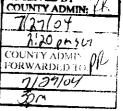
			Agen	da Item Su	mmary	Blue Sheet No.	20040969	
1. REQUESTED MOTION:								
ACTION REQUESTED: Approves changes to Benefit Plans for calendar year 2005. (1) Give \$50 per month to								
any employee who has other insurance and will opt out of our health insurance. (2) Drop coverage for Bariatric								
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.								
an ages at a charge of \$1.00 per mousand. Employee me insurance is not reduced because of any ago motor.								
WHY ACTION IS NECESSARY Poord Must approve any changes in benefits								
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 DA								
Z. DEFARTS	EGUKI:	$\frac{\partial \mathbf{K} \mathbf{I}}{\partial \mathbf{I}}$						
COMMIC	CION DICTOR	COT II C	tida (((((((((((((((((((08-10-2004		
COMMISSION DISTRICT #Countywide					2000			
4. AGENDA:			5. <u>REQUIREMENT/PURPOSE</u> :			6. REQUESTOR OF INFORMATION:		
		(Specif	(y)					
X CON	SENT		STATU	JTE		A. COMMISSIONER		
ADMINISTRATIVE		E	ORDINANCE		B. DEPARTMENT Juman			
APPEALS			ADMIN.		B. DEPARTMENT Suman			
			CODE			763		
PUBI		OTHE			BY: Charlotte Ve	aux		
WALK ON			. 01112	_		/ 4 . 1		
						Chilth	Coned	
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:								
o. Management Recommendations.								
9. RECOMMENDED APPROVAL:								
7. RECOMMENDED AFFROVAL.								
A	В	С	D	E		F	G	
	_	_	1			Budget Services	County Manager	
Department	Purchasing	Human	Other	County		budget Services	County Manager	
Director	or	Resources		Attorney		Man Thile		
	Contracts			1 1 1 1 1		7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7		
		ا طل معملا از	4	MANUS	OA	OM Risk GC		
		willen		bush	RKAPI	12/201 32/201	1111	
		<i>O</i> V		<u> </u>	101-11	70101 7100	WAS YY	
10. <u>COMMISSION ACTION</u> :								
(5) co. ATV.								
APPROVED								
DENIED 7:58 Am								
DEFERRED CO. ATTY A PARAMETER TO:								
	_	OTHER	— -			Du S	<u> </u>	
		VIIIEK				1:408	n	
								
RECEIVED BY COUNTY ADMIN:								
	7/22/04							

Lee County Board Of County Commissioners





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