

Benefits Focus Group Minutes (10/1/03)

Committee members, alternates and staff advisors present:

John Agen
Benita Saldutti
John Glanden
Robert Blinch-Edwards
Stacey Monroe
Veda Mahadi
KayKae Thomas
Dolly Gamble
Andy St. John
Kevin Stiff
Bill Tatum
Dick Minster
Gil Fernandez
Casey Humpert
Joe Munityak
Joyce Dolan
Kurt Hoverter
Linda McKinney
April Bryan

John Agen called the meeting to order at 1:00 p.m., October 1, 2003. Roll was called. Minutes from the July 2, 2003, August 6, 2003 and September 3, 2003 meetings were approved as written.

Mr. Agen asked for the Group's feedback from their evaluation of the WorldDoc program online. Joe Munityak felt that the information provided by the program did not warrant spending \$22,000. Benita Saldutti said she felt the program was a good source of information for those who are familiar with using the Internet. Stacey Monroe said she thought the site was difficult to navigate. Robert Blinch-Edwards said the program is to aid people to be more proactive about their health care. Kurt Hoverter said if the Group is not in complete support of the purchase then he does not feel that it should be pushed. However, if the program were not purchased, when there are health fairs or health screenings during the next year, it would be a good idea to have a representative or demo from WorldDoc, or a similar service present, to show people what is out there. Then a survey could be done on a wider group to see if the interest is there to buy later. Mr. Hoverter mentioned that he had not received the client information he had requested from WorldDoc. Mr. Blinch-Edwards will follow up on the request. The consensus of the Group was to not recommend purchase of the service at this time.

The next item for discussion was the draft informational handouts explaining plan changes for 2004, and how best to communicate the information to employees and retirees. KayKae Thomas said in previous years the information was mailed to all retirees, emailed to all employees and staffers included with paychecks.

John Glanden said there is an annual Retired Firefighters Association meeting scheduled for November 1. He would like someone from Human Resources to come to the meeting, present the information and answer questions. Mr. Hoverter said he would have representatives there.

Mr. Agen said that SMREA's general meeting is not scheduled until January. Dick Minster suggested that they call a special meeting in order to have a presentation on the plan changes to the members.

Ms. Saldutti suggested consolidating the 4-page handout to make the information as simple and short as possible.

Open Enrollment is scheduled for mid October thru the third week of November. Ms. Thomas is preparing information to mail out within the next two weeks.

Kevin Stiff asked about targeting those who are covered under PPO to make sure they are educated about the benefit of changing to EPO or EPO2 coverage. He has talked to several people who do not understand how the other plans work. Ms. Thomas said she would be sending out information on all four plans to everyone before enrollment. Mr. Stiff said he felt that a special communication should be sent to just those with PPO coverage to show them the benefit of changing plans.

It was agreed that the enrollment forms be sent out with the changes to the prescription plan and the spousal surcharge information printed on one page (front and back). The mailing targeting those on the PPO will be done separately.

A few members expressed frustration at receiving inaccurate information or having difficulty resolving claim issues when they call EMI. Mr. Blinch-Edwards said they need to advise him of the details so he can investigate. Ms. McKinney said City staff would put together an outline of steps a person should follow when they need to call EMI. Phone numbers will be included. These sheets will be included in the information packets.

Mr. Blinch-Edwards passed out a copy of Sarasota County's Wellness Incentive Plan for 2004.

Dolly Gamble asked if someone has a spouse who has declined insurance coverage at their job to be on our plan and are unable to get back on that plan until the next open enrollment period will be required to pay the \$50 surcharge.

Mr. Blinch-Edwards reported that the RX contract with HealthCare Sarasota looks very good with savings projected at over \$1.5 million over a three-year period. He has requested a breakdown of the discounts and savings and will share those at a later date.

HealthCare Sarasota is providing free health screenings for employees and dependents in January. There will be six or seven locations in Sarasota and two in Venice. He would like to be able to invite everyone who is covered to go to any of the locations to get their screenings done along with a health risk assessment. For those who have had

a previous screening done, their information will be available there. This will give a good comparison of an individual's progress. Ms. McKinney asked what locations would be used in the downtown area. Mr. Blinch-Edwards said he would like to have input from the City on those locations. The Van Wezel, Municipal Auditorium and Payne Park Auditorium were mentioned as possible sites. Mr. Blinch-Edwards will provide dates to the City so reservations can be secured. Flyers will be sent to all members after the dates and locations are finalized.

Next meeting is November 5, 2003 in Room 206 at the Federal Building.

Meeting adjourned at 2:30 pm.

Minutes Approved: November 5, 2003

John Agen, Chairperson