

**Lee County Board Of County Commissioners
Agenda Item Summary**

Blue Sheet No. 20040969

1. REQUESTED MOTION:

ACTION REQUESTED: Approves changes to Benefit Plans for calendar ^{C.V.} year 2005. (1) Give \$50 per month to any employee who has other insurance and will opt out of our health insurance. (2) Drop coverage for Bariatric Bypass surgery effective 12/31/04. (3) Allow 60 days to report "life event" changes to our Benefits Unit. (4) Coverage will end on the last day of the month in which the employee or dependents terminate. (5) Flexible Spending Account (Medical) limit is raised from \$3,000 to \$5,000. (6) Retiree life insurance is raised to \$5,000 for all ages at a charge of \$1.00 per thousand. Employee life insurance is not reduced because of any age factor.

WHY ACTION IS NECESSARY Board Must approve any changes in benefits

WHAT ACTION ACCOMPLISHES: Yearly review of benefits plan has highlighted the need for several minor changes.

2. DEPARTMENTAL CATEGORY:

3. MEETING DATE:

COMMISSION DISTRICT #Countywide

C6C

08-10-2004

4. AGENDA:

5. REQUIREMENT/PURPOSE:
(Specify)

6. REQUESTOR OF INFORMATION:

- CONSENT
- ADMINISTRATIVE APPEALS
- PUBLIC WALK ON
- TIME REQUIRED:

- STATUTE
- ORDINANCE
- ADMIN. CODE
- OTHER

A. COMMISSIONER
B. DEPARTMENT *Human Resources*
BY: *Charlotte Veaux*
Charlotte Veaux

7. BACKGROUND: (1) This will save \$400 per month in premium for each employee who takes this option. Some employees have coverage elsewhere and would be willing to drop our insurance for an incentive. (2) Aetna will drop this coverage at the end of the year. This is a weight reduction procedure. (3) This brings us into Federal compliance and is current practice. (4) This is current practice. (5) This reflects the fact that employees must pay more out-of-pocket, especially for dental. (6) This is to bring us into compliance with age discrimination rulings.

8. MANAGEMENT RECOMMENDATIONS:

9. RECOMMENDED APPROVAL:

A Department Director	B Purchasing or Contracts	C Human Resources	D Other	E County Attorney	F Budget Services				G County Manager
		<i>Charlotte Veaux</i>		<i>Richard Green</i>	OA <i>RK 7/27</i>	OM <i>7/28/04</i>	Risk <i>7/28/04</i>	GC <i>7/27/04</i>	<i>[Signature]</i>

10. COMMISSION ACTION:

- APPROVED
- DENIED
- DEFERRED
- OTHER

7/27/04
by CO. ATTY.
9:58 Am
CO. ATTY. 7/27/04
FORWARDED TO:
Budget
1:40pm

RECEIVED BY
COUNTY ADMIN: *JK*
7/27/04
11:20 am
COUNTY ADMIN
FORWARDED TO: *PL*
7/29/04
3pm

DH

Charlotte Veaux - RE: By-Pass Surgery

From: "Mullins, Trayce L" <MullinsTL@aetna.com>
To: "Charlotte Veaux" <VEAUXCG@leegov.com>
Date: 6/10/2004 11:39 AM
Subject: RE: By-Pass Surgery
CC: "Mary Lou Carroll" <CARROLLM@leegov.com>, "Janice Smith" <SMITHJC@leegov.com>

Actually it is the bariatric surgery (stomach by-pass). Since I notified Mary Lou of this change we have also been notified it will also affecting the self insured plans. I will be getting the formal notice to you soon.

Trayce

-----Original Message-----

From: Charlotte Veaux [mailto:VEAUXCG@leegov.com]
Sent: Thursday, June 10, 2004 11:33 AM
To: Mullins, Trayce L
Cc: Mary Lou Carroll; Janice Smith
Subject: By-Pass Surgery

When you said fully insured plans would not cover by-pass surgery, did you mean gastric by-pass or heart by-pass

This e-mail may contain confidential or privileged information. If you think you have received this e-mail in error, please advise the sender by reply e-mail and then delete this e-mail immediately. Thank you. Aetna