

**Benefits Focus Group Minutes  
(4/2/03)**

Committee members, alternates and staff advisors present:

Benita Saldutti  
John Glanden  
Robert Blinch-Edwards  
Stacey Monroe  
Gil Fernandez  
Veda Mahadi  
KayKae Thomas  
Casey Humpert  
Dolly Gamble  
Marquett Becker  
Joyce Dolan  
Jim Godshall  
Dick Minster  
John Agen  
Ed Whitehead  
Andy St. John  
Kurt Hoverter  
Bill Tatum  
Joe Munyak  
April Bryan  
Linsley Pietsch

John Agen called the meeting to order at 1:05 p.m., April 2, 2003. Roll was called.

The minutes from the February 5, 2003 meeting were approved as written.

Healthcare screenings are going as scheduled. There are 113 people signed up so far. KayKae Thomas will provide information to John Agen about times of sessions available for the retirees.

Next item was to finalize the Group's Mission Statement: The final statement is as follows:

The Benefit Focus Group's mission is to help maintain affordable, quality healthcare benefit coverage for City of Sarasota employees and retirees.

Dolly Gamble gave a report of the health conference presented by the Central Florida Health Care Coalition in Orlando that she and Lindsey Pietsch attended in February. She came away with information on ways to curb costs, particularly on prescriptions. Ms. Gamble mentioned that the City has the capability to print short messages on check stubs to keep employees informed of health opportunities or issues.

Mr. Blinch-Edwards also gave a short overview of the sessions of the conference that he attended. People need to question their healthcare providers to make sure they understand the procedures and drugs that are prescribed. Mr. Blinch-Edwards said it would be a good idea for the Focus Group to suggest to employees that they request information about their disease or condition from Healthcare Sarasota.

Mr. Blinch-Edwards said HealthCare Sarasota is working on new procedures for their disease management program the will provide better service to those covered under the City plan. The KIT (Keep In Touch) program will work in conjunction with the Rx program.

Kurt Hoverter passed out two spreadsheets: (1) Monthly Comparison of claims experience through November 2002 and (2) History and YTD report of the health fund. Ms. Gamble pointed out that although the claims balance is less than the previous year, without the subsidies made by the City from other funds the fund would have a negative balance.

Discussion about distribution of the minutes and whether they should be made available while still in draft form. Group decided they should be available only after they are approved. Currently, they are posted to the City's website the day after approval. Benita Saldutti suggested that instructions on how to access them on the website be distributed with checks. Marquett Becker said a handout would provide more information than could be printed in a line on the check stubs.

Ms. Gamble said that Ms. Saldutti had asked her to provide a balance sheet of the medical fund to give the Group a clear picture. She passed out spreadsheets showing Fund Status Analysis YTD through 3/31/03 as compared to YTD through 3/31/02. She pointed out that one of the responsibilities of the Group is to recommend ways to keep the fund healthy. During her explanation, she showed that actual claims paid have increased over last year. If this trend continues, the fund will deplete in this year alone by \$700,000. This shows that the fund is not in a healthy position. Although many people are against it, Ms. Gamble asked the Group to have an open mind about considering the possibility of having employees contribute some amount towards their health insurance premiums in the future.

Linsley Pietsch came in late and asked to give her presentation on the healthcare conference.

Mr. Blinch-Edwards mentioned the conference on April 24-25, 2003, the 11<sup>th</sup> Annual Employee Health Benefits Conference. It will be held at the Hyatt in Sarasota. Two members of the Group will attend.

John Glanden asked about have our own clinic to provide basic services. Ms. Saldutti had an article regarding this issue. Mr. Agen asked that it be placed on the next meeting's agenda for discussion.

Ms. Saldutti said perhaps it is time for the Group to revisit the issue of wellness incentives. This will be placed on agenda for next meeting.

Ms. Becker said the Group needs to investigate other ways to cut costs or increase revenues. Mr. Fernandez asked for more information on the actual costs so the Group can look at ways to save rather than just look at raising revenue. Ms. Becker suggested updating the previous survey of other entities in the area that showed types of coverage, cost to employer and cost to employees so the Group can see how the City compares.

Ms. Gamble set out samples that she picked up at the healthcare conference for members of the Group to take.

Meeting adjourned at 3:00 pm.

Next meeting is May 7, 2003, 1:00 p.m. in the City Commission Chambers.

Items for next meeting:

- Report on Health Conference
- Onsite Primary Care Clinics
- Wellness Incentives

Minutes Approved: May 7, 2003

John Agen, Chairperson