

**Benefits Focus Group Minutes  
(8/1/07)**

**Note: BFG member 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	
Pat Horan			
John Glanden			
Carol Karr			
Sue Martin			
Lt Bonner			
Javier Vargas			
Dolly Gamble			
			<b>Members and Advisors Present = 14</b>

**Call to Order - Chairperson**

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

**Roll Call**

PJ Hahn called the roll and recorded the meeting.

**Approval of Minutes from 6/6/07**

Al Woodle called for and received approval of the minutes from the previous meeting on 6/6/07.

**Monthly Costs Update – Linda McKinney**

Linda reviewed the monthly medical costs stating the funds are healthy at this time.

**Bankers Life – Brian Baacke**

Mr. Baacke discussed Bankers Life Plan F Group Medicare Supplement program for retirees and/or spouse's ages 65 and older.

Benefits include:

- no deductibles, no coinsurance, no co-pay, no referral needed, no network to work in
- choose any doctor or hospital, nationwide and out of country coverage, discounted premium, guaranteed issue may be available for our group, an agent for service, enhanced Part D prescription plans, choose from 3 standard Part D plans for prescriptions for small groups and order 90 day supply of prescriptions by mail from Caremark.

Medicare benefits:

- Part A HOSPITAL... no deductible for being seen at a hospital – only pay \$992 deductible if admitted. Pay no deductible if admitted again to hospital within 60 days.
- Part B DOCTORS...\$131 Medicare deductible in 2007, then Medicare pays 80% approved cost, Bankers pays 20% approved cost = total of 100% approved cost. Approved cost is what Medicare will pay for the procedure.
  - If doctors accept assignment, there are no excess charges. If not, Bankers will cover the 15% excess charge.
- Choice of any hospital, any doctor, anywhere in the United States.
- Retirees over 65 may select Bankers Life or stay with the City's supplemental plan.
- Spouse can continue same premium with Bankers if the retiree dies.
- Cost is about \$152 per monthly, plus about \$135 monthly for prescriptions.
- Post 1993 retirees pay less than what City offers for retiree and spouse.

John Glanden inquired if select Bankers over the City supplement, can the retiree choose to take the City supplement later. Mr. Baacke and Linda McKinney stated all the details are not fully worked out and Kurt Hoverter stated Human Resources would present details later to the BFG.

Al Woodle expressed his concerns on future increased cost for the supplement and what maximum increases might be. Mr. Baacke stated no increases for some time.

### **Wellness Cap – Toni Welicki**

Susie Daniels addressed Toni Welicki's concerns that the wellness cap under the EEO and PPO health plans are not high enough to cover routine exams. Discussion evolved around including the bone density test as part of the cap because doctors require testing around age 50.

Coding of the procedure was part of the issue because it should not be coded as wellness, but as medical requiring a 20% co-pay. The doctors or their assistants do not always enter the proper coding for payment of the claims. Toni Welicki suggested that more education on these procedures at the time of in-processing new employees would be beneficial.

Robert Blinch-Edwards stated there are free clinics for qualified employees.

Carol Karr indicated that the problem is not with wellness cap, but the doctors need an explanation of how to code claims.

John Glanden moved that all information be sent to all employees and retirees and motion was seconded by Robert Blinch-Edwards.

### **Other Business**

Kurt Hoverter discussed the budget workshop. OPEBS fund at last meeting was \$4.8 million and now it is half funded at \$2.4 million. Decision was made to keep the same \$2.4 million half funding. Two Commission hearings are scheduled in September to complete the approval of the budget. No significant changes to OPEBS, wages, pension or benefit structures. A second action study on OPEBS must be presented to Commission.

Linda McKinney stated the no cost for single coverage for retirees in the future needs to be reviewed. The no cost option may not be available in the future.

Al Woodle instructed group to compile ways to keep costs down and people healthy. Also, other government entities should be reviewed on their procedures and encouraged the City to pursue the best benefit options for its employees and retirees.

**Adjournment and Next Meeting**

Al Woodle adjourned the meeting at approximately 2:23 p.m. The next regular BFG meeting is scheduled to be **Wednesday, October 3, 2007**, 1:00-3:00 p.m. in Room #100 of the Federal Building.

/pjh