

Meeting Date
May 12, 2015



ADD ON	
AGENDA	
Section	New Business
Item No.	VI E 2

AGENDA REPORT
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Employee Benefits Insurance Advisory Committee (EBIAC) Retiree Appointment
DEPT/OFFICE:	Office of Human Resources / Employee Benefits

Requested Action:

That the Board of County Commissioners appoint a primary and alternate representative to the EBIAC to represent the interests of County Retirees

Summary Explanation & Background:

In accordance with the Interlocal Agreement executed between the Board of County Commissioners and the other public entities participating in the Board's Self-Insured Group Health Insurance program on September 30, 2008, the Employee Benefits Insurance Advisory Committee would include a Retiree Representative appointed by the Board of County Commissioners to represent the interests of all retirees enrolled in the County's various health insurance options. On April 20, 2015 the Office of Human Resources / Employee Benefits received notification from both the current primary and alternate EBIAC Retiree Representatives that they were no longer interested in continuing to serve on this committee. In accordance with past practices, the Office of Human Resources / Employee Benefits mailed a request for self-nominations to serve on the EBIAC to all County Retirees on April 21, 2015. Retirees interested in representing the interests of fellow retirees on the EBIAC were asked to provide a brief reason why they would like to be on the Committee to this office by May 1, 2015. The reason for the quick turn around on these nominations is an effort to have new Retiree Representatives on the EBIAC in time to participate in the review of Group Health Plan RFP responses scheduled for EBIAC evaluation in late May and June 2015.

A total of 9 responses were returned with 8 of those expressing an interest in becoming a member of the EBIAC. Those interested retirees are:

Margaret J. Smith – BOCC / Library – 11 yrs	Tom Jenkins – County Mgr – 24 yrs
Larry Johnston – Circuit Judge – 17 yrs	Ed Washburn – Ast County Mgr – 15 yrs
Larry Conant – Parks & Rec – 10 yrs	Barbara Pittman – BOCC – 24 yrs
Dee Dee Causey – Tax Collector – 5yrs	Michael J. Lumpkin - BCSO

Copies of those 8 responses are attached to this report. It is requested that the Board review the list of interested retirees and select their top three candidates. Selected candidates will then be awarded points (3 pts for the #1 choice, 2pts for #2 and 1pt for #3). The candidate with the most points will be the EBIAC Retiree Representative and the second highest point score will be the Alternate.

It is therefore requested that if the Board of County Commissioners agree with the selection process as outlined above that then Commissioners rank these candidates and provide that information to The Office of Human Resources/ Employee Benefits for scoring during the May 12th Board meeting. The results will be compiled and reported back to the Board during this meeting and allow the Board to appoint the Retiree Representative and Alternate to the EBIAC at that time.

Fiscal Impact:

No County funds will be expended in regard to this appointment

Contract /Agreement (If attached):		Reviewed by County Attorney	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	PR	<input type="checkbox"/>
County Manager		Deputy County Manager				Department Director / Extension		
Stockton Whitten		Assistant County Manager				 Gerard Visco, Insurance Director / 5-5446		

Employee Benefits Insurance Advisory Committee Retiree Representative -
5/12/15 Agenda Item VI.E.2

Scoring Summary	D1	D2	D3	D4	D5	Total
Margaret J. Smith BOCC / Library – 11yrs						
Larry Johnston Circuit Judge – 17 yrs						
Larry Conant Parks & Rec – 10 yrs						
Dee Dee Causey Tax Collector – 5yrs						
Tom Jenkins County Mgr – 24 yrs						
Ed Washburn Ast County Mgr – 15 yrs						
Barbara Pittman BOCC – 24 yrs						
Michael J. Lumpkin BCSO						

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Candidates are Awarded	3pts for #1 2pts for #2 1pt for #3
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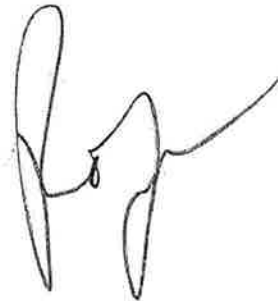
**Employee Benefits Insurance Advisory Committee Retiree Representative -
5/12/15 Agenda Item VI.E.2**

