

**CITY OF WINTER PARK
CITY COMMISSION
WORK SESSION MINUTES
July 25, 2008**

The meeting of the Health Insurance Discussion at 9:30 a.m. in the Commission Chambers, 401 Park Avenue South, Winter Park, Florida.

Commission Members present:

Mayor David Strong
Commissioner Margie Bridges
Commissioner Phil Anderson
Commissioner Beth Dillaha

Also present:

City Manager Randy Knight
City Attorney Trippe Cheek
HR Director Anna Currie
Deputy City Clerk Nancy McLean

Absent

Commissioner Karen Diebel

Jim Kragh, representative for Good Health Network, Inc. gave a brief presentation about the Healthcare Program. He spoke about the current program of the fully insured health plan, chronic care management assistance, health information and tethered Personal Health Record (PHR). He also addressed the future considerations of cost shifting with increased co-pays and deductibles and converting to a self insured plan. This plan would be increased participation by the City and employee, provide the employee health center, incorporate workman compensation services and others, offer a medication management program and offer a chronic care management program and incorporate other health management services. Mr. Kragh answered questions posed by the Commission.

HR Director Anna Currie explained that Brown and Brown Insurance (our agent) is continuing to acquire additional information and one of the pieces is data integration.

Commissioner Dillaha spoke about incentives being important in the healthcare program which was missing and should be built in like a partnership. Mr. Kragh agreed. Ms. Currie explained that they were talking to their Carriers about incentives to do the health risk assessments that would be built into the clinic. Commissioner Dillaha also commented that there were three parts to the insurance program: 1) fully insured or self insured; 2) our current plan design; and 3) the clinic; and a combination of those three. Mr. Currie explained that Brown and Brown is analyzing the self insurance and to possibly have a meeting on August 4 regarding self funding versus fully funded and information on the clinic in order to make a decision.

Mr. Knight addressed that work sessions would be discussed at the next Commission meeting and this would include trying to schedule an August 4 work session on health insurance. Commissioner Anderson commented that he would not be here on August 4. Ms. Currie asked if they would like the work session to be a special meeting where they could vote on the matter. Commissioner Anderson stated he would not be comfortable with voting since he would not be able to attend that meeting. Mayor Strong commented that they could wait until the next Commission meeting on August 11.

Commissioner Dillaha mentioned it would be important to look at (in the Comparison Study) the employee participation in the plan. She commented that having more employee participation of the dependant coverage would make a big difference in the amount of money that they pay in premiums. Ms. Currie explained they tried to do a combination of both where their premiums and co-pays went up some. Mr. Kragh stated that is the market today. Commissioner Anderson added in one respect the clinic offers a much broader coverage. Mr. Kragh commented that he feels comfortable now since he has learned more.

The meeting was adjourned at 10:22 p.m.

A handwritten signature in cursive script, reading "Cynthia Bonham", with a long horizontal flourish extending to the right.

City Clerk Cynthia Bonham