

## HEALTH PLAN ADVISORY COMMITTEE

### Meeting Minutes

February 24, 2017 9:30 a.m. – 1:30 p.m.

Marathon Government Center

2798 Overseas Highway 2<sup>nd</sup> Floor Meeting Chamber

Marathon, FL 33050

#### Health Plan Advisory Committee Members Attending (Alphabetically):

Sheila Barker, Retiree

Cathy Crane, Tax Collector's Office

Eric Fundora, Substituting for Mark Thompson, IAFF

Joyce Griffin, Supervisor of Elections

DeeDee Harnish, Property Appraiser's Office

Steve Meredith, Active Employee

Donna Moore, Sheriff's Office

Pam Radloff, Clerk of Court Office

Rebecca Roberts, Teamsters

Irene Toner, Retiree

Kim Trullender, FOP

Michelle Yzenas, Active Employee

#### Health Plan Advisory Committee Members Absent (Alphabetically):

Jorge Swaby

#### Monroe County Staff Attending (Alphabetically):

Tina Boan, Budget/Finance Office

Maria Gonzalez, Employee Benefits Administrator

Cynthia Hall, Assistant County Attorney

Christine Hurley, Assistant County Administrator

Mary Kay Lantz, Gallagher Benefits Services Consultant

Natalie Maddox, Employee Benefits

Don Titcomb, Gallagher Benefits Services Consultant

Call to Order: Assistance County Administrator Christine Hurley called the meeting to order and welcomed everyone to the Health Plan Advisory Committee (HPAC) meeting. Ms. Hurley concluded her opening remarks by stating that the goal of the HPAC was to bring \$3.3 million in cost saving recommendations for the health plan for budget year 2018 to the Monroe County Board of County Commissions.

Assistance County Attorney Cynthia Hall educated the HPAC on Robert's Rules of Order, Sunshine Law and Public Records Law.

Eric Fundora made a motion to allow individuals 3 minutes to address the HPAC and that someone representing a group be allowed 5 minutes to address the HPAC. Cathy Crane seconded the motion. The motion passed unanimously.

Overview of Health Plan and Prescription Plan: Assistant County Administrator Christine Hurley presented the HPAC with an overview of the current health and prescription plan. Topics covered in the presentation included: Retiree benefits, claims per member, historical paid claims, historical revenues and expenses, provider discounts, current insurance rates to employees/retirees, historical insurance fund balance, large claims increases, fiscal year 2018 forecast for health fund, health plan changes implemented for 2017, health plan changes NOT implemented for 2017, what staff is doing now and considering for 2018, need changes recommended that total 3.3 million dollars, and options for consideration at future meeting(s).

During the presentation a discussion regarding Stop Loss took place and as a result more information will be presented to the group by consultants and staff at the March 24, 2017 meeting. At this same time the committee questioned and asked for information on how could the cost of benefits billed or assigned to specific areas/groups. Tina Boan, Budget/Finance will provide more information and illustration(s) at the upcoming meeting.

Large employer Benefits in Monroe County: Maria Gonzalez, Employee Benefits Administrator reviewed with the group benefits offered by other Monroe County employers. The committee requested to see how Monroe Count BOCC plan compared with other similar counties in Florida at the next meeting. Benefits Consultant Don Titcomb noted that in the case of Monroe County, we would be subsidizing other groups with the result being increased cost to participants and less benefits.

The committee asked for illustration going back to 2008/10 years of raises to employees versus increase in cost to employees for benefits for the March 24, 2017 meeting. Tina Boan, Budge/Finance, benefits and consultants will work together to provide data.

The committee asked for data on spouses coming off the plan during open enrollment due to change subsidy and insurance availability with spouses' employer for the March 24, 2017 meeting. Staff and consultants will work together on this illustration.

Presentation of BCBS Data (Placemat): Don Titcomb, Gallagher Benefit Services, reviewed the data.

Continued Plan Overview: Assistant County Administrator Christine Hurley states that 3.3 million dollars in savings must be found for 2018. In preparation for the March 24, 2017 meeting committee members should review and prepared to make recommendations on the changes that were considered but not implemented in 2017.

Public Input: Assistant County Administrator notes for the record that no public speakers are present at the meeting.

Next Meeting: Friday, March 24, 2017 9:30 a.m. – Noon. 2798 Overseas Highway, Marathon Government Center, 2<sup>nd</sup> Floor – Meeting Chamber.

Adjourn: Joyce Griffin, Supervisor of Elections made a motion for adjournment, Kim Trullender seconded. Motion carried unanimously.

Respectfully Submitted:  
Natalie Maddox  
Employee Benefits Coordinator