Scoring Summary	D1	D2	D3	D4	D5	Total
Margaret J. Smith BOCC / Library – 11yrs			2			2
Larry Johnston Circuit Judge – 17 yrs		1		1		2
Larry Conant Parks & Rec – 10 yrs						
Dee Dee Causey Tax Collector – 5yrs	1		3	3		7
Tom Jenkins County Mgr – 24 yrs	3	3		2	3	11
Ed Washburn Ast County Mgr – 15 yrs	2	2	1		2	7
Barbara Pittman BOCC – 24 yrs					1	1
Michael J. Lumpkin BCSO						

Candidates are Awarded	3pts for #1 2pts for #2 1pt for #3
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[Handwritten Signature]
5/12/15

Employee Benefits Insurance Advisory Committee Retiree Representative - 5/12/15 Agenda Item VI.E.2	
Commissioner D1	Please Rank your 1st, 2nd & 3rd choice
Margaret J. Smith BOCC / Library – 11yrs	
Larry Johnston Circuit Judge – 17 yrs	
Larry Conant Parks & Rec – 10 yrs	
Dee Dee Causey Tax Collector – 5yrs	3 rd
Tom Jenkins County Mgr – 24 yrs	1 st
Ed Washburn Ast County Mgr – 15 yrs	2 nd
Barbara Pittman BOCC – 24 yrs	
Michael J. Lumpkin BCSO	



A handwritten signature in black ink, appearing to be 'L. Johnston', is located below the table.

Barfield

Employee Benefits Insurance Advisory Committee Retiree Representative - 5/12/15 Agenda Item VI.E.2	
Commissioner D2	Please Rank your 1st, 2nd & 3rd choice
Margaret J. Smith BOCC / Library – 11yrs	
Larry Johnston Circuit Judge – 17 yrs	3
Larry Conant Parks & Rec – 10 yrs	
Dee Dee Causey Tax Collector – 5yrs	
Tom Jenkins County Mgr – 24 yrs	1
Ed Washburn Ast County Mgr – 15 yrs	2
Barbara Pittman BOCC – 24 yrs	
Michael J. Lumpkin BCSO	





Employee Benefits Insurance Advisory Committee Retiree Representative - 5/12/15 Agenda Item VI.E.2	
Commissioner D4	Please Rank your 1st, 2nd & 3rd choice
Margaret J. Smith BOCC / Library – 11yrs	
Larry Johnston Circuit Judge – 17 yrs	3
Larry Conant Parks & Rec – 10 yrs	
Dee Dee Causey Tax Collector – 5yrs	1
Tom Jenkins County Mgr – 24 yrs	2
Ed Washburn Ast County Mgr – 15 yrs	
Barbara Pittman BOCC – 24 yrs	
Michael J. Lumpkin BCSO	

Employee Benefits Insurance Advisory Committee Retiree Representative - 5/12/15 Agenda Item VI.E.2	
Commissioner D5	Please Rank your 1st, 2nd & 3rd choice
Margaret J. Smith BOCC / Library – 11yrs	
Larry Johnston Circuit Judge – 17 yrs	
Larry Conant Parks & Rec – 10 yrs	
Dee Dee Causey Tax Collector – 5yrs	
Tom Jenkins County Mgr – 24 yrs	1
Ed Washburn Ast County Mgr – 15 yrs	2
Barbara Pittman BOCC – 24 yrs	3
Michael J. Lumpkin BCSO	


Andy ANDERSON

Employee Benefits Insurance Advisory Committee Retiree Representative - 5/12/15 Agenda Item VI.E.2	
Commissioner D3	Please Rank your 1st, 2nd & 3rd choice
Margaret J. Smith BOCC / Library – 11 yrs	2
Larry Johnston Circuit Judge – 17 yrs	
Larry Conant Parks & Rec – 10 yrs	
Dee Dee Causey Tax Collector – 5 yrs	1
Tom Jenkins County Mgr – 24 yrs	
Ed Washburn Ast County Mgr – 15 yrs	3
Barbara Pittman BOCC – 24 yrs	
Michael J. Lumpkin BCSO	



A large, stylized handwritten signature in black ink, located below the table. The signature is cursive and appears to be the name of the person who completed the ranking.

Visco, Gerard

From: BJenk1017@aol.com
Sent: Sunday, April 26, 2015 12:33 PM
To: Visco, Gerard
Cc: sluba2@cfl.rr.com
Subject: Employee Insurance Advisory Committee

I have been encouraged by other retirees to volunteer to serve on the advisory committee. As a former County Manager, I have knowledge of the issues involved.

