

Benefits Focus Group Minutes

(02/02/05)

(In attendance, alphabetically listed)

Note: Names listed are BFG members; non-members may attend but are not always listed.

<u>Regular Members</u>	<u>Alternate Members</u>	<u>Staff Advisors</u>	<u>Recorder</u>
Bette Fritz	William Tatum	Robert Blinch-Edwards	Diane Vanderwest
Dolly Gamble		Kurt Hoverter	
John Glanden		Linda McKinney	
Dick Minster			
Stacey Monroe			
Benita Saldutti		<u>Guests</u>	
KayKae Thomas		C/M Mike McNees	
Louise Van Pelt		David Palatiere, WEB TPA	
Ed Whitehead		Joe Padcullo, WEB TPA	
		Mike McCabe, WEB TPA	
		Tom Dolsak, EMI	

Call to Order- Chairperson

Benita Saldutti called the meeting to order at 1:06 p.m., Wednesday, February 2, 2005 and asked for roll call.

Roll Call

Diane Vanderwest called the roll and recorded today. City Manager, Mike McNees attended today.

Approval of Minutes

Benita Saldutti called for approval of the minutes from the last meeting. The final minutes were approved as presented.

WEB TPA Presentation

Robert Blinch-Edwards of HCS introduced the guest speakers for the WEB TPA presentation/discussion. WEB TPA acquired EMI. EMI will transition into WEB TPA within the next several months and today's presentation will give an overview of the kind of service and plan design we can expect. WEB TPA is a company with advanced software highly capable of providing detailed, required reports for risk assessments in a secure, efficient environment.

The WEB TPA members introduced were David Palatiere, Executive Vice President of Business Development; Joe Pascullo, Chief Operating Officer and Mike McCabe, President. Two EMI representatives, Tom Dolsak and Bill Hampel were also present.

Mike McCabe handed out a booklet on WEB TPA and gave a slide presentation of the booklet. He spoke about how claims will be processed efficiently through the “one voice, same plan” user-friendly online state-of-the-art service, paperless environment. He spoke of the dedication for security and privacy as well as accuracy and the best customer service.

Mike McCabe reviewed tools differentiating it from EMI, which has had problems with plan design and claim processing. WEB TPA will be in Florida in various locations including Stuart and Jacksonville. The conversion, with all years of historical medical data EMI had carried forward, will be complete by summer with the distribution of new ID cards new phone numbers and unique ID number, not SSN number.

Joe Pascullo spoke about technology and service through iii PUT. The “iii” portion stands for individuals and “PUT” stands for “people using technology.” The back up for WEB TPA is in Dallas, TX.

Mr. Pascullo also talked about HIPAA compliance and further discussed security and how all mail coming in or going out is imaged, logged and indexed. All phone calls are also logged, which allows continuity of service. He spoke of a customer service benefit grid, customized by member/coordinator. Enrollment can be done online, as well.

David Palatiere, stationed in Orlando, FL, reviewed financial and operational reports. Examples of reports and claims were provided and reviewed. The accountability of all claims and efficient handling was discussed. Financial Profit and Loss Reports are included in the reporting process under Plan Management Tools, while realizing our budget needs. WEB TPA integrates with AHH and 16 different pharmacies.

This concluded the WEB TPA presentation portion of today’s meeting and the three representatives departed.

A decision to include the Flex Spending Account in the TPA will be determined later. Ideas were discussed on getting the information out about the new third party administrator and about being pro-active.

Other topics briefly discussed were smoking cessation, weight management, the importance of wellness and prevention of illness.

Robert handed out pamphlets with light exercise information from the American Heart Association entitled, “Just Move! – Our guide to physical activity.”

Linda advised that Robert would provide an overview of data for the BFG on WEB TPA, AHH (American Health Holding – from the previous meeting of the BFG) and HCS. The information communicated for the rollout on AHH will be important. There may be testimonials that we could get. A Benefits newsletter was suggested, as well as including copying the directors on email of the BFG minutes.

Linda McKinney and Gil Fernandez attended the Benefits Conference and Expo on 1/27/05 and 1/28/05 in Tampa. They will brief the BFG in March on their attendance at this consumer-driven health care conference.

Robert advised that there is a designated nurse for each member that participates in the disease management portion of the program through AHH, if we decide to begin implementing AHH.

Linda advised of the availability of free flu shots next week for all City of Sarasota members to our insurance plan (current employees and retirees) the week of 2/7/05-2/14/05. Spouses and dependants will be charged for the flu shot. An email to all employees and retirees will be sent out.

Linda briefed the idea from the American Health Association on 10,000 steps a day for good health. She will be looking into providing a pedometer to each city employee to help attain this goal. More info will be brought forward on this idea.

Monthly Cost Review – Linda McKinney

Linda handed out and quickly reviewed the monthly cost sheets for October advising all costs (medical, dental and Caremark pharmacy) were less than last year and last month.

Other Business

Benita commented on absences in the BFG. It sends a message that you don't want to be at the meetings if you miss quite a few meetings. Kurt suggested that we provide an attendance grid, like those for the City board reports, and keep track of attendance. When the minutes are copied to the senior staff, the attendance will also be shared. See attached BFG attendance grid for 2004, p. 4.

Adjournment and Next Meeting

Benita Saldutti adjourned the meeting at 3:00 p.m. The next meeting will be **Wednesday, March 2, 2005, 1:00-3:00 p.m.** in room #100 A/B/C at the Federal Building.

/dv

Minutes Approved: _____

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

BFG Attendance

(From January 1, 2004 - December 31, 2004)

LISTED MEMBER NAME	TOTAL # OF MEETINGS	PRESENT	ABSENT	PERCENTAGE [FOR YEAR]
John Agen	13	8	5	62%
Janice Cox	13	7	6	54%
Gil Fernandez	13	85	6	62%
Bette Fritz - 9/1/04-replaced Merritt	4	3	1	75%
Dolly Gamble	13	8	5	62%
John Glanden	13	13	0	100%
Jim Godshall	13	5	8	38%
Pat Horan	13	10	3	77%
Casey Humpert	13	6	7	46%
Bill Gaines - 11/3/04 replaced Lusk	2	2	0	100%
Karen Lusk - Replaced by Gaines 11/3/04	11	2	9	18%
Susan Merritt - Replaced by Fritz 9/1/04	9	5	4	55%
Dick Minster	13	12	1	92%
Stacey Monroe	13	11	2	85%
Andy St. John - Replaced by Hernandez 9/1/04	9	7	2	77%
Benita Saldutti	13	10	3	77%
Kevin Stiff	13	3	10	23%
KayKae Thomas	13	10	3	77%
Louise VanPelt	13	12	1	92%
Ed Whitehead	13	8	5	62%
Rick Winters	13	1	12	8%
LISTED ALTERNATES	TOTAL # OF MEETINGS	PRESENT	ABSENT	PERCENTAGE [FOR YEAR]
Marquett Becker	13	1	12	8%
Pam Christian	13	1	12	8%
Joyce Dolan	13	13	0	100%
Alex Hernandez- 9/1/04 replaced St John	4	1	3	25%
Nancy Meskimen	13	12	1	92%
Joe Munyak	13	2	11	15%
William Tatum	13	10	3	77%