

**Benefits Focus Group Minutes  
(04/05/06)**

**Note: Regular BFG member names are listed; non-members may attend but are not always listed.**

<u><b>Regular Members</b></u>	<u><b>Alternate Members</b></u>	<u><b>Staff Advisors</b></u>	<u><b>Recorder</b></u>
John Agen (farewell)	William Tatum	Robert Blinch-Edwards	Diane Vanderwest
Janice Cox		Linda McKinney	
Bill Gaines			
John Glanden			
Pat Horan			
Carol Karr (for Casey Humpert today)			
Tom Laracey			
Sue Martin			
Benita Saldutti			
KayKae Thomas			
Javier Vargas			
Ed Whitehead			
Al Woodle - Chairperson			<b>Total pres= 17</b>

**Call to Order**

New chairperson, Al Woodle called the meeting to order at 1:05 p.m., Wednesday, April 5, 2006 and asked for a roll call.

**Roll Call**

Diane Vanderwest called the roll and recorded the meeting. Carol Karr attended for Casey Humpert, Van Wezel.

**Special Business**

Linda M. McKinney read a recognition letter to John Agen signed by Kurt Hoverter, HR Director, thanking him for his role as chairperson of the BFG from January 25, 2002 to February 1, 2006 and presented John with a plaque recognizing his tenure in the BFG.

**Approval of Minutes from 2/01/06**

Al Woodle called for approval of the minutes from the last meeting of February 1, 2006. The final minutes were approved as presented.

**Smoking Cessation Initiative Update – Linda M. McKinney**

A proposal of cost guidelines was presented to the BFG. The City cost of the program is \$275 and the employee cost is \$0 for the first visit (listed as a session on the handout), with additional prescription costs of \$10 co-pay for generic, otherwise 40% of estimated \$50 cost. The handout listed the 2<sup>nd</sup> session with another \$275 cost for the City and 20% (\$55) for the employee; the 3<sup>rd</sup> session with another \$275 cost for the City and 40% (\$110) for the employee; and a 4<sup>th</sup> session with \$275 cost for the City and 60% (\$165) for the employee.

After a brief discussion, it was determined that this cost proposal needed to be clarified due to the fact that during the first year (considered the first visit), the employee can go back to the clinic for \$50 and not the \$275 total again.

A revised, corrected cost proposal breakdown for the City as well as for the employee will be sent out to the BFG members through email or regular mail (if member has no email) after completion. The basic concept of this Smoking Cessation Program has the City paying the cost of \$275 for the initial visit and the employee paying \$0. If subsequent visits (after the first year) were required, then the employee would pay 20% of the cost as well as drug costs associated with the program (with prescriptions through Caremark). This program is under a doctor's care and is open to all employees, retirees and covered dependants. This basic concept was approved, with clarification to be sent when finalized. A motion to vote on this program was presented and passed. (Note: A revised cost summary plan will be sent with these minutes).

### **Monthly Cost Review – Linda M. McKinney**

Linda reviewed the medical fund status costs. By the end of FY 2005, the fund balance was \$1.2 million with expenses and claims totaling \$8.7 million. Beginning October 2005, the fund balance was \$1.3 million due to the addition of stop loss monies going into the fund. The year-to-date claims and associated costs were \$3.7 million and the fund balance as of February 28, 2006 was \$1.7 million. This is a reflection of the additional monies the employees are contributing with these efforts paying off. Linda has additional copies of the report if anyone would like to have a copy.

Robert Blinch-Edwards reported the PHO is working on benefit plans to address the increase in medical costs, quality of care and alternative plans for catastrophic coverage. This information will be provided to HR in the near future with details of this to be presented to the BFG at another meeting.

### **Other Business – Group**

**OPEBS** - Linda advised there is an OPEBS meeting workshop with the Commission on May 4, 2006, 3:00-5:00 pm., in the Commission Chambers. OPEBS situation has to be clarified before the VEBA or health savings accounts can move forward.

**Weight Watchers at Work** - Sue Martin updated the group on the Weight Watchers at Work program. The first session of 13 weeks had 24 people enrolled with 15 attending at least 10 weeks and losing 5% of their beginning weight. Half of the \$144 fee for this wellness initiative was returned to the 15 people for a total amount of \$1,080. They lost a total of 282 lbs and reported other health benefits from this program which included: lower cholesterol levels, raised self-esteem, better eating habits, money saved by not buying junk food or eating at fast food places and a few of the employees were able to get off diabetic medication.

The second session started 4 weeks ago on March 15, 2006. The 17 people enrolled with 3 re-enrolled from the previous session, have had 3 weeks of working the program and have already lost a total of 86 lbs.

**WEBTPA** - Discussion about WEBTPA and Beech Street and Evolutions and how to address problems and concerns when outside the area, traveling or definition of an emergency. If an employee were outside of the area or rural areas, they would need to have EPO2 or PPO for their coverage at an emergency room. Some problems are because of being outside the area.

When a member has a problem with a claim, first contact WEBTPA. Then, if the problem cannot be resolved, call KayKae in HR. KayKae will contact Shelley at HCS to help resolve the problem. When the problem is resolved an update status sheet is placed in the employee's insurance file.

Claim problems can be looked at on a case-by-case situational basis, if coverage is not allowed when non-emergency, with the exception of this being done in the Navigator Plan.

**Pill-splitting** – Chairperson Woodle asked for some clarification and where we are on the topic of pill-splitting that was brought up with the BFG a few months ago for the next meeting.

**Adjournment and Next Meeting**

Al Woodle adjourned the meeting at 2:15 p.m. The next BFG meeting is scheduled to be **Wednesday, June 7, 2006**, 1:00-3:00 p.m. in Room #100 of the Federal Building.

/dv

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

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Al Woodle, Chairperson  
Benita Saldutti, Vice-Chairperson