

HEALTH PLAN ADVISORY COMMITTEE

Meeting Minutes

March 24, 2017 9:30 a.m. – 12:30 p.m.

Marathon Government Center

2798 Overseas Highway 2nd Floor Meeting Chamber

Marathon, FL 33050

Health Plan Advisory Committee Members Attending (Alphabetically):

Sheila Barker, Retiree

Cathy Crane, Tax Collector's Office

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

Jorge Swaby, Active Employee

Mark Thompson, IAFF

Kim Trullender, FOP

Michelle Yzenas, Active Employee

Health Plan Advisory Committee Members Absent (Alphabetically):

Irene Toner, Retiree

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

Glen Volk, Gallagher Benefits Services Consultant

Public Input/Public Speakers (Alphabetically):

James Norman, MCSO Employee/Individual

Corey Bryan, MCSO Employee/Individual

Petty Bryan, MCSO Employee/Individual

Note: No motions were made nor votes taken during the March 24, 2017 Health Plan Advisory Committee Meeting.

Call to Order: Assistant County Administrator Christine Hurley called the meeting to order and welcomed everyone to the Health Plan Advisory Committee (HPAC) meeting. Ms. Hurley thanked the committee for their diligent work, suggestions and requests. Ms. Hurley reviewed the agenda for the meeting and noted that that questions that have been submitted will be answered throughout the presentations and that no voting on recommendations would take place at the meeting today (March 24, 2017). However, the committee will be asked to vote recommendations at the April 28, 2017 meeting and those recommendations will be provided to the Monroe County Board of County Commissioners at an upcoming budget workshop.

Agenda Item I: In response to question raised by the HPAC, Tina Boan, Budget & Finance and Maria Gonzalez, Employee Benefits presented data on employee raises and changes in cost and coverage of health plan costs to employees from year 2010- Present. (Handout Provided)

Agenda Item II: Glen Volk, Gallagher Benefit Service Consultant, reviewed the group insurance rates for fiscal year 2016-2017. At the request of HPAC, this form was revised to include the number of spouses who left the plan during open enrollment due to increased cost and the number of spouses who remained on the plan but who are paying the higher rate. The projected savings to the plan will continue increase as more spouses take coverage with their employers. (Handout Provided)

Agenda Item III: A presentation of large employers was reviewed with HPAC by Maria Gonzalez, Employee Benefits. This was a second presentation of this information to the HPAC, but at the request of HPAC, Miami-Dade, State of Florida, and other counties with similar populations and/or health plan participants was added. (Handout Provided)

Agenda Item IV: Tina Boan, Budget & Finance, provided additional information to HPAC regarding how funds were used to cover cost of health plan. This additional information fulfilled a request from the HPAC. 80 % of costs are covered by property taxes. (Handout Provided)

Agenda Item V: Glen Volk, Gallagher Benefits Service Consultants, began his presentation with page 24 of the power point presentation from the February 24, 2017 meeting. Pages 24 – 59 are new material with costs and saving illustrations. A total of 33 options were reviewed along with three options that were not valued. Additional information/details were requested by the HPAC on multiple options. The revised illustrations will be presented at the April 28, 2017 meeting. (Handout Provided) In addition, answers to committee questions submitted to the consultants were provided in a written handout for the HPAC to review. (Handout Provided)

Public Input: Peggy Bryan- 30-year employee from MCSO. Spoke in support of the current Rule of 70 for retirees. Asked HPAC to keep in mind that employees in Miami-Dade earn more than those employed in Monroe County and that the cost of living in Monroe County is much more than in Miami-Dade. Please consider these things when making recommendations for changes to health plan. It is also very difficult to get and keep employees here in Monroe County and increasing cost of or removing dependent coverage would affect MCSO.

Corey Bryan-31-year employee from MCSO. Spoke in support of the current Rule of 70 for retirees. Those having worked and made a career here have planned for this coverage to be available. Thanked HPAC for their work. Asked how changes in ACA might affect our current plan Insurance plan is big part of recruiting new employees. "You are only as good as your employees".

James Norman-Expressed his strong support of the current Rule of 70. Promises made should be promises kept. Took to task suggestion 3 on the HPAC Member Suggestions and Gallagher Responses with opposition. Suggested that changes be made for those going forward not going back on what has been part of planning for the future for so many.

Agenda Item VI: Ms. Christine Hurley reviewed assignments of the HPAC for the April 28, 2017 meeting. The committee is challenged with finding 3.3 million dollars in plan savings and should be prepared vote on and have recommendations forwarded to the Monroe Board of County Commissioners. In addition, Ms. Hurley will review the wellness program at the next meeting. Responses to questions posed at the meeting will be emailed out to HPAC. Ms. Hurley asked the HPAC to talk with their constituents and get feedback on the options that have been presented.

Next Meeting: Friday, April 28, 2017 9:30 a.m. – Noon. 2798 Overseas Highway, Marathon Government Center, 2nd Floor – Meeting Chamber.

Adjourn: Assistant County Administrator Christine Hurley adjourned the meeting.

Respectfully Submitted:

Natalie Maddox

Employee Benefits Coordinator