

**Benefits Focus Group Minutes
(9/01/04)**

(In attendance, alphabetically listed)

note: names listed are BFG members, others may attend but are not always listed.

<u>Regular Members</u>	<u>Alternate Members</u>	<u>Staff Advisors</u>	<u>Recorder</u>
John Agen	Joyce Dolan	Robert Blinch-Edwards	Diane Vanderwest
Gil Fernandez	Alex Hernandez	Kurt Hoverter	
Bette Fritz	Nancy Meskimen	Linda McKinney	
Dolly Gamble	William Tatum		
John Glanden			
Pat Horan			
Casey Humpert			
Dick Minster			
Stacey Monroe			
Benita Saldutti			
KayKae Thomas			
Louise Van Pelt			
Ed Whitehead			

Call to Order- Chairperson

John Agen called the meeting to order at 1:00 p.m., September 1st, 2004.

Roll Call

Diane Vanderwest called the roll. Two new members, Bette Fritz, Building & Zoning and Alex Hernandez, Public Works replacing members Susan Merritt and Andy St. John, respectively, were acknowledged.

Approval of Minutes

John Agen called for approval of the minutes from the last meeting. The minutes from August 4th, 2004, were approved unanimously.

Monthly Cost Review– Linda McKinney

Linda updated the group on the medical costs through the month of May including the total costs chart, monthly comparison, pharmacy cost chart and costs by fiscal year. Linda explained the time lag in getting information from EMI.

February, March, April and May are all over \$700,000 per month. Every so many years there are large claims when a large, diverse workforce, such as ours with 2200 members (including retirees and dependants), is covered. Linda will determine number of actual claims for annual comparisons.

Linda explained the increase to December and February as perhaps the year-end filling of prescriptions, with the other months showing a downtrend, due to the increase in generic usage.

Information on high medical procedure costs at SMH vs. doctor's outpatient facilities will be provided to the BFG staff for review. It was also noted that the anesthesia procedure is the biggest driver of some doctor's hesitancy to have some procedures done without full services' availability.

There was a brief discussion about the possibility of expanding the tiers for family coverage, depending on the number of dependents in the family, for future years. Generally, medical costs for children are less than spousal. Family tier expansion will be looked at further.

There was also discussion about the possibility of delaying coverage for new employees for the first 90 days of employment or at least the first 30 days, keeping in mind the importance of being competitive from the recruitment standpoint. This will be looked at further to see if there are trends of short-term employee claims. Administrative paperwork involved in setting up new employees and closing them out, if short-term, would also be lessened in this regard.

Kurt arrived after attending the HCS coalition board meeting in Venice with City Manager McNeese, chair of the coalition.

Update of August 30, 2004, Commission Workshop – Kurt Hoverter

The August 30, 2004, Commission Workshop Employer of Choice presentation was live broadcast on Channel 19 in Sarasota County (not available in Manatee County.) A videotape of the broadcast can be obtained from the City Auditor and Clerk's Office. The Employer of Choice workshop set the foundation or level, in terms of a picture of the City, based on active employees, retirees, wages, benefits and demographics. A subsequent workshop will be to pose the question for the long-range strategic plan – the long-range look at wages, benefits and employment at the City. The direction of subsequent workshops will develop based on full information of what the City looks like.

Kurt provided a slide summary from the workshop that basically states our problem as two-part: there will be a huge turnover in the next 10 years, this due to normal retirement, but largely to the "baby boomers" retiring; and the absence of a general employee pay delivery system to move employees to their market rate.

The following is the website for the information Kurt provided for the Commission Workshop, the Summary Observations and Potential Actions (reviewed by Kurt today) and definitions:

Workshop presentation:

[http://www.sarasotagov.com/InsideCityGovernment/Content/HumanResources/Commission Workshop.pdf](http://www.sarasotagov.com/InsideCityGovernment/Content/HumanResources/Commission%20Workshop.pdf)

Definitions:

<http://www.sarasotagov.com/InsideCityGovernment/Content/HumanResources/definitions.pdf>

Linda McKinney advised that the commission workshop presentation was very well received and it referred to the strategic plan for the city.

There will be second or subsequent workshops with dates to be announced.

Other Business - Group

Linda made a clarification to the BFG's choice (Option #5) from the previous meeting. The contribution scale reference to future pre 1993 retirees was for Single coverage only.

Kurt mentioned that KayKae is logging all EMI problems or issues that members are having, for further discussion.

Adjournment and Next Meeting

John Agen adjourned the meeting at 2:45 p.m. The next meeting will be **Wednesday, October 6th, 2004**, in Room #100 of the Federal Building. It will be the day after the Health Fair at Payne Park with information available in the newsletter. Please communicate this event to help make it successful.

/dv

Minutes Approved: _____

John Agen, Chairperson, or
Benita Saldutti, Vice-Chairperson