

**Benefits Focus Group Minutes
(10/3/07)**

Note: BFG members who attended 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>
Al Woodle - Chairperson	none	Robert Blinch-Edwards - HCS	PJ Hahn
Janice Cox	Ken Yahraus	Linda McKinney	
Susie Daniels		Kurt Hoverter	
Bill Gaines			
Dolly Gamble			
John Glanden			
Jim Godshall			
Pat Horan			
Carol Karr			
Dick Minster			
Lt Bonner			
Benita Saldutti			
Javier Vargas			
Ed Whitehead			Members and Advisors Present = 14

Call to Order - Chairperson

Al Woodle called the meeting to order at 1:00 pm. Wednesday, October 3, 2007.

Roll Call

PJ Hahn called the roll and recorded the meeting.

Approval of Minutes from 8/1/07

Al Woodle called for and received approval of the minutes from the previous meeting on 8/1/07.

Monthly Costs Update – Linda McKinney

Linda reviewed the monthly medical costs stating the funds are healthy. OPEB holding its own with a healthy fund balance because expenses are flat year-to-date and that is a tremendous step in the right direction.

Kurt Hoverter stated we have an eight month fund balance and 2 1/2 is minimum.

Other Business

- Susie Daniels announced health fair will be held at the Municipal Auditorium on 10/11/07. Open enrollment begins with the change of no Navigator Health Plan and inclusion of the Basic Health Plan. Al Woodle suggested putting out flyer with phone number for retirees.

- John Glanden inquired if there will be a written policy regarding if retiree dies what option will the spouse have per the presentation given at last meeting by Brian Baacke. Linda McKinney stated there will be a hand-out, but not until after January. Probably introduce after the first of the year as a mid-year enrollment with a separate meeting presentation. Kurt Hoverter said it will be a written proposal.
- Kurt Hoverter addressed the Teamster and general employees 2008 negotiation medical rate structure with hand-outs to attendees depicting a slight difference in PBA contract.

Medical Management – Kurt Hoverter & Robert Blinch-Edwards

- Kurt Hoverter mentioned annual Kaiser study that addresses the medical world nationwide.
- Kurt spoke about health risk assessment under Sarasota Memorial Hospital Medical Management starting with the City 1/1/08. Health Risk Assessment will assess the potential of a serious illness and an agent will call participant to discuss best way to control the illness; thereby, controlling the medical cost. If participant completes Health Risk Assessment in 2008, including lab work (simple blood test at no cost), \$100 will be added to their Wellness Cap of \$400 in 2009. There will be a booth at the Health Fair.
- Robert Blinch-Edwards elaborated in reference to the management plan includes four major components and participants can accept or decline assistance. Very comprehensive and great program.
 - Disease management
 - Risk management
 - Education
 - Medical management team
- Ed Whitehead took assessment on-line and said that it was an easy program. Assistance from Susie Daniels is very helpful when submitting an appeal of a health claim.
- Kurt Hoverter shared survey data indicating that disease management is 35% effective and 50% somewhat effective to minimize cost. Most of the 20-25% cost for the City is coming from 10 participants.
- Many pre-certifications have been eliminated, i.e., MRI, CAT scan, colonoscopy, etc.

Wellness Cap – Linda McKinney

- Wellness caps at \$400. Any additional cost must be coded as diagnosis by provider's office and will be paid at the 80/20 rate (80% paid by City, 20% by participant). Over \$400 is not part of the Wellness Plan. Any plan now with the City has the 80/20 plan and is a better method than before.

Other Business

- Robert Blinch-Edwards discussed that all emergency room bills were being reviewed to determine if the use of the ER was necessary. If the ER was used for a minor medical reason more than once, Healthcare Sarasota will recommend to the City that the participant will pay for the ER visit.
- Linda McKinney stated retirees and active participants need to know and follow appropriate ER rules.
- The subject of a person not Medicare eligible was discussed on how to become eligible. If 40 quarters have not been earned for social security benefits, the person needs to work to reach the 40 quarters to be eligible for Medicare. Linda McKinney checking on if the City would be primary provider if the person obtains the 40 quarters.

Vision Plan

- Al Woodle and Linda McKinney addressed that the vision vendor will change in the new plan year. Participating doctors were dissatisfied with product and lab work they were receiving. Dr. Sloan, i.e., is no longer a participating doctor; but is offering 30% discount in 2008 on exam and products.
- Robert Blinch-Edwards said better vendors are participating and offering better lab and products. Under this plan, their lab does not have to be used.
- Dolly Gamble inquired on how many contacts per year are allowed under new plan. Linda will check.

Adjournment and Next Meeting

Al Woodle adjourned the meeting at 1:57 p.m. The next regular BFG meeting is scheduled to be **Wednesday, December 5, 2007, 1:00-3:00 p.m.** in Room #100 of the Federal Building.

/pjh