

**Date:** July 3, 2008

**To:** Honorable Chairman Bruno A. Barreiro  
and Members Board of County Commissioners

**From:** George M. Burgess  
County Manager

**Subject:** Employee Survey on Health Care Coverage Expansion/Actuarial Analysis

Amended  
Agenda Item No. 8(F)(1)(C)

**Resolution No. R-806-08**

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**This item was amended during the July 3, 2008 Board meeting to require that the full report on the health care expansion/actuarial analysis be brought back to the Board at its first meeting in September 2008.**

On May 14, 2008, the Economic Development and Human Services Committee requested staff to conduct a survey of employees to determine their interest in expanding the County's health care plans to all members of the employee's household. The Committee requested information to understand the potential financial impact of the expansion. The full Board requested a similar survey at its May 20, 2008 meeting.

The County currently contracts with Deloitte Consulting LLP to provide benefits consulting services, including, but not limited to providing the actuarial filing required by the State for self insured plans, performing an actuarial analysis of claims history to assist in the development of financially sound premiums, and conducting an annual claims audit of our self-funded medical plan. Because there is no historical data regarding the claims experience of adding other household members to our health plan, it is not possible to predict the costs. As such, Deloitte will utilize the survey information to create assumptions on which they can base their actuarial analysis.

The cost to conduct and analyze a targeted online mini-survey of 6-8 questions for the approximately 30,000 benefit-eligible employees is \$45,000. It is anticipated that it will take six weeks to develop, issue and analyze the survey results. In the alternative, staff could simply conduct a straw poll to determine employee interest in extending health care coverage to all household members; however, we would be unable to analyze the information and provide any meaningful input regarding the potential costs.

SCOPE: The proposed survey will be targeted at all benefit-eligible County employees

MONITOR: Marsha Pascual, GSA Risk Management Division Director

DELEGATED AUTHORITY: Authorizes the Mayor or his designee to engage Deloitte consulting, under their existing contract, to develop the survey, gather the results, and analyze them in order to determine the potential cost of expanding availability of the County's health plans to all members of the employee's household.

Honorable Chairman Bruno A. Barreiro  
And Members, Board of County Commissioners  
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FINANCIAL IMPACT: The cost of conducting the proposed survey and performing the requisite analysis is not to exceed \$45,000. Funding is available in the Health Insurance Trust Fund.

  
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Director,  
General Services Administration



**MEMORANDUM**  
(Revised)

**TO:** Honorable Chairman Bruno A. Barreiro  
and Members, Board of County Commissioners

**DATE:** July 3, 2008

**FROM:**   
R. A. Cuevas, Jr.  
County Attorney

**SUBJECT:** Agenda Item No. 8(F)(1)(C)

Please note any items checked.

- "4-Day Rule" ("3-Day Rule" for committees) applicable if raised
- 6 weeks required between first reading and public hearing
- 4 weeks notification to municipal officials required prior to public hearing
- Decreases revenues or increases expenditures without balancing budget
- Budget required
- Statement of fiscal impact required
- Bid waiver requiring County Manager's written recommendation
- Ordinance creating a new board requires detailed County Manager's report for public hearing
- Housekeeping item (no policy decision required)
- No committee review

Approved \_\_\_\_\_ Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Amended  
Agenda Item No. 8(F)(1)(C)  
7-3-08

**RESOLUTION NO. R-806-08**

RESOLUTION AUTHORIZING THE MAYOR OR HIS DESIGNEE TO EXPEND NOT TO EXCEED \$45,000 TO SURVEY COUNTY EMPLOYEES TO DETERMINE THEIR INTEREST IN EXPANDING THE COUNTY'S HEALTH CARE PLANS TO ALL MEMBERS OF THE EMPLOYEE'S HOUSEHOLD IN ORDER TO DEVELOP AN IN-DEPTH ANALYSIS OF THE IMPACT OF SUCH EXPANSION

**WHEREAS**, this Board desires to accomplish the purposes outlined in the accompanying memorandum, a copy of which is incorporated herein by reference,

**NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that this Board hereby authorizes the Mayor or his designee to expend not to exceed \$45,000 to survey County employees to determine their interest in expanding the County's health care plans to all members of the employees household in order to develop an in-depth analysis of the impact of such expansion.

The foregoing resolution was offered by Commissioner **Jose "Pepe" Diaz**, who moved its adoption. The motion was seconded by Commissioner **Joe A. Martinez** and upon being put to a vote, the vote was as follows:

|                                    |        |                    |        |
|------------------------------------|--------|--------------------|--------|
| Bruno A. Barreiro, Chairman        | aye    |                    |        |
| Barbara J. Jordan, Vice-Chairwoman | aye    |                    |        |
| Jose "Pepe" Diaz                   | aye    | Audrey M. Edmonson | aye    |
| Carlos A. Gimenez                  | aye    | Sally A. Heyman    | aye    |
| Joe A. Martinez                    | aye    | Dennis C. Moss     | aye    |
| Dorrin D. Rolle                    | absent | Natacha Seijas     | aye    |
| Katy Sorenson                      | aye    | Rebeca Sosa        | absent |
| Sen. Javier D. Souto               | absent |                    |        |

