

**Benefits Focus Group Minutes
(4-9-08)**

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	Joyce Dolan	Robert Blinch-Edwards - HCS	PJ Hahn
Janice Cox	Ken Yahraus	Kurt Hoverter	
Susie Daniels		Linda McKinney	
Sue Martin			
Dolly Gamble			
John Glanden			
Ed Whitehead			
Carol Karr			
Dick Minster			
Benita Saldutti			
			Members and Advisors Present = 15

Call to Order - Chairperson

Al Woodle called the meeting to order at 1:00 pm. Wednesday, April 9, 2008.

Roll Call

PJ Hahn called the roll and recorded the meeting.

Approval of Minutes from 2/6/08

Al Woodle called for and received approval of the minutes from the previous meeting on 2/6/07.

Caremark Presentation – Joan Yuen

Joan discussed Caremark’s pharmacy benefits, procedures and future changes to enhance their services to their participants.

Monthly Costs Update – Linda McKinney

- Active employees’ revenues are up, expenditures are down and the fund is as high as it has ever been. City contributions are up and are reflected in our increased revenues. Claims and judgments are down about half a million in comparison to last year about half a million down. Increase in the fund balance is over a million from same time last year. Our fund balance is \$4.7 million with an end year balance of \$4.3 million. If the run rate stays the same, we should have a very good year for actives.
- OPEB trust revenues are up because of city contribution of \$300,000. Unfortunately, expenditures are up about \$300,000 not counting the extra \$900,000 year to date the city has contributed as their additional funding for the OPEB trust.

- The net increase is a little under what it was last year and the fund balance is good. Compared to last year, we had a \$1.2 million fund balance and now we have a \$4 million fund balance. This reflects a \$2 million increase that the city has put in. The fund is increasing but not increasing at the rate of the additional rate of contribution that we are putting in.
- Kurt Hoverter explained part of the reason is the claims and judgments on the OPEB side, claims are up 19.8% and the active employee group medical claims are down 18%.
- Linda McKinney stated that all the wellness initiatives, eating healthy and the stop smoking may not reflect a direct correlation to the fund becoming healthy; but somehow you start seeing the strides. Many of the programs approved by the Benefits Focus Group are starting to have some positive feedback and the only way that we see it is in our dollars and cents.

Non-emergent Emergency Utilization for Last Year – Andrew Grindstaff (HCSRO)

- Emergency room evaluation and recommendations presented.
 - Last year the plan paid for emergency room visits: \$ 362,582
 - Valid emergency room visits: 214,952
 - Non-valid emergency room visits: 147,670
- Savings would be about 65% if these non-emergent visits were treated at walk-in clinics or their doctors' office.
- The Summary Plan Description designates what factors require a medical emergency.
- Solutions offered to discourage using emergency room when not medical emergency:
 - Amend current plan to exclude non-emergent coverage
 - Add separate deductible
 - Use nurse 24/7 phone line
 - Letters notifying users of emergency room of other options
 - Refrigerator magnets of walk-in clinics & nurse hot-line phone number.

Other Business

- John Glenden inquired on the status of the Challenge Teams.
 - Kurt Hoverter stated Sarasota County's RFP was not what we needed. Therefore, we will not be piggybacking on it because \$120,000 in the RFP is focused outside of what the City does.
 - Recommended to City Manager to do our own RFP bid process.
 - Both unions declined to open their contracts and it will likely be 2010 before any major plan design changes occur.
- Susie Daniels stated the health assessment was started by 32 participants with 17 completing the lab work required to obtain credit for the \$100 increase in wellness on next year's plan.

Adjournment and Next Meeting

Al Woodle adjourned the meeting at 2:30 p.m. The next regular BFG meeting is scheduled to be **Wednesday, June 4, 2008, 1:00-3:00 p.m.** in Room #100 of the Federal Building.

/pjh