

**Special Meeting
Benefits Focus Group Minutes
(08/02/06)**

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

<u>Regular Members</u>	<u>Alternate Members</u>	<u>Staff Advisors</u>	<u>Recorder</u>
Cindy Cumbie	Joyce Dolan	Kurt Hoverter	Diane Vanderwest
Susie Daniels	William Tatum		
Bill Gaines			
John Glanden		<u>HCS</u>	
Sue Martin		Robert Blinch-Edwards	
Dick Minster			
Benita Saldutti – Vice chair			
Javier Vargas			
Al Woodle - Chairperson			Total pres= 14

Call to Order - Chairperson

Al Woodle called the meeting to order at 1:10 pm. Wednesday, August 2, 2006 and asked for a roll call.

Roll Call

Diane Vanderwest called the roll and recorded the meeting.

Approval of Minutes from 06/07/06 and Minutes from 07/14/06

Al Woodle called for approval of the minutes from the previous meetings. The final minutes were approved for each.

Introduction of Susie Daniels

Kurt Hoverter introduced Susie Daniels to the group as Kaykae Thomas' replacement in the position of Human Resource Specialist in Benefits. KayKae's last day was July 28, 2006.

Other Business

- The group had a discussion on the FY 2007 Commission direction to contribute \$2.4 million in FY 2007 for the start-up of the OPEBS trust fund. This direction was the result of the budget workshop on OPEBS and Compensation July 21, 2006. An Ordinance is required to set up the trust fund. Monies for the trust fund will come from the General Fund and ad valorem tax, with no tax increase proposed.
- The set up for the OPEBS liability funding requires an accounting change and HR will meet with Tom Dolsac of WEBTPA for the split billing for active employees and retiree accounts.
- There is no design change planned for next FY. The Teamster contract rate for 2007 will be mirrored for E+1 and E+F, with zero cost for single coverage for retirees.

- Robert Blinch-Edwards provided the group with information on generics cost savings.
- He also discussed and handed out information on the dramatic retirement benefit plan changes recently announced by Sarasota Memorial Hospital for FY 2006 & 2007. This was in the online service today of the Sarasota Herald Tribune newspaper in the business section.
- One of the Commissioners asked that Kurt provide data to the Commissioners in September on same sex partner benefits. A cost estimate for this is \$50-\$75,000/yr. If needed, the group would make a recommendation or address it. This would likely not be part of the FY 2007 budget.
- Kurt also mentioned the idea of a benefit suspension provision option for retirees to come off of our plan for a period of time and then go back on the plan. This could be a potential savings. The insurance coverage must be group to group to re-enter the plan after a one-year suspension of plan coverage.
- Susie Daniels advised the reason for group coverage is to protect you from a “pre-existing condition” clause, if in a non-group. The insurance law says that 12 months after that 63 day gap in coverage, your claims can be denied for anything you were diagnosed or treated for in the previous 12 months.
- Robert will provide a list of drugs that are going generic in 2006/2007.
- Robert advised there is a report called, *My Benefit Report*, which is mailed to each person that spends more than \$100 out of pocket per year on drugs. This report itemizes drugs used and their costs for employer and employee along with any recommendations as necessary.
- Discussion on alternative medicine. Our plan allows \$600 for licensed acupuncturist and he/she may provide Complimentary Alternative Medicine (CAM) info.
- 33 plan members have enrolled in the smoking cessation program. This program has a 70% success rate to help kick the habit and reduce the risk of certain cancers, cardiovascular problems, respiratory system problems, and problems with the immune system, just to name a few.
- The Budget for FY 2006/07 has allowed for a contracted, certified, on-site nurse working 40 hrs/week for the City on a 1-year trial basis. The cost is \$77,000, including all set up equipment. The flu shots and other immunizations would have an immediate \$14,000 pay back on this cost. The nurse office would be located at the Federal Building and provide shots or immunizations for employees with exposure issues and a series of health/wellness initiatives with a monthly theme. The nurse would also travel to the Police Department or 12th Street (Public Works) on certain days and report to Linda M. McKinney in HR. Further information on the on-site nurse program will be forthcoming after the budget has a final approval in September.
- There is no further VEBA update at this time, which may become a workshop item for the next year’s budget process.

- Sue Martin provided an update on the Weight Watchers at Work program. For this session, after 8 weeks, 15 people have lost a total of 151 lbs. The program is doing very well.
- Robert will provide the group with further updates on information on pill splitting procedures for the next meeting.

Adjournment and Next Meeting

Al Woodle adjourned the meeting at approximately 2:30 p.m. The next regular BFG meeting is scheduled to be **Wednesday, October 4, 2006**, 1:00-3:00 p.m. in Room #100 of the Federal Building.

/dv

Minutes Approved: _____

Al Woodle, Chairperson
Benita Saldutti, Vice-Chairperson