

Benefits Focus Group Minutes (2/04/04)

Committee members, alternates and staff advisors present:

John Agen
John Glanden
Gil Fernandez
Dolly Gamble
Pat Horan
Casey Humpert
Dick Minster
Stacey Monroe
Louise VanPelt
Andy St. John
Kaykae Thomas
Susan Merritt
Joyce Dolan
Nancy Meskimen
Joe Muniyak
William Tatum
Robert Blinch-Edwards
Kurt Hoverter
Linda McKinney
Diane Vanderwest

John Agen called the meeting to order at 1:05 p.m., February 4, 2004. Diane Vanderwest called the roll. Three members arrived after roll call, but were added to attendee list above.

Minutes from the January 7th, 2004, meeting were approved as presented. Later in the meeting it was determined that P. 3 of the January 7th minutes needed a correction to the audit amount as mentioned by Robert Blinch-Edward. This amount should read \$14,000 not \$25,000. Also, Kaykae's name was misspelled and has been corrected.

Gil Fernandez voluntarily attended the Annual Employee Health Benefits Conference in Tampa on January 22nd and 23rd, 2004, with Robert Blinch-Edwards. The name of the presentation was Benchmarks of America's Healthiest Companies-How they got there and why. The lecturer was David Hunnicutt, PhD, and President of the Wellness Councils of America. The topic of the presentation was the seven important components of a successful Wellness Program. Mr. Fernandez handout out information from this conference and read it in its entirety. Please find Mr. Fernandez's presentation from this conference attached.

Mr. Fernandez talked about the difference between activity-based and results-oriented wellness programs. For example, the City's R/W/S program is activity-based, continuing process that helps in the over-all wellness of the employee; however it offers very little compared to an on-going, results-oriented type of wellness program. You should do the R/W/S activity as a program, not just a one-day event, with no exercise the rest of the year.

Wellness/Budget – Discussion

Discussion followed concerning ideas for a long-term wellness program. You need to get the “buy in” for the idea as an over-all wellness program. This may involve bringing in consultants to make recommendations. Costs would have to be explored in a long-term program that would be in place for years to come. Life style changes (including exercise training-physical fitness, controlled diets, cholesterol control, diabetes control, etc.) would influence one’s wellness. A 5-yr plan, from a budget standpoint, could be presented as a budget item, covering costs of wellness initiatives. Multi-media emailing could be utilized to reach retirees in regards to a long-term program or plan.

The group made wellness idea recommendations for input on the 2004-2005 budget, due April 8th. Ideas recommended were: Diabetes education; check into possible grant money; YMCA discounts on membership; Weight Watcher program support (possibly at lunchtime); a Team concept (10 or more for City support classes and programs - i.e. smoking cessation, weight management, etc); consultant’s input. Members are asked to think about other budgetary ideas for the next meeting.

Linda McKinney presented an idea Benita Saldutti suggested. (Benita could not attend the meeting). This idea centered on a team effort in City-funded classes/programs, such as 10 people attending a weight loss program together as a group for a period of time with the City paying the cost of the class/program. This idea would work for short-term immediate results, which could lead to education on life style changes for long-term results.

Kurt Hoverter advised of the county-owned gym on the 5th floor of the Administration building across the street that City employees can join with an annual fee of \$35.00 which allows card-access 24 hours a day, 7 days a week. A tour of the facility could be made available for this group, if interested. A representative is available to program a weight-training plan to be tailored to specific needs.

Robert Blinch-Edwards talked about some health issues, such as depression, stomach reflux and asthma conditions, that when left untreated, could affect work productivity. Robert Blinch-Edwards spoke about the importance of health trends being used as a tool and also spoke of the top health concerns. Areas showing high drug usage include health issues for ulcers (gastric illnesses), cholesterol, diabetes (glucose-sugar controlled diet), blood pressure and depression

Kurt Hoverter advised the group of a 3-year contract lock-down proposal that was presented to the PBA at last week’s negotiations pertaining to insurance benefits. There would be a built-in cost sharing in the second year based on the ability to pay. Currently, 51% of the employees have single coverage and do not have to contribute, leaving the other 49% to pay for everyone. This proposal would keep wages and benefits locked-down for the 3-year proposal and a flat percentage would be fixed for your choice of single, single plus 1 and family plans. Examples were given and discussed. PBA will report back at a later date. Retirees, Union and non-Union represented employees are not being addressed with this proposal at this time.

