

**AUDIT/BIDS/INSURANCE COMMITTEE MEETING  
TUESDAY, APRIL 24, 2008 AT 3 PM  
CONFERENCE ROOM 204—2<sup>ND</sup> FLOOR, CITY HALL**

**PRESENT:** Chairman James Watson  
Councilman Dale Burkett  
Councilman John Howren

The Audit/Bids/Insurance Committee met on Thursday, April 24, 2008, at 3 PM.

Chairman James Watson called the meeting to order and recognized Ms. Judy Smith, Assistant Director of Human Resources, for staff's presentation.

**Item 1: Renewal of Healthcare**

Staff recommended that Council renew the healthcare with Blue Cross Blue Shield of North Carolina with no increase in City funding and no increase in employee premiums. Staff also recommended adding a second buy up option with a \$500 deductible and a \$250 co-pay for MRI, MRA, CAT and PET scans. Staff recommended changing the coverage for preventive testing to 100% (not subject to the deductible) to each of the three plans.

**Item 2: Dental Insurance**

Staff recommended that Council renew the dental insurance with Delta Dental of North Carolina with no increase in City funding and no increase in employee premiums. Checks will now be mailed directly to the provider from Delta Dental of North Carolina if the employee chooses. This was in response to employee inquiries.

**Item 3: Life Insurance**

Staff recommended that Council renew the life insurance with Fort Dearborn Life Insurance. Currently, employees only have the option of purchasing a dependent life insurance policy of \$2,000 with an employee cost of \$.70 per month. Staff recommended adding a second option of \$5,000 for dependent life insurance with an employee cost of \$2.80 per month. Employees could choose one of the two options for dependent life insurance (\$2,000 or \$5,000).

**Item 4: Cafeteria Plan**

Staff recommended that Council renew the cafeteria plan with AON and provide a debit card to those employees who participate in the reimbursement account. The cost of the debit card is \$1.00 per employee per month (for each employee who participates) with no cost to the employee.

**Item 5: Health Risk Assessment (HRA)**

Staff recommended that Council offer employees the opportunity to participate in a health risk assessment (including biometric screenings). The estimated cost is \$50,000, which would be taken from the health insurance account.

**Committee Recommendation:**

The Committee voted unanimously (3-0) to recommend that Council approve the recommendations on the health insurance, dental insurance, life insurance, cafeteria plan and add the Health Risk Assessment as mentioned above.

**Necessary Council Action:**

Accept or reject the Committee recommendation.

Having no other business the meeting adjourned at 4 PM.