

**Benefits Focus Group Minutes  
(4/17/02)**

Committee members, alternates and staff advisors present:

John Agen  
Benita Saldutti  
Ed Whitehead  
Andy St. John  
Pat Horan  
Dick Minster  
Stacey Monroe  
Suzy Milburn  
John Glanden  
Gil Fernandez  
Casey Humpert  
Mark Trefethen  
Janice Cox  
Linda McKinney  
KayKae Thomas  
Robert Blinch-Edwards  
Joyce Dolan  
Dolly Gamble  
Kevin Stiff  
Joe Munyak  
Rick Winters  
Kim DeNais  
Veda Mahadi  
April Bryan

John Agen called meeting to order at 1:05 p.m., April 17, 2002, in the City Commission Chambers, City Hall. Roll was called.

Minutes of April 3, 2002 and April 10, 2002 were approved without corrections.

Continuation of discussion of the draft Wellness Incentive Program. Robert Blinch-Edwards handed out the newest draft along with a draft brochure on cardiovascular disease. He noted that the wellness program draft was for discussion purposes only. He asked the group to review the document and add anything they feel needs to be added for discussion. Mr. Blinch-Edwards said he would add a glossary of terms and acronyms to the next draft. He asked the group to read the brochure and offer any comments, corrections or suggestions for change by next meeting.

The suggestion was made to add information and telephone number to all brochures to let people know where to get a health risk assessment.

Mr. Blinch-Edwards handed out a document showing age-banded claims history for the 2001 plan year. The document was rejected and returned to him for correction and verification of information. This information will be returned to the group at next meeting. He was asked to include the number of people in each category and break out retirees over and under 65. Also asked to include the percentage each age band is of the complete plan.

Other handouts:

1. Recap of paid claims experience per employee per month. Percentages show comparison with prior year (2000).
2. Graphs showing expenses by medical payments and per member per month.
3. Breakdown down of ER claims showing average costs per visit for expenses incurred 1/1-12/31/01 and paid 1/01 through 2/02.
4. List of primary drugs for Caremark
5. Healthcare Sarasota wellness and prevention workshops sponsored by Sarasota Memorial Hospital. For information only - to let the group know what is available.
6. Information on Defined Contribution-style health insurance, Consumer driven health plans, Medical Savings Accounts and other alternatives. These items will be discussed at a later meeting (in two weeks).

For next meeting, Mr. Blinch-Edwards will provide information on Sarasota County and Orange County wellness plans and from other municipalities, if possible.

Question was asked if employees could possibly get a credit for signing a drug free contract and if the group could look at the City's drug free workplace program to see if it could be incorporated into the wellness plan. Because of the privacy issues involved, it was decided to set this matter aside for the time being and possibly look at it after other health insurance issues are addressed.

Linda McKinney brought up the matter of a spousal surcharge for spouses that have benefits available somewhere else and do not take them to be on the City's plan. She asked if the group would like her to get some information for them from other places.

Benita Saldutti said she felt that if a spouse has coverage available somewhere that it is appropriate to require them to take that coverage or else pay extra. She mentioned possibly doing the same for retirees who go on to another job and have coverage there. Kevin Stiff said that retirees put in a number of years in order to receive that benefit and they should not be penalized for taking another job or have that benefit taken away. Group agreed to leave the retiree benefit issue alone but put the spousal surcharge on the agenda for next week. Ms. McKinney said she would check to see what others are charging and bring that back to the group.

Ms. McKinney pointed out that although the benefit costs for last year were only 1% over the previous year, the fund had been run down two years in a row and used up the surplus. Of the \$6.6 million cost, the City had only budgeted \$4.9 million. Therefore, although costs are keeping in check, it still represents a huge amount of cost to the City for insurance.

John Glanden asked about the firefighters' fund, if the interest was being applied to the trust. He has been questioned by people in organization as to why the City is not using that money. He asked if a process is being developed to use it. Ms. McKinney said she had talked with Gib Mitchell about it. In the interlocal agreement there is no methodology identified for transferring the trust fund money to the medical plan fund. She will be approaching the City Manager about it and a plan will have to be developed. Dolly Gamble explained that interest is allocated to individual funds each month. John Agen said he would like to have a presentation from Finance after Ms. McKinney meets with the City Manager on the status of the trust fund.

Public Input:

Joyce Dolan made a suggestion about looking at putting a surcharge on dependent children that have coverage available (in college for example) the same as adding a surcharge for spouses who have benefits available at their place of employment. This item can be discussed at next meeting.

Charles Senf asked to be included in the email list to receive agendas for future meetings. He also talked about the drug free work place program and how it could have a place in the wellness program.

Next meeting is April 24, 2002, at 1:00 p.m., at Public Works, 1761 12<sup>th</sup> Street.

Meeting adjourned at 3:00 p.m.

Minutes Approved: 5/1/2002

John Agen, Chairperson