

being able to fund this liability. We cannot hold our rates flat; they have to continue to rise.

Other Business

- Robert Blinch-Edwards requested that the Benefits Focus Group include Andrew Grindstaff on the list of Staff Advisors.
- Linda requested to change the day of the meeting because the first Wednesday of the month is a very hectic day in the City. We would have the most recent (previous month's) financials if the meeting was changed to the 2nd Thursday of every other month.
 - Another benefit is once a quarter Healthcare of Sarasota's meeting is on the same date and Kurt Hoverter receives material at that meeting that he would have time to summarize for presentation at the BFG meeting.
 - Approved to change day of meeting to the 2nd Thursday of every other month.
- Caremark's merge with CVS will offer an extra care health card generating a 20% discount on the purchase of CVS brand over the counter flexible spending account items. Any member of plan is eligible even if do not have a flex account with availability in 30-60 days. Cards will be distributed to participants. Employees are not obligated to purchase these over the counter items.
- 2009 medical costs are locked in our labor contract. Next anticipated change to be implemented would be in 2010.
- Linda discussed that our maximum out of pocket now is \$500 and is way too low. Suggest it be doubled at a minimum. This would be a 2010 change.
- Medical Assessment has 41 active & 7 retiree participants from about 1700.
- Al Woodle phoned the nurse hotline and stated the system worked well.

Hearing Program - Susie Daniels

- Hearing exams and appliances are being administered by EPIC Hearing under a discount plan being presented to the City.
- Completely voluntary service plan with no cost to employer and employee and can utilize flex spending account.
- Any one enrolled in our plans may participate in this program both active and retirees.
- A national network of specialized doctors is provided and steps in where our medical plan leaves off.
- Participant contacts EPIC and states they are an employee of the City of Sarasota – census of our employees will have been provided to EPIC.
- Robert Blinch-Edwards stated they only need to sign a Business Associate Agreement with EPIC because of HIPAA.
- Motion approved EPIC Hearing with implementation September 1, 2008.

No Smoking Policy – Kurt Hoverter

- This is a discussion more about the County's new position they took on a no smoking policy smoking on new hires.
- The no smoking plan's process would take forever to have any type of penetration into our 2200 participants in the medical plan.
- Ed stated smoking is a legal activity and we probably have more employees taking time off for drinking and singling out these individuals would create too much time trying to manage a no smoking policy. Believe we would be setting ourselves up for too much heartache.
- John Glanden suggested review of 20 years of County & State Fire Departments' with no smoking policy on or off work what the results are from this policy.

- We do not believe this is the right approach for us. Is there a test that really shows if someone is a smoker or not? We cannot control what they do after taking the test.
- Al Woodle requested Healthcare of Sarasota find out if this policy justifies a huge savings for medical insurance.
- Linda McKinney stated it puts us in the wrong role with our employees – our approach is being supportive, helping and guiding. This policy places us in a negative harmful way, not the way we have been successful.
- Dolly stated then why would we hire obese people and where would you draw the line on being very overweight.
- Many other life style choices are not healthy either.
- Motion to table this policy for a year to see what the facts bare out in the County.

Adjournment and Next Meeting

Al Woodle adjourned the meeting at 2:10 p.m. The next regular BFG meeting is scheduled to be **Thursday, August 14, 2008**, 1:00-3:00 p.m. in Room #100 of the Federal Building.

/pjh