

**Benefits Focus Group Minutes
(6/12/02)**

Committee members, alternates and staff advisors present:

Benita Saldutti
Dick Minster
John Glanden
Veda Mahadi
Kevin Stiff
Joyce Dolan
Andy St. John
Casey Humpert
Dolly Gamble
Rick Winters
Pat Horan
Janice Cox
Stacey Monroe
Ed Whitehead
William Tatum
Robert Blinch-Edwards
Linda McKinney
KayKae Thomas
April Bryan

Benita Saldutti called meeting to order at 1:05 p.m., June 10, 2002, at Public Works Department, 1761 12th Street. Roll was called.

Linda McKinney said that the 5% increase in dependent premiums that the Group approved last week did not generate any income from the EPO 2 because currently there is no membership in that plan. If there is not a differentiation made between the EPO and EPO2, there will be no incentive for the majority of the retirees to go into the EPO. Ms. McKinney then distributed a sheet recommending that the EPO2 be increased by the 5% that was suggested for the PPO and that the PPO rates be raised to \$55 & \$60. Based on the current population in the PPO, it would produce a \$72,000 increase in cost savings. If the Group does not make a differentiation, the fund will be right back where it is now.

There are approximately 50 retirees that would have the choice to move to EPO2. That choice would be an advantage to them. The rest of the retirees would be better off moving to EPO.

Dick Minster pointed out that adopting this change would change the total projected savings to \$1,103,466 - including changes made in April.

After discussion by the group, Mr. Minster made a motion to approve the proposed rate structure. Stacey Monroe seconded. Motion carried with two dissenting votes.

Ms. McKinney said she had contacted the City manager and asked how he would like the group to present its recommendation. He said that he would like to meet with the group. He is available on Friday, June 14, at 2:00 p.m. The only other option is Monday at 1:00 p.m. The group decided on Friday, June 14.

Benita Saldutti passed out a draft memo from the Group to Mr. McNees. Ms. McKinney suggested that the Phase 1 and Phase 2 costs be separated for clarification instead of just stating the million dollar savings. This would just require a rewording of Paragraph 3.

The memo was discussed with some revising of wording. Ms. McKinney said all the attachments will be in the same format. She proposed to show all the detail in one spreadsheet. Pat Horan suggested one spreadsheet showing the increase in revenue and one spreadsheet showing the savings for the proposed plan changes. Ms. McKinney said she would only detail the \$700,00 because the \$400,000 had been addressed in the April presentation, but would footnote the number.

Ms. McKinney mentioned that she had received a report from Healthcare Sarasota showing the totals for January, and among all the participants in the Healthcare Sarasota Consortium, the City was the only one with negative numbers for medical. She believes that is in part due to the amount of on going discussion about health care and that it has made us better consumers.

Ms. Saldutti said she would like Mr. McNees to receive the Group's recommendation in advance of Friday's meeting. Ms. McKinney said she would try to get it to him by Thursday afternoon.

Ms. Saldutti asked when the proposal would go to the unions for their review. Ms. McKinney said that currently there are meetings set up for June 21 for the Teamsters and July 1 for PBA. These will just be the start of the process with each Union.

Robert Blinch-Edwards said he has been asked for a lot more information from Kurt Gehring. Ms. McKinney said it is for some cost out information that Gib Mitchell has requested on the overall impact for the last year. Once that information is received, she will share it with the group.

Ms. Saldutti said that after the signup, when it is known how many are in each plan, revenue could then be projected in real numbers. Ms. McKinney indicated that signup is planned for September. Signup will be for a four-week period. In August, there will be preparation for the signup and educational sessions. There was a suggestion to have the medical plan presentations made separately from the other cafeteria options available such as vision insurance, health insurance, life insurance or legal services. Ms. McKinney requested that at least one committee member be present at each session. Ms. Saldutti asked if the presentations could be made by City personnel rather than outside people from EMI or TeamHealth.

KayKae Thomas said she would like to set up a block of time, on a regular basis, in which she would be available for people to make appointments to come for one on one help and information about their benefits.

Ms. Saldutti asked if the group would like to take a break after Friday's presentation. The next meeting, after the presentation on June 14, will be in August – date to be determined.

Next meeting is June 14, 2002, at 2:00 p.m. in the City Commission Chambers, to present the Group's recommendation to the City Manager.

Meeting adjourned at 2:00 p.m.

Minutes Approved: August 7, 2002

Benita Saldutti, Vice Chairperson