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125 East Court Street
Ithaca, NY 14850
607-274-5590

INFO: consortium@twcny.rr.com
www.tompkins-co.org/healthconsortium

MINUTES

Greater Tompkins County Municipal Health Insurance Consortium Joint Committee on Plan Structure and Design

July 5, 2012 – Noon
Old Jail Conference Room

Approved
11/7/2013

Present:

Municipal Representatives: 7 members

Schelley Michell Nunn, City of Ithaca; Mary Mills, Village of Cayuga Heights; Herb Masser, Town of Enfield; Jennifer Case, Town of Dryden; Judy Drake, Town of Ithaca; Brooke Jobin, Tompkins County; Betty Conger, Village of Groton

Municipal Representative via Proxy: 1 member

Don Barber, Town of Caroline and Chair, Board of Directors (Proxy – Chantalise DeMarco)

Union Representatives: 3 unit members

Chantalise DeMarco, County White Collar-CSEA; John Licitra, Town of Ithaca DPW Teamsters; Patricia Vandebogart, TC3 CSEA Staff Unit

Union Representative via Proxy: 3 members

Jim Bower, Bolton Point (Proxy – Chantalise DeMarco)

George Apgar, President; Ithaca Professional Fire Fighters Assoc. and Ithaca Area Fire Fighters #73 (Proxy – Chantalise DeMarco)

Others in attendance:

Steve Locey, Locey & Cahill (via conference call); Sharon Dovi, TC3

Call to Order

Ms. DeMarco called the meeting to order at 12:05 p.m.

Update on Request for Proposals

Prescription Drug Manager

Mr. Locey reported on the status of the Request for Proposals for Prescription Drug Manager and ongoing negotiations that are taking place with prospective vendors. Requests have been made for additional information and once received the Review Committee will reconvene and make a final recommendation to the Board of Directors.

Flex Spending Account

Mr. Locey reported responses have been received to the second request for information; the Committee will be meeting to begin a review of the information.

Employee Assistance Program

Mr. Locey reported responses to the Request for Proposals have been received. A meeting will be scheduled of the Review Committee to go over the information received.

Wellness Discussion

Ms. DeMarco said there have been different companies presenting information on wellness programs and noted there are wellness offerings available through the RFP for the Prescription Drug Manager as well. She asked for input from the Committee as to what members would like to see and where the various groups are in terms of engaging in some type of wellness directive.

Ms. Nunn spoke of the time it takes to see results from wellness programs and stated costs associated with wellness program can be a deterrent to enacting programs. She noted there are programs, however, that are available that do not have a cost. The City has conducted health fairs and has solicited Ithaca College in the past and believes it is worthwhile in having conversations about wellness programs. Ms. DeMarco said one topic she would like to see discussed is how willing employers would be to be flexible in the schedules of employees to allow them to participate in wellness activities during the workday.

Ms. Drake said the Town of Ithaca has conducted programs in the past such as a blood pressure clinic but not in recent years due to a decline in interest. She stated one excuse employees gave for not participating was that they were already having screenings done by their physician. She believes the programs that are incentive-based produce more involvement and results. Ms. DeMarco suggested one idea may be to target particular groups of employees differently.

Ms. Jobin said in the past the County has participated in the Excellus Step Up program and provided prizes. The winning team received a catered healthy lunch from the Ithaca Bakery. She also noted the program is web-based. Mr. Masser suggested prizes be given out to more than just the winning team.

Ms. DeMarco asked that members begin thinking of practical wellness programs the Consortium could engage in. Ms. Jobin asked that members be mindful of the amount of staff time it takes to implement programs.

It was suggested that Mr. Locey be asked for an opinion on whether different rates could be instituted for different groups of employees such as smoking. Another suggestion was made to look at Worker's Compensation costs and training that could be offered that would lower incidents such as back injuries.

New Business

There was no new business.

Approval of Minutes

Due to lack of quorum approval of the minutes of the June 7, 2012 meeting was deferred to the next meeting.

Adjournment

The meeting adjourned at 12:35 p.m.

Respectfully submitted by Michelle Pottorff, Administrative Clerk