

**Benefits Focus Group Minutes  
(12-11-14)**

**Note: BFG members who attended are listed; non-members may attend but are not always listed.**

<u>Regular Members</u>	<u>Guests</u>	<u>Staff Advisors</u>	<u>Recorder</u>
Susan Martin		Stacie Mason	PJ Hahn
Stacey Monroe		April Bryan	
John Glanden		Gail Nowacky	
Dolly Gamble			
Al Woodle			
Tony Becich			
Peggy Sawyer			
Ed Whitehead			
			<b>Members and Advisors Present = 11</b>

**Call to Order – Chairperson**

Al Woodle called the meeting to order at 1:00 pm, Tuesday, December 11, 2014.

**Approval of Minutes from 9/30/14**

Al Woodle called for and received approval of the minutes from the previous meeting on 9/30/14.

**Monthly Costs Updates were not available**

**Open Enrollment Update – Stacie Mason & April Bryan**

- Open enrollment was implemented electronically for 2015.
- Good response from active employees and retirees.
- Fifty-two retirees did not complete open enrollment compared to 80 last year.
  - They were defaulted to the Consumer Driven Health Plan. Dependent coverage and dental were defaulted if previously selected in 2014 for these retirees that didn't engage enrollment.
  - They were mailed a letter stating the defaulted plan.
  - Twenty-eight open enrollment presentation meetings were given.
- ID cards should be mailed by December 19<sup>th</sup> or 20<sup>th</sup> for all participants.

**Wellness Update – April Bryan**

- Flu shot numbers, open enrollment plans selected and info on Health Reimbursement Account will be presented at the next meeting.
  - Wellness completed at health center were: 485 including actives, retirees and dependents. Last year 559 participated in wellness (302 employees & 257 retirees).
- In 2015, you will have the opportunity to add dollars to your Health Reimbursement Account with 4

opportunities to participate in wellness activities sponsored by the City in coordination with Carehere and CIGNA. A higher dollar value will be for longer weeks' programs and a maximum earned amount established by consensus of committee.

- CIGNA has online and phone access to participate for those not eligible to use the health center.
- Themes may include healthy eating, move more, live well and be happy.
- Some remaining HRA dollars can be carried over into the next plan year/considering a maximum amount.
- This information will be sent out by next meeting with the dollar amounts and numbers.
- Al suggested this be presented at the SMREA meeting. It was proposed that mail order thru the health center will be addressed at the next SMREA by the CIGNA pharmacist. The SMREA meeting location has changed a location near Waldemere.
- A cooking demo was also done this week open to retirees but very few ever participate.
- It was requested that a written procedure on the Health Reimbursement Account be given to the group.
- Receipt of wellness targets ended on December 8<sup>th</sup>.

### **Other Business**

- Al mentioned the retiree changes for next year approved by the Commission are not clear that includes the stipend of \$150 per month to be implemented by 2016. Stacie stated she would stay after the group meeting to answer their questions.
- The health center was discussed on appointments running late.
  - Human Resources is working on stopping walk-ins that can cause the back up. If there is an issue, the participant can contact HR and they will try to resolve the concern. Asked all liaisons to communicate to their departments that clinic is not for walk-ins.
  - There are now 3 days per week double healthcare provider appointments now that a nurse practitioner is staffed. HR will review utilization in March and may need to add more health center hours if it is warranted.
  - Al mentioned that maybe the retirees and active employees should not be on the same committee and possibly split the group.
    - Two members mentioned they like to hear it all so they may stay for the OPEB section. Al said to think about the group's goals and bring topics to the next meeting. Agenda would have OPEB information last.

### **Adjournment and Next Meeting**

The next meeting is scheduled for February 12, 2015. Al Woodle adjourned the meeting at 2:00 p.m.