

**Benefits Focus Group Minutes  
(8/6/03)**

Committee members, alternates and staff advisors present:

Benita Saldutti  
John Glanden  
Robert Blinch-Edwards  
Stacey Monroe  
Gil Fernandez  
Veda Mahadi  
KayKae Thomas  
Dolly Gamble  
Ed Whitehead  
Andy St. John  
Kevin Stiff  
Pat Horan  
Janice Cox  
Casey Humpert  
Wendy Prell  
Kurt Hoverter  
Linda McKinney  
April Bryan  
Frank Burns

Benita Saldutti called the meeting to order at 1:00 p.m., August 6, 2003. Roll was called.

Linda McKinney introduced Dr. Frank Burns, Sarasota Memorial Hospital. He made a presentation regarding medical management strategies for the future.

Kurt Hoverter distributed copies of the Medical/Rx Options for the 2004 plan year, which was proposed to the Group at last month's meeting. These plan design changes shift some of the cost and responsibility to those who use the plan. The purpose is to decrease the City's costs of prescription drugs in order to keep any premiums currently being paid by the member the same. It has been the Group's consensus all along to have those who use the plan the most pay for that use.

John Glanden expressed concern about the increased cost of prescription drugs for retirees in particular. He said he would rather see an increase in the amount of co pays than a percentage of cost instituted as a coinsurance charge. Mr. Hoverter explained that the reason for the coinsurance was not to penalize the consumer, but to encourage them to take a more active role in their health care. Dolly Gamble reminded the Group that they needed to consider the greatest benefit for the entire group, not just a select portion of that group.

Ms. Saldutti entertained a motion to accept the Medical/Rx proposal as presented by Mr. Hoverter. Gil Fernandez made the motion. Second was by Stacey Monroe. Motion passed with one dissent.

Mr. Hoverter handed out a summary count of retirees and the areas in which they are located for informational purposes. He asked the Group for input on what would be the most effective way to get information out to active employees as well as retirees. There is a new position in the HR budget for the next fiscal year. He sees communication as the key area for that employee to focus, as there is not a person who is currently dedicated to the communication of benefits and retiree information.

The City needs to do a lot more education and communication before any new program is rolled out. The Group needs to make sure the Administration and the Commission understand that savings will not be realized immediately for money spent on wellness programs. They are long-term decisions and investments.

Mr. Glanden said the retired firefighters association has a list of all those people who have computers. He will ask if they will consider giving that information to the City for communication purposes.

Ms. Saldutti said that the pension department could make a mailing to all the retirees asking them to submit their email addresses if they have one.

Mr. Hoverter's second handout was about World Docs, an interactive online database system that gives you information on specific ailments, medical questions, etc. The County is looking to shift away from their nurse call-in program (which is a part of this program) to World Docs. The cost is reasonable if usage is there. Cost is per covered member and includes a 24/7 nurse line. The quote is \$22,000/year or \$1.59/month/member. These charges are only for covered members – dependents are no additional cost. Mr. Hoverter would like to bring a representative from World Docs to give a presentation at a future meeting of the Group. He will try to arrange for them to be at the next meeting.

Minutes of the May 7, 2003 meeting were approved as written.

Next meeting is September 3, 2003 in the Commission Chambers.

Meeting adjourned at 2:50 pm.

Items for next meeting:

- Mr. Hoverter will contact World Docs to make a presentation to the Group

Minutes Approved: \_\_\_\_\_

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Benita Saldutti, Vice-Chairperson