

**Benefits Focus Group Minutes
(9-10-15)**

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>
Dolly Gamble		Stacie Mason	PJ Hahn
Stacey Monroe		April Bryan	
John Glanden		Gail Nowacky	
Peggy Sawyer			
Al Woodle			
Tony Becich			
Ken Hoydic			
Ed Whitehead			
			Members and Advisors Present = 11

Call to Order – Chairperson

Al Woodle called the meeting to order at 1:00 pm, Thursday, September 10, 2015.

Approval of Minutes from 7/23//15

Al Woodle called for and received approval of the minutes from the previous meeting on 7/23/15.

Monthly Costs Updates

- Group Medical and Dental for Active Employees:
 - We budgeted \$5.2 million and currently have \$4.7 million in claims thru August. At the next City Commission meeting we will probably request a budget amendment for \$100,000 to cover remainder of the year’s budget.
 - Fund balance is \$1.37 million.

- OPEB Trust Fund for Retirees:
 - Claims are 14.9% higher than last year at the end of August at \$6.9 million.
 - We did a budget transfer into claims.
 - Retiree pharmacy claims are above medical claims.
 - Fund balance is \$39 million.

Request was made to provide Medical versus pharmacy breakdown data at the next meeting.

CIGNA Well-Being Solutions – Gastine Jean-Marie

- Gastine is employed by CIGNA as a wellness coordinator. She presented a power point that provided helpful information on health awareness, education, prevention, lifestyle, activity and coaching available to plan participants thru the CIGNA Wellness Program.

- The Health Risk Assessment was completed by only 8 and 9 participants in the first two quarters of this year. It was suggested that we should give an incentive to complete it, maybe a raffle. This provides important information that may require attention that can be referred back to the Health Center for doctor intervention.
 - Biometric assessments should be completed before completion of HRA.
 - ❖ Gastine said she can give our Health Center a form to provide our participants that can market the HRA.
 - ❖ Gastine will check if a paper HRA can be completed.
 - ❖ Ed said possibly completing HRA at the health fair.
 - ❖ Gastine stated she can help with the HRA by working with Gail Nowacky to bring an option to have more participants do the HRA.
 - ❖ Discussed if we should put focus to complete it online with CIGNA or Gastine said maybe do quarterly reminders of CIGNA programs.
 - ❖ Group will think about what to focus on and suggest some aggressive incentives.
- Nurse hotline is under utilized and group mentioned using some of next year's wellness dollars to promote the helpline, i.e., posters and marketing items.

Other Business

- Human Resources is trying to secure a skin cancer screening vendor for the health fair.
- Gastine said we she would reserve a portable derma screen machine thru CIGNA that will show sun damage.
- Stacie stated that we are in negotiations with CIGNA on the stop loss annual renewal.
 - Current deductible is \$250,000 and CIGNA wants to raise it 17.5%. We budgeted between 5-7% increase. Still working thru it may need to go out for bid if CIGNA does not offer a lower amount.
- Al brought up the subject of the 6 months prescription refills at the Health Center that only Opal know anything about the procedure. HR will address this again with CareHere.
- Ken stated about an issue at the Health Center that the doctor said for the patient to schedule an appointment with their primary or cardiologist instead of the Health Center treating the patient.
 - HR will follow-up on this matter.
 - Al asked the question if an employee is injured on the job and terminated from the City with disability, will they still be offered insurance?
 - Stacie said only hot pursuit is mandated to be on insurance per Florida Statute. We have 5 prior employees that were involved in hot pursuit that are on our insurance. Also, under state law workers compensation will cover the individual.
 - Al asked for this item to be included in next agenda:
 - ✓ Whether the City is interested in pursuing insurance coverage for any active employee injured while on the job with the City.
- **Adjournment and Next Meeting**
The next meeting will be in November 12th. Al Woodle adjourned the meeting at 2:20 p.m.