



Employee Services Division
Compensation and Benefits

To: Dr. Cheryl L. Brown
Director/Council Secretary

From: Robert E. Parr
Chief of Compensation and Benefits

Mary DiPerna
Manager of Personnel Services – Employee Benefits

Ref: Special Committee on Group Health Benefits Annual Report

Date: June 11, 2018

Pursuant to Municipal Code Section 116.1402, the Special Committee on Group Health meets regularly to review the progress and soundness of the City's Self-Funded Health Insurance Program. Members include a City Council member, the Council Auditor, members from the various collective bargaining units and two representatives from Finance and Administration. Additionally, our Consultant and Actuary attend these meetings and make themselves available for questions. The Committee has met on the following dates since January 1, 2017:

7/20/2017 10/26/2017 3/15/2018 6/28/2018

The next scheduled meeting will be June, 28, 2018. There are currently no vacancies on the Committee.

This past year has seen a continuation of the excellent medical claims experience the City has enjoyed since moving to self-funding on 1/1/2015. The current health reserves are in excess of \$31 million. On January 1, 2017 the City implemented a Wellness Program named GO365 as a long-term way to help reduce medical claims and improved the well-being of employees.

Because of our excellent financial performance, the City declared a premium holiday for December 2017 and for January and one-half of February 2018. This reduced the reserves by approximately \$17 million.

On January 1, 2018 the City added a fourth plan option for employees. This plan utilizes a customized medical provider network with UF Health. The initial enrollment was 233 employees but the plan has grown to 350 as of June 1, 2018.



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MEMORANDUM

To: Dr. Cheryl L. Brown
Director/Council Secretary

From: Robert E. Parr
Chief of Compensation and Benefits

Mary DiPerna
Manager of Personnel Services – Employee Benefits

Date: June 11, 2018

Re: Annual Report to the City Council

Pursuant to the requirements set forth in Section 116.1406 of the Municipal Code, an Annual Notice must be provided to the City Council advising of any changes to be made to the Health Plan for the next year.

We are pleased to report that there are no planned changes for 2017/2018 in either the existing rates or benefits. This includes the new plan option, UF Health Direct Care that was effective on January 1, 2018.