

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

Blue Sheet No. 20050646

**ACTION REQUESTED/PURPOSE:** Approve changes to the health/dental plan for calendar year 2006.

1. **Health Plan:** Co-pays for mail order 3-month supply of prescription drugs would be \$0 for generic medication, \$40 for brand name, and \$70 for non-formulary prescriptions (currently \$10/\$20/\$35). Employee premiums for health coverage would remain unchanged, BoCC share increases by 10%.
2. **Dental plan:** Maximum annual benefit per individual would be \$1,500 (currently \$1,000). This does not include orthodontics, which has a separate maximum and remains unchanged. Employee premiums would be \$5.00 for employee only coverage, and \$40.00 for family. BoCC share would be \$33.00 for employee or employee plus family.

**2. WHAT ACTION ACCOMPLISHES:** Reflects estimated plan costs for 2006. Encourages mail order generic prescriptions and adopts standard practice of two co-pays for three month's supply of a prescription. Adopts some of the recommendations for the Employee Benefits Committee and benefit consultant.

**3. MANAGEMENT RECOMMENDATION:**

<b>4. Departmental Category:</b> 06 <i>C6E</i>		<b>5. Meeting Date:</b> <i>05-24-2005</i>
<b>6. Agenda:</b> <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Administrative <input type="checkbox"/> Appeals <input type="checkbox"/> Public <input type="checkbox"/> Waik-On	<b>7. Requirement/Purpose: (specify)</b>	
	<input type="checkbox"/> Statute	
	<input type="checkbox"/> Ordinance	
	<input type="checkbox"/> Admin. Code	
	<input type="checkbox"/> Other <input checked="" type="checkbox"/> Summary Plan Document	
		<b>8. Request Initiated:</b> <i>[Signature]</i> Commissioner Department <u>Human Resources</u> Division _____ By: <u>Dinah Lewis</u>

**9. Background:** Health care costs continue to increase at double digit rates. The changes adopted for 2005 coupled with these proposed modifications are expected to hold our claims increases to 10% for 2006. The plan is experiencing an excessive portion of prescription costs because of the current practice of the County's requiring only a single co-pay for 90 days' supply of medication. Generic usage is also below industry norm, resulting in higher claims costs.

Dental premiums have not been increased for several years, though claims have risen steadily. Increasing the maximum allowable per individual was recommended by the Employee Benefits Committee. A small increase in dental premiums allows for both fiscal prudence in the plan and the increase in annual benefit level.

**10. Review for Scheduling:**

Department Director	Purchasing or Contracts	Human Resources	Other	County Attorney	Budget Services				County Manager/P.W. Director
					Analyst	Risk	Grants	Mgr.	
<i>[Signature]</i> 5-9-05		<i>[Signature]</i>		<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>

**11. Commission Action:**

- Approved
- Deferred
- Denied
- Other

Rec. by CoAtty

Date: *5/9/05*

Time: *3:20*

Forwarded To:

*Admin 5/10/05*

RECEIVED BY  
COUNTY ADMIN: *[Signature]*

*5-10-05 MP*

*9:10*

COUNTY ADMIN  
FORWARDED TO: *[Signature]*

*5/10/05*

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