Tom Jenkins

Visco, Gerard

From: dcausey6@cfl.rr.com
Sent: Thursday, April 30, 2015 7:54 PM
To: Visco, Gerard
Subject: Retiree representative to EBIAC

Please accept this email as my expression of interest in becoming a retiree representative to the EBIAC to actively participate in the process of benefit review as applying to insurance. I retired from service to the Brevard County Tax Collector August 29,2014 so even though I have not been away long I am keenly aware of the challenges when it comes to insurance costs and choices. I appreciate your consideration. My phone number is 407 947 8883 should you have any questions of me.

Dee Dee Causey

Visco, Gerard

From: sharon and Ed Washburn <edwashburn_sharon@cfl.rr.com>
Sent: Monday, April 27, 2015 9:05 AM
To: Visco, Gerard
Subject: EBIAC
Attachments: EBIAC Interest.doc

Jerry:

I am attaching a brief narrative expressing my interest to serve as an alternate on the EBIAC for Brevard County.

Ed

Ed Washburn

Interest in Serving on County EBIAC as Retiree Alternate Member

I have been retired from the County since December 2006. I worked for the County for 15 years in various positions. I have a B.S. Degree in English and History and a Masters Degree in City Planning. I came to the County in 1969 and worked as a County Planner for 4 years. I was the Planning Director before I left to start my own Planning Consulting business which I have been involved in for many years. I came back to work for the County in 1984-1985.

In addition to the above, I have been the Assistant Public works Director, the Permitting and Enforcement Director and one of the Assistant County Managers. I, also, served as the Town Manager of Melbourne Beach, and I have worked as a consultant for many of the cities in the County.

I have always been concerned about the welfare of the County employees. I am old enough to have Medicare and currently have Medicare Advantage with Health First through Brevard County. I am particularly concerned about those employees who are able to be fully retired, but who are not yet eligible for Medicare. This would certainly include many of our law enforcement and fire employees. I am, also, concerned about those employees who live outside of he County and cannot take advantage of the insurance that Health First offers to those with Medicare. Insurance can make retirement a blessing or a nightmare. I want to work to help see that it is the former.




BOARD OF COUNTY COMMISSIONERS

Office of Human Resources
2725 Judge Fran Jamieson Way
Building B, Room 209
Viera, Florida 32940

Inter-Office Memo

TO: Brevard County Health Care Plan Retirees

FROM: Jerry Visco, Brevard County Insurance Director 

SUBJ: Employee Benefits Insurance Advisory Committee Representation

DATE: April 21, 2015

The representative and alternate positions for the Retiree Representatives to the Employee Benefits Insurance Advisory Committee (EBIAC) have recently become open. The Board of County Commissioners is extending an invitation for any interested retiree to fill those positions and represent the interests and concerns of all retirees on issues addressed by the EBIAC.

The Employee Benefits Insurance Advisory Committee (EBIAC) participates in benefit vendor selections, reviews benefit plan designs / premiums and makes recommendations to the Board of County Commissioner on issues related to the County's employee benefits programs. Membership on the EBIAC is comprised of a representative from the Office of Human Resources who serves as Chairperson of the Committee, one representative (and alternate if desired) appointed by each of the Board of County Commissioners District Offices, one representative (and alternate if desired) from each Public Entity Employer participating in the County's group health program, and a representative (and alternate if desired) from the Brevard County Managers Office / Brevard County Budget Office / Employee Advisory Committee / IAFF Representative / and a Retiree Appointee.

If you are interested in becoming the Retiree Representative to the EBIAC please provide a brief narrative supporting your interest in serving on this committee to the Office of Human Resources for submission to the Board of County Commissioners by May 1, 2015. It is our intention to request that the Board of County Commissioners make these appointments at the May 12, 2015 Board meeting. There are several critical items currently pending review by the EBIAC that will require attention this spring and summer. Retiree participation in this process will help ensure that the interests of current and future retirees are addressed when dealing with these issues.

If you are willing to serve on the EBIAC please submit your request to be appointed to this committee to the Office of Human Resources at 2725 Judge Fran Jamieson Way, Bldg. B-Human Resources, Viera, FL 32940, Attn: Insurance Director. Requests for appointment can also be sent via fax (321-637-5364) or e-mailed directly to Gerard.visco@brevardcounty.us.