Digital Mammography

The cost of digital mammography is approximately \$160 (double the cost of traditional mammography). With only one location available for digital mammography in Sarasota, there

are no other facilities to compare costs and there are no digital mammography facilities in Manatee County yet.

Update on changes from PPO to EPO1 and 2-

Kaykae Thomas prepared and reported the following:

ACTIVE			RETIREE		
YEAR	2003	2004	YEAR	2003	2004
PPO	80	68	PPO	248	200
EPO1	585	602	EPO1	160	193
EPO2	16	19	EPO2	40	54
VHO	26	25	VHO	3	2
TOTAL	707	714	TOTAL	451	449

Kaykae also gave an update on the flu shots. In 2002, 283 people got the flu shot at a cost of \$12.00 per shot. In 2003, 315 people got the flu shot at a cost of \$8.00 per shot. Costs depend on availability of the vaccine, but next year's cost will probably increase.

The pneumonia shot is a one-time individual decision that should be discussed your primary care doctor.

Healthcare Costs-

Linda McKinney handed out information depicting healthcare aggregate costs by month and fiscal year from 1999 to 2003. These comparisons are distributed periodically and were referenced at the retirees' last meeting.

For the last 12 months through the last fiscal year, the medical plan only went up 9% and last month comparing October to October, it was down 6%. Our prescription drug total was up 23% above a 22% increase from the previous year when prescription drugs took a big hit. The Caremark expenses were only up 1% in 2003 from 2002. Our population of participation is continuing to increase. When a pre-'93 person retires, we hire someone to replace them to go on that plan; the headcount of the city stays the same as people retire.

John Agen asked how much would we have to have from the City Commission for the 2004-2005 budget. Kurt Hoverter said the law requires we have in the fund monies to cover 2 and a half months of claim payments at a minimum without getting in trouble, i.e. if it's \$600,000 then 2 and a half is 1.5 million that should be in the fund without getting it in trouble. The average run of this plan is a half million dollars a month all total.

Handout from last meeting-

There were no additional questions for Mr. Blinch-Edwards on the package concerning health costs and generic drug information handed out at last month's meeting.

iBenefit Report-

Mr. Blinch-Edwards advised the *iBenefit* report is semi-annual or it can be quarterly.

Out-of Network problem-

Mr. Blinch-Edwards reported that this problem was sorted out.

Other Matters-

Mr. Blinch-Edwards advised there were no corrections to the doctor checklist and it was distributed.

Mr. Blinch-Edwards advised of an error in the last meeting notes. This is referenced on Page 1 of this document and has been corrected.

The count of how many city employees signed up for the free health screenings (which are on-going a couple more weeks) will be provided at the next meeting. At these screenings, there is usually someone i.e. the nurse who is available to review the results with the patient.

Note: When screenings are in Venice, they are at the Venice Community Center which is located at City Hall.

John Glanden asked how the City’s 22% reduction in cost of the drug total is reflected in the report comparing costs handed out at today’s meeting. Mr. Blinch-Edwards explained that we have a 22% off of retail discount of the AWP (average wholesale price), plus we get a rebate.

New business-

There was no new business, except, Linda McKinney wanted to express a “thank you” the retirees for coming to these meetings for free. Linda advised that perhaps a future thank you lunch would be in order.

Members were asked to bring cost or budget ideas to the next meeting or email information to Kurt Hoverter, Linda McKinney or call Kaykae Thomas.

Adjournment and next meeting-

John Agen adjourned the meeting at 2:50 p.m.

The next meeting is 1:00 p.m. Wednesday, March 3, 2004, in Room #100 (Fed. Bldg). All meeting for the remainder of the year will be in the same location and always the first Wednesday of each month, unless otherwise informed.

/dv

Minutes Approved: _____

John Agen, Chairperson