help determine solutions to the problem.

Mr. Stonecipher agreed with Mr. Gibbons that that's an ideal path forward and asked for the drop-dead date to finalize the 2024 plan.

Mr. Wright-Greene replied that by April there must be a decision about the path and model.

Mr. Butts expressed that the timeline is fair, but it's difficult to fix a percentage, not knowing what it's a percentage of. It's best to get a range.

Dr. Williams agreed that a range would be helpful.

Mr. Butts went on to indicate that then it's a determination of what SPC feels comfortable stepping in with.

Dr. Williams said she was adamant about bringing 2024 in so early to give employees time to prepare for the change. With the Consortium SPC may know in July, which doesn't give employees enough time. She suggested a third option: To float the 75/25 another year until this gets figured out, looking at both percentage and premiums. She assured everyone that it will get figured out.

Mr. Wright-Greene shared that he and Dr. Williams met with the Consortium, and that the percentage it went up this year should have been higher based on risk and debt score being so high. That's the factor people aren't considering. The demographics of SPC's aging workforce contribute to the premiums. That must be considered as well. He said his team is looking at wellness programs, possible reassessment of claims, which may impact the actual cost, making your decision easier.

Mr. Stonecipher said he is still very much in favor of going to a fixed employer cost; that number must be determined. It's a fairer model than percentage. As SPC gets better at this with more

consistency, it will be easier on the budget without drastic changes and can be reassessed. He will be creating spreadsheets to look at percentages year over year.

Mr. Wright-Greene replied that 9% is what is used for year over year.

Ms. Cole agreed with Mr. Stonecipher and doesn't want to lose the big picture of this conversation, the equity of how plans are paid. It would be helpful to see how other colleges and even other governments in the marketplace are handling the issue. Considering competition for hiring, for civil servant type positions.

Mr. Wright-Greene indicated that the Bureau of Labor Statistics came out on September 22 with the total compensation, showing 11%; what he showed for SPC was 15 and 18.5%.

Mr. Gibbons thanked Mr. Wright-Greene, his team, and Dr. Williams, noting this is a difficult issue that companies struggle with. Must find the fine balance and remain competitive.

Chair Kidwell said he has heard from many, as have other board members. And the board has concerns, as well. They are listening to all viewpoints.

## **XII. ADJOURNMENT**

Having no further business to come before the Board, Chair Kidwell adjourned the meeting at 9:50 a.m.

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**Tonjua Williams, Ph.D.**  
**Secretary, Board of Trustees**  
St. Petersburg College  
FLORIDA

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**Thomas Kidwell**  
**Chairman, Board of Trustees**  
St. Petersburg College  
FLORIDA