

**Benefits Focus Group Minutes
(2-14-13)**

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		Stacie Mason	PJ Hahn
Janice Cox		April Bryan	
John Glanden		Gail Nowacky	
Bill Culver			
Cindy Maszak			
Dolly Gamble			
James Godshall			
Kathy King			
Sue Martin			
Stacey Monroe			
Jan Thornburg			
			Members and Advisors Present = 14

Call to Order – Chairperson

Al Woodle called the meeting to order at 1:00 pm, Thursday, February 14, 2013.

Approval of Minutes from 12/13/12

Al Woodle called for and received approval of the minutes from the previous meeting on 12/13/12.

Monthly Costs Update – Stacie Mason

- Four months into the budget January report.
 - Group Medical and Dental:
 - Investment earnings the last 4 months are down 84%.
 - Active claims and judgments running even with last year.
 - Fund balance is \$3.5 million.
 - OPEB Trust Fund:
 - Investments are down compared to last year.
 - Retiree claims were 7% lower than the same period last year with a fund balance of \$28 million.
 - We received about \$625,000 last year in revenues that were part of the government reimbursement program for early retirees.

2013 Wellness Calendar – April Bryan

- The class scheduled in February for menopause and HRT has been rescheduled for March 20th.

- March 13th is the class on exercise myths and facts. The first 25 that enroll will receive an activity monitor.
- Only one person signed up for the tobacco cessation class in early February. We left the program open to him with a \$100 incentive to complete the program.

Other Business

- Discussed ways to encourage retirees to use the health center by:
 - Organize a retiree health fair by closing the health center for a day. Retirees can attend and bring their medicines, talk with vendors/healthcare providers, health screenings administered, giveaways and raffle.
 - Notification of fair by post card and email.
 - If snowbirds could receive 6 months of medications to take up north with them that might be a good way to persuade the retirees to use the health center.
 - CareHere has revamped the 90 days formulary drugs.
- At the Public Works safety meeting employees expressed an interest for a dietitian to present good eating habits maybe during their lunch periods. Possibly this could be placed on Granicus.
- Discussed consideration to allow post 93 retirees, not on our medical plan, and part-time employees to use the health center.
 - There is a cost involved in per person admin fee paid to CareHere. Utilization rate is high at the health center, thus not much free time to accommodate more appointments.
 - Stacie Mason stated we will determine some of the costs along with the pros and cons to present to the group.
- A request for proposal (RFP) will be prepared for medical insurance coverage in the 2014 plan year. Our contract with CIGNA ends December 2013.
 - A consultant will be hired to prepare the RFP because it is difficult to develop.
 - By the next group meeting, the draft should be completed and the consultant could come as a guest to the meeting. Currently, we are working with The Gehring Group, but do not know if they will be the consultant.
 - The plans will be reviewed and may change including stop loss carrier. Possibly a high deductible plan with an HRA as a possible option. This may be an opportunity to pair our plans with the health center.
- CareHere is working on prescriptions being dispensed for 180 days.
- Group discussed surviving spouses being offered a reasonable plan and use of the health center. There was a decision not to subsidize them. This is why the rate is high based on actuarial studies and claims.
- Longboat Key approached us to share the health center services.
 - They have 12-15 employees per year that receive pre-employment physicals. This could be revenue stream with the cost structure being established.
 - The Benefits Focus Group agrees to proceed with discussions with Longboat Key.
- The hiring of only smoke-free employees should be considered because non-smokers are more productive.
- Stacie Mason proposed these meetings duration be changed to 1 or 1^{1/2} hours. Al Woodle agreed to this unless more time is needed with upcoming RFP.

Adjournment and Next Meeting

Al Woodle adjourned the meeting at 2:00 p.m. The next BFG meeting is scheduled for April 11, 2013.