

Memorandum



Date: September 4, 2014

To: Honorable Chairwoman Rebeca Sosa
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor 

Subject: Medical Insurance Options for Calendar Year 2015

I am pleased to share with you a new medical insurance option, which will be offered to all non-bargaining unit employees for calendar year 2015. The Select Network (which currently includes 25 of the 50 hospitals in AvMed's South Florida Network) was established in 2013 and has since been enhanced. The Select Network will be included as a new plan option, which allows the County to offer its employees an option with no premium for single coverage and an average of 20 percent reduction in dependent premiums. The Select Network Option offers employees the same level of benefits (except Emergency Room co-pays) as the current High HMO plan.

The plan redesign also includes High HMO and Point of Service (POS) options. These options provide employees with the ability to access services at AvMed's complete South Florida Network. Plan design changes (co-pays) and the increase of premiums for single coverage are also components of this redesigned plan. Dependent premiums in these plans remain flat. By offering the New Select Plan and implementing benefit design changes, which incentivize the efficient use of services, the County could significantly reduce the overall cost of healthcare by up to 15 percent.

In the next few weeks, the Human Resources Department will be offering informational sessions for non-bargaining unit employees in order to ensure employees are well informed about their options. There has been much misinformation about these plans. It is important for employees to understand the changes to ensure that they have all information to make the right choice for their personal needs.

At your earliest convenience, please contact Arleene Cuellar, Human Resources Director at 305-375-1589 if you would like to schedule an informational session to learn more about these options. I am confident that this session will provide you with a better understanding of the benefits redesign planned for 2015.

- c: Honorable Bertila Soto, Chief Judge, Eleventh Judicial Circuit
Honorable Katherine Fernandez Rundle, State Attorney
Honorable Harvey Ruvlin, Clerk, Circuit and County Courts
Carlos A. Migoya, President and Chief Executive Officer, Jackson Health Systems
Robert A. Cuevas, Jr., County Attorney
Office of the Mayor Senior Staff
Lazaro Solis, Property Appraiser
Rick Beasley, Executive Director, Career Source South Florida
Charles D. Scurr, Executive Director, Citizens' Independent Transportation Trust
Joseph Centorino, Executive Director, Commission on Ethics and Public Trust
Mary Cagle, Inspector General
Johanna Porpiglia, Director, Law Library
Karen J. Ladis, Director, Legal Aid
Irma San Roman, Executive Director, Metropolitan Planning Organization
John E. Dixon, Jr., Executive Director, Miami-Dade Economic Advocacy Trust
Arleene Cuellar, Director, Human Resources
Charles Anderson, Commission Auditor