

CORAL GABLES INSURANCE ADVISORY COMMITTEE

Minutes of July 10, 2017

2801 Salzedo Street – Human Resources Conference Room
Coral Gables, Florida

MEMBERS	O 16	N 16	D 16	J 17	F 17	M 17	A 17	M 17	J 17	J 17	A 17	S 17	APPOINTED BY
Gary Reshefsky	-	-	-	-	-	-	-	-	-	P			Mayor Raul Valdes-Fauli
Jose Soto	-	-	-	-	-	-	-	-	-	P			Commissioner Frank Quesada
James Blough*	-	-	-	-	-	-	-	-	-	E			Vice-Mayor Pat Keon
Juan C. Diaz Padron	-	-	-	-	-	-	-	-	-	P			Commissioner Vincent Lago
Cristina Mendoza*	-	-	-	-	-	-	-	-	-	E			Commissioner Michael Mena

STAFF:

Karla Green, Interim Human Resources Director
Maria Milian, Acting Assistant Human Resources Director
Kenneth Ingersoll, Compensation Manager
Michelle Mendizabal, Comp/Benefits Specialist
Marangely Vazquez, Communications Supervisor, Teamsters Union Representative

A = Absent
E = Excused Absence
P = Present
- = No meeting
* = New Board Member

CONSULTANT:

Bob Shafer, Senior Consultant

RECORDING SECRETARY:

Tatiana Mendez, Administrative Assistant

The meeting was called to order by the Administrative Assistant, Tatiana Mendez at approximately 8:22 a.m. A quorum was reached.

The following represents a summary of the items discussed during the Committee meeting.

I. WELCOME & OPENING ANNOUNCEMENTS

The Administrative Assistant welcomed everyone to the meeting.

II. BOARD ITEMS/COMMISSION UPDATES/CITY PROJECT UPDATES

No items presented.

III. DISCUSSION LED BY BOB SHAFER SENIOR CONSULTANT REGARDING GROUP HEALTH INSURANCE

Mr. Shafer began presentation of the group health insurance process. He begins with the Employee Benefit Renewal Summary. Mr. Shafer also discusses the dates of renewal since we have changed Insurance Providers. Humana used to be effective July 1 compared to current health providers which are all effective October 1.

Mr. Shafer continues to explain the different plans offered to employees as far as an HMO, and PPO. The City contributes towards dependent portion to encourage spouses and children to enroll in program. Mr. Shafer advises it has been performing very well.

Claims are low. Claims do not include Fire and Police. Full time and retirees only covered. The Interim Human Resources Director explains retirees have the option to stay with city coverage, or opt out but they cannot return to request coverage from the City.

Mr. Reshefsky and Mr. Shafer discuss the three medical plans offered to employees and the reasoning behind having three different plans. Mr. Shafer explains that plans are tailored differently to offer different options to employees. Mr. Diaz-Padron and Mr. Shafer discuss necessity for HSA plans. It was agreed that having an HSA plan does not make sense since the city offers a plan covered at 100%. HSA is not necessary.

Mr. Shafer continues with the presentation. Premium rates are getting ready to go down 2% due to claims generated. On the first renewal, there was an increase of 10%, on the second renewal we had an increase of 4%, during the third renewal, and the increase is -2%. An additional \$75,000 is provided as a wellness contribution. This is our fourth contribution. The first year, we received \$40,000. The second year, we received \$100,000, the third year; \$75,000 and \$75,000 were received this year for "wellness" in the city. Monies are identified as wellness dollars.

Pro-share agreement is explained. Florida Blue looks at premiums vs. expenses which allow them to split 50% of the left over dollars with the City. \$300,000 have been sent to the City as a result of agreement and placed in the general fund. "This plan is performing very well."

Mr. Soto, Mr. Diaz-Padron and the Interim Human Resources Director discuss how the \$300,000 is being used. The Interim Human Resources Director explains the wellness programs such as health fairs, flu shots, monthly Lunch and Learn seminars, campaigns such as heart health, the Fit Bit program. Next initiative is to bring an on-site clinic to the Public Works department on 7nd avenue.

Mr. Shafer explains that Florida Blue is able to look at the numbers since we have been with the plan for this time. The plan advises Public Works employees do not go to their wellness checkups regularly. We want to uncover what is the health necessity for all employees and help them achieve a healthy lifestyle.

Mr. Reshefsky suggests using the money to pay a person on staff that does wellness programs, or hire a part time employee to focus on wellness only, or pay the comp/benefits specialist more so she can create more wellness items. Mr. Soto and Mr. Diaz-Padron discuss options for monies to be spent, suggesting gym memberships for employees as well as meal plans.

Mr. Shafer continues the presentation with the fact that now we can establish what the medical issues in the City are since we have been with Florida Blue. Mr. Reshefsky suggests monies to be used for the community, and allocate it in programs. Mr. Diaz-Padron requests balance of account and continues to discuss the gym idea including the gym at the Youth Center. The Interim Human Resources Director mentions that we have a running club and "Wellness Wednesdays" were different working out classes are offered.

Mr. Diaz-Padron questions if profit sharing will be happening again? Mr. Shafer clarifies that this is a bi-yearly evaluation and will be happening again.

Mr. Shafer moves on to presenting Florida Combined plan for dental coverage. It is the "Best plan cost wise, the premium is very low (\$11.50)". Mr. Shafer also describes Humana and the fact that it will not renew till 2018. Unum does not have claims therefore not changing the demographics causing it to believe there will be no projected change.

Claims are being presented by plan year per member. We started off at \$664.89. The next year claims reduced to \$614.33 per member. \$667.61 is the amount now, understanding the year is not over yet, "It feels good." The claims have been overall at a good rate.

Contribution discussion projected if everything stayed the same. Annual contribution by the City is at \$4.8M, a "healthy number". Next year, it is projected to go down about \$88,000. Mr. Reshefsky asks why the dependent participation number is so low. The numbers are high for this group Mr. Shafer explains. A lot of working families have insurance on the other side causing employees to look for a better deal as far as coverage cost. For example, a spouse may have a lower cost for dependents through their place of work.

Mr. Shafer discusses a brief presentation summary advising we went over years' worth of renewal now at -2% claims with a \$75,000 contribution, no change on dental.

Mr. Reshefsky requested a motion from board members as well as advising board members how monies will be used. There was a 3-0 vote to recommend Mr. Shafer's presentation.

IV. NEXT MEETING DATE

No meeting was scheduled.

V. ADJOURNMENT

The meeting was adjourned at approximately 9:04a.m.

Respectfully submitted on behalf of the board, _____
Juan Carlos Diaz-Padron