

Benefits Committee Meeting
August 29, 2017 9:00 a.m.

Municipal Services Building
Room 130

Committee Members in Attendance: Mike Head, CWA; Roberta Gluski, CWA; Ron Rice (for Matt McCombs), CWA; Stephen Colbert, IAFF; Gina Clayton, SAMP; Lisa Brown-Friday, SAMP; Karen Dombrowski, Retirees

Committee Members Not In Attendance: Steve Finney, CWA; Phil Hughes, CWA; Jonathan Walser, FOP Officers; Christopher Precious, FOP Officers; FOP Officers Sgt Joel Morley; Matt Schad, IAFF; Jay Ravins, SAMP

Non-Committee Members In Attendance: Shawn Fleming, Gehring Group; Michelle Kutch, Human Resources; Joe Roseto, Human Resources; Lisa Goodrich, Human Resources; Regina Novak, Wellness; Natasha Daniels, Wellness

Human Resources Benefits Manager, Michelle Kutch opened the meeting by introducing Natasha Daniels as the new on-site CIGNA wellness representative, who will be working closely with Regina Novak, the City's onsite wellbeing specialist. Ms. Daniels stated she had twelve years plus of working in the wellness field and she'll be working closely with Wellness Specialist Regina Novak to work on some exciting projects and keep employees healthy and she is happy to be here. Ms. Kutch also noted that Ms. Daniels worked with primarily field workers at a concrete company in her last position implementing change and a wellness program in this environment. Ms. Kutch stated the City is excited to have Ms. Daniels at the City.

Ms. Kutch indicated she and Human Resources Director Joseph Roseto have met one on one with the City Council members to explain the Benefits Committee recommendation of the medical insurance and it was very well received. She explained that the Committee was asked the City to absorb \$660,000 which would cover the 2.09% increase including the employees increase and also lower or eliminate some of the schedule of benefit co-pays. Ms. Kutch stated with the Finance Director Jay Ravins help they were able to show how the City has saved money over the last two years coming under budget and we hope we will be doing the same this year. Ms. Kutch stated this recommendation will go before City Council at work session on Tuesday, September 5th and the council will vote on it Thursday evening, September 7th.

Ms. Kutch stated the last thing to discuss was the vote on the dental plans. Ms. Kutch stated that SAMP member Sandy Clayton had sent out an email polling SAMP employees of which dental vendor to choose and that seventy-five employees responded in which 64% were in favor to replace the current Humana plans with CIGNA plans as the new provider for plan year 2018. Ms. Kutch also explained that she has heard employees are in favor due to the reduction in cost, however there is a lot of concern about the provider directory changing and that employees found their provider was not in the Cigna network. Ms. Kutch opened the floor for discussion about the dental options.

IAFF member Steve Colbert stated that he sent out an email to his members and asked if they had any concerns with changing providers and he received no responses against it. Mr. Colbert stated that he noted there were more providers in the Humana network however not all were accepting new patients and many were chain dentists. Mr. Colbert stated that he had reviewed the CIGNA dental schedule of benefits were much better and much more cost effective. CWA member Michael Head and Roberta Gluski stated their members were divided and fifty for and fifty percent against. Mr. Head said their biggest concern for the CWA group members were that they would lose their dental provider so they wanted to stay with Humana.

Retiree member Karen Dombrowski stated that she only talked to a few people and one person wanted to change Cigna due to the providers and a handful of people wanted to stay with Humana. Ms. Dombrowski asked if it was a consideration if they could keep both plans, the CIGNA as well as the Humana plan. Ms. Kutch indicated that that was not an option as it would create too many plans (eight) that all that were similar in benefit options as well as it would be administratively burdensome to manage and administer all the plans.

Mr. Head asked about the providers and how they could check to see if there dentists were in network and Ms. Kutch indicated that to check the CIGNA website is the best, most up to date way to check for providers.

Ms. Kutch stated that she would like to step out of the meeting to make a few calls as there were only six committee members present and in order to vote there needs to be at least eight members to form a quorum.

Two additional benefits committee members were able to join the meeting to complete a quorum and Ms. Kutch opened the floor if the group members wanted to call for a vote. Mr. Colbert made a motion that the Benefits Committee vote to switch from the current Human plans to the newly offered CIGNA dental plans and SAMP member Gina Clayton seconded the motion. All other members were in favor of the motion, one opposed. Ms. Dombrowski (Retiree representative) voted to oppose the change. The motion passed 7-1.

Mr. Head requested if there could be a paper file that could be produced to provide to his membership. Gehring Group Representative Shawn Fleming stated he will try to provide Human Resources an excel spread sheet for more accessibility to employees.

Ms. Kutch asked that all Benefits Committee members to tell their members that they will be required to re-enroll into the new dental plans and choose providers (if needed) depending on the dental plan they choose during open enrollment. This will be advertised by the HR department during OE as well.

Mr. Head asked if the Vision benefit would stay the same and Ms. Kutch replied yes, that nothing had changed. Ms. Kutch also reminded the Benefits Committee members that the City's Health Fair will be on September 29th at Ross Norton Recreation Center from 9am- 2pm. Ms. Kutch stated that the Health Fair will kick off our open enrollment and it would run through October 27 for plan year 2018. We are working on the flyer to promote the Health Fair and the new benefits highlight book for 2018.

The meeting was adjourned.