

Benefits Focus Group Minutes
(4/24/02)

Committee members, alternates and staff advisors present:

Benita Saldutti
Ed Whitehead
Dick Minster
Stacey Monroe
Suzy Milburn
John Glanden
Gil Fernandez
Casey Humpert
Mark Trefethen
Janice Cox
Linda McKinney
Robert Blinch-Edwards
Joyce Dolan
Joe Munyai
Rick Winters
Veda Mahadi
Mark Stinson
Norman Stockton
April Bryan

Benita Saldutti called meeting to order at 1:00 p.m., April 24, 2002, at Public Works Department meeting room, 1761 12th Street. Roll was called.

First item of discussion was a handout titled "City of Sarasota 2001 Medical Claims Analysis". Totals are listed by age group showing number enrolled, percentage of costs and catastrophic claims for each group.

Ms. Saldutti asked what criterion exists for covering non-birth or adopted children. A court order for guardianship is all that is required. EMI verifies eligibility of dependents at time of service.

Sarasota County and Orange County wellness plan information (if available) will be handed out next week for discussion at the following meeting.

An article regarding Medicare and the high cost of prescription drugs was distributed. Robert Blinch-Edwards said that Caremark has stopped doing business with one manufacturer because of unethical practices.

Next item of discussion was spousal surcharges. Linda McKinney handed out a sheet describing one company's policy for spousal surcharge. If the spouse of an employee has coverage available where they work and they refuse it, then they incur a \$50/month additional charge for "primary" coverage. If the spouse is a dependent for "secondary" coverage, there is no surcharge.

After some discussion, the group decided to include a spousal surcharge of \$50/month in their recommendations.

Ms. McKinney reported that she had sent out the Wellness Questionnaire to all active employees. It will be included in the next mailing to the retirees. She reported that in the near future, all minutes would be posted on the City's web site as soon as they are approved.

Mr. Blinch-Edwards distributed a glossary of acronyms and terms. Ms. Saldutti asked if Ms. McKinney could foresee any additional changes in the premium structure for next year. She responded that based on information right now, that could not be projected.

Ms. McKinney recommended that the group discuss breaking out the dental plan from the medical. Presently there is no additional premium charged for dental coverage for dependents. However, it is not unusual for dental coverage to be separate and distinct from medical. Her suggestion is not to take away any present coverage but to offer a minimum cost coverage for dental only. This would be for those who would like only dental coverage for their dependents. Ms. McKinney said she would like to place this on the agenda for discussion at next week's meeting.

Ms. McKinney told the group that any recommendations for changes would not be implemented until next year. Now is the time to make recommendations and have them costed out so the amount of savings that can be anticipated will be known.

Mr. Blinch-Edwards said the Healthy Hearts program would be initiated in May. There will be seven topics. One topic covered each month. He asked the group if they would like to propose one class per month or two, with the second class being offered during evening or weekend hours so family members/dependents can attend.

Ms. McKinney said she addressed that in the email she sent out to everyone with the health survey - that this program would start in May and asked people to participate.

The seven topics in the Healthy Heart Program are:

- Living with Hypertension
- Women and Heart Disease
- Heart Failure
- Special Nutrition Needs with Heart Disease
- Exercise Safely with Heart Disease
- Drug Treatments for Heart Disease
- Cardiac Testing and Intervention

Each class is about 1–1 1/2 hours. Location for the classes has not been determined yet. The current classes are 4:30-6:00 p.m. in 303A at City Hall. The commitment is that employees will participate in all seven classes in order for them to be beneficial. Classes will be available to retirees as well, just have not figured out the methodology for communicating with them.

Mr. Blinch-Edwards said the goal is to start the wellness program next year. He would like to go ahead and send the Health Risk Assessment to everyone. Healthcare Sarasota (HCS) would do the mailing and enclose a self-addressed stamped envelope for returning the assessment to the HCS coordinator. None of the information would go to City - all information will be kept confidential.

Joe Munyak said there would be a general meeting of the SMREA organization of retirees near the end of July. He asked if Mr. Blinch-Edwards and Ms. McKinney could be available for that meeting to answer questions.

Mr. Blinch-Edwards would like input regarding the brochures that have been drafted and requested that they be approved at the next meeting. The brochures are titled Cardiovascular Disease, Stress!, and Skin Cancer

Ms. McKinney said that a current Summary Plan Description (SPD) would be distributed to all group members so they can be familiar with it and make suggestions for improvement. Currently in process of drafting a new one.

Public Input:

Charles Senf suggested that days off for the Run, Walk Swim program be eliminated and only points toward the wellness program be awarded. Since the original justification for the program was the health benefit, the City can eliminate the cost of the days off. The City would only incur expense if an equivalent dollar amount is awarded in points and an employee takes advantage of them. This would save the City and the tax payer money and still give the employee a great incentive by lowering deductible for example.

He also told the group that they should think seriously about the legal ramifications of offering only one plan to everyone, instead of the current practice of having the retirees on a separate plan.

Next meeting is May 1, 2002, at 1:00 p.m., at Public Works, 1761 12th Street.

Meeting adjourned at 2:23 p.m.

Minutes Approved: 5/15/02

John Agen, Chairperson