April 24, 2015

Mr. Jerry Visco
Brevard County Insurance
Director,

Dear Sir,

Thank you for your consideration
yes I would like to come
on the Employee Benefit Insurance
advisory Committee. However, if
the meetings are held in Kissimmee
transportation will present a
problem. My hands bother
me if I drive more than
ten miles out of town my age is
88 years old, perhaps this is
the problem.

My first job was as a stenographer
for the Penton Star Free Press
in their National Advertising
Department. I did a lot of Europe
too. I was a Reator Associate
in Letusville for twenty years
a Librarian. Assistant #2 in the

2
Circulation Department of the
North Beach Public Library
for over twelve years. I
wondered how long I
I regret having to retire.
I loved my job & wished I could
have earned more money.

Thank you again

Sincerely,
Margaret J. Smith

Lawrence V. Johnston

*Circuit Judge, Retired
3233 Fairview Drive
Melbourne, FL 32934*

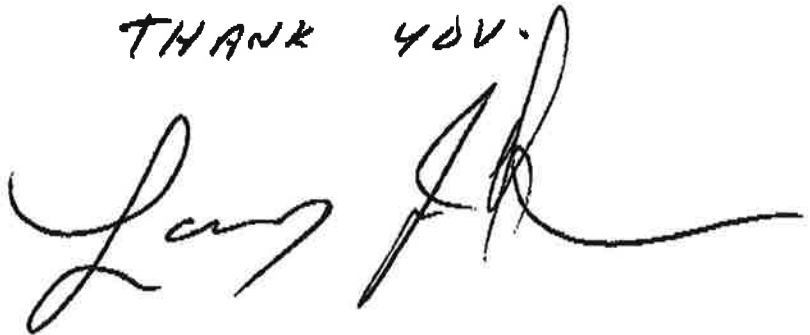
*(321) 698-9049 - cell/text
LarryJohnstonFL@aol.com*

RE: EBIA C

TO: OFFICE OF HUMAN RESOURCES:

I VOLUNTEER. I JUST
"LOVE" MEDICAL INSURANCE
COMPANIES. NEED I
SAY MORE?

THANK YOU.



Visco, Gerard

From: Lccmlb <lccmlb@aol.com>
Sent: Tuesday, April 28, 2015 12:16 PM
To: Visco, Gerard
Subject: retiree representatives

I have recently retired from Brevard County Parks and Recreation. I worked for that department for 10 years. My family and I moved to Melbourne in 1955. I have seen tremendous growth and change. I went through the public school system, junior college and Florida State Univ. I worked in the corporate world for thirty years and retired in 2002. Please consider me for the position of Retiree Representative.

Yours Truly
Larry Conant

1-2

To: Mr. Jerry Visco

Subject - Employee Benefits Insurance
Advisory Committee Rep.

From: Barba Pittman

April 22, 2015

Dear Mr. Visco,

I'm requesting to be appointed as a Retiree Representative to the Employee Benefits Insurance Advisory Committee. Based on my 23 years as a Brevard County employee and my 2 years as a volunteer with SHINE (Seniors Helping the Insurance Needs of the Elderly), I feel I am uniquely qualified to provide insightful and beneficial ideas to the Board of County Commissioners related the County's employee benefit programs.

If you have any questions I can be reached at (321) 267-5438 or via Email at:

Thank you for this opportunity to serve.

A handwritten signature in cursive script that reads "Barba Pittman". The signature is written in black ink and is positioned above the printed name.

Barba Pittman

TO: Jerry Visco, Brevard County Insurance Director

FROM: Michael J. Lumpkin, Retiree

RE: Employee Benefits Advisory Committee

I am Michael J. Lumpkin a retiree from the Brevard County Sheriff's Department since 1999. I retired from the Brevard County Jail at the going out rank of Major. I am a 65 year old male who has great concerns about our on going insurance program especially the older retiree's such as myself. I also share the concerns of new employee's with families who are looking for a career.

I have several concerns in the direction that our insurance is headed and there seems to need some input from those who use their insurance as needed and their prescription drug plan which to say the least is very confusing as even the vender cannot seem to adhere to their own regulations which leaves us all in mass confusion.

I am on medicare which seems to work well, however , my secondary insurance which is Cigna is lacking in providing the proper care. I do appreciate the fact that I do have insurance however I see need for much improvement on the part of the venders. I would be more than willing to serve on the EBIAC, hoping to help make a difference.

Thank you for your consideration,

Michael J. Lumpkin
3385 Dairy Rd
Titusville, Florida 327996