

**Benefits Focus Group Minutes
(9/4/02)**

Committee members, alternates and staff advisors present:

John Agen
Janice Cox
John Glanden
Gil Fernandez
Casey Humpert
Stacey Monroe
Andy St. John
Joyce Dolan
William Tatum
Jim Godshall
Veda Mahadi
Robert Blinch-Edwards
Linda McKinney
Kevin Stiff
Dick Minster
Pam Christian
April Bryan

John Agen called the meeting to order at 1:10 p.m., September 4, 2002. Roll was called.

John Agen said he had been receiving quite a few calls about the information that was mailed to retirees. For some the information is confusing. He asked if there could be a revision to be clearer. The information is too in-depth for some people to understand. Mr. Agen asked if he could get a simpler overview to hand out at the SMREA meeting. He is referring everyone to KayKae Thomas. Linda McKinney said there would always be confusion when something new is introduced and referring them to KayKae is the way to handle any request for explanation or information.

Ms. McKinney said she will have the PowerPoint presentation that she prepared put onto the City website so people can access that.

Minutes of 8/21/02 were approved as written.

Ms. McKinney handed out copies of the slides for the PowerPoint presentation. The Group reviewed them and made corrections and revisions. Ms. McKinney said she would offer the slide presentation to all employees prior to sign-up.

John Glanden asked if Desoto County would be included in the coverage area. Robert Blinch-Edwards explained that there were not enough doctors signed up with the Physicians' Health Organization (PHO) to be able to include them in the network. The only counties included in the coverage area are those counties that have a network in them. Mr. Agen asked Mr. Blinch-Edwards if he could check into the situation and see if

there is a way for the PHO to solicit doctors in Desoto County to join the network. Mr. Blinch-Edwards will report his findings at the next meetings.

Ms. McKinney handed out three sheets:

1. Monthly Comparison of all paid claims – January 2000–April 2002.
Spreadsheet shows that costs are less than 2001, but still higher than 2000.
2. Recap of paid claims incurred January–April 2002 for HealthCare Sarasota
3. Recap of paid claims incurred January–April 2002 for Varsity Health

Mr. Agen asked about dental costs. Ms. McKinney reported that they are up by 8% this year.

Next topic of discussion was the Draft Wellness Incentive Program. Mr. Blinch-Edwards said that he needs input and direction from the Group as to what they want to see in a Wellness Incentive Program. The emphasis to start should be to come up with some structure as on page 4, "Action." The Group needs to agree on a) structure and components, b) provide a simple explanation of the program and how the credit system works, and c) have a draft plan available for legal review by a certain date.

Ms. McKinney asked what Mr. Blinch-Edwards thought the cost would be to implement the program? He said it would depend on how many people would utilize the program. Ms. McKinney said that whatever program is decided on will have to have a cost attached in order to get City approval.

Mr. Blinch-Edwards said utilization is the key. The Group needs to decide what the credits will be worth, what the maximum credit per year will be and how they will be distributed. The credit could be a reduction in the deductible or a cash award to a spending account. If everyone accesses the credits and earns the maximum for the year, that will be the maximum liability.

His suggestion was to implement the program in two or three stages. The first year could start with health risk assessments and screenings.

Ms. McKinney reminded the Group that because this year's budget has been set, any new programs would be for 2004. Mr. Blinch-Edwards said instead of working on an incentive program, maybe the focus should be for health risk assessment and basic screenings at no cost to the employees or retirees. These would cost the City approximately \$25/person.

Ms. McKinney suggested sending out a questionnaire with paychecks asking employees why they did not take the screenings when they were offered and what it would take to get them to take the screening.

Mr. Blinch-Edwards said that it might be an option for the City to utilize the County's health risk assessment because they have just purchased new software that could be provided at cost - more or less. He will find out the exact cost of that and will bring a cost estimate of doing the screenings to the next meeting.

Mr. Blinch-Edwards said he would email the draft document to everyone so they could offer comments.

Ms. McKinney said she would provide a draft questionnaire for employees regarding the screenings for the Group's review before it is sent out. Kevin Stiff asked that we include information that tells what the assessment is and what the results will tell them so they will understand better.

Mr. Blinch-Edwards said he would provide a copy of the County's health risk assessment for the Group.

Meeting adjourned at 2:45 p.m. Next meeting is October 2, 2002, 1:00 p.m. in the Commission Chambers.

Items for next meeting:

- Robert Blinch-Edwards to report on effort to include Desoto County in HealthCare Sarasota network coverage.
- Mr. Blinch-Edwards to find out cost of utilizing Sarasota County's Health Risk Assessment Program
- Mr. Blinch-Edwards to provide cost estimate of health assessment screenings
- Mr. Blinch-Edwards will email all Group members a copy of the Draft Wellness Incentive Program.
- Linda McKinney will provide a copy of survey to be distributed to employees regarding the health assessment screenings.
- Mr. Blinch-Edwards to provide the Group with a copy of the County's Health Risk assessment form.

Minutes Approved: November 6, 2002

John Agen, Chairperson