



117 W. Duval Street
Jacksonville, FL 32202
Council Chamber, 1st Floor, City Hall

Special Committee on Duval DOGE

October 7, 2025

Meeting Minutes

Attendance: Committee Members Salem (Chair), Arias, Diamond and Gay; Council Member White
Also: Brian Parks, Kim Taylor and Phillip Peterson, Auditor's Office; Mary Staffopoulos, OGC; Colleen Hampsey, Council Research

Meeting convened: 11:00 am

- I. Call to Order and Introductions
Chair Salem convened the meeting and called for introductions. He reviewed the agenda and referenced the City's Group Health Plan, the associated deficit and depleted trust fund. CM Salem noted that council can make recommendations for changes to the Group Health Plan, but implementation decisions are at the Administration's discretion.
- II. Presentation from The Bailey Group on the City's Group Health Plan
Travis Cummings and his team from the Bailey Group spoke about their upcoming analysis of the City Group Health Plan. They reviewed their scope of work, to include Pharmacy Analysis, Medical Contribution Analysis, Stop Loss Review, Benefits Eligible Population Evaluation and Medical Repricing. There was discussion about a potential strategy for a Pharmacy Carve-Out, separating pharmaceutical services from the health care component for cost savings. Sherry Bugnet presented information about a Stop Loss Review, current stop loss coverage and limits, and market comparisons. There was discussion about employee contributions, and whether they should be tiered according to salary range, age or tenure. The Bailey team talked about eligibility reviews and pricing market analysis. Finally, there was mention of other localities that have on-site clinics for employees and their dependents. CM Salem noted that any changes would be incremental. CM Diamond asked if police and fire employees would be affected. Kelli O'Leary, Deputy CAO, spoke about the work already being done by the Administration to find efficiencies.
- III. Update on Process for 2% Lapse
The Auditor's Office is drafting a uniform document for departments to use regarding the 2 percent lapsed funds.
- IV. Future Meetings- Items to be Discussed:
 - (a) Opioid Grant Process regarding applications and awards.
 - (b) Homelessness Update on the Homeward Bound program.

CM Gay talked about DOGE looking into the City's surplus process, to consider expediting auctions rather than keeping items in storage. CM Diamond spoke in opposition to JTA's autonomous vehicles program.

Public Comment: John Nooney

Chair Salem adjourned the meeting at 12:05 pm.