



# State & Local Government Benefits Association

Volume 19 Issue 2

Summer 2007

## Points of Interest

- New Board Members announced
- Award Recipients announced
- Join SALGBA March 9-12th in wonderful San Diego for the 26th Annual Conference & Expo

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## President's Letter

By Debbie Juul



I am honored to serve as SALGBA president for 2007-2008. We have come a long way since I attended my first SALGBA conference in 1994. As I recall, there were about 10 vendor booths and no breakout sessions except for a state or local government roundtable session. We now consistently sell out our exhibit halls and have 4 breakout sessions running at a time. Since then we have also created the Certified Government Benefits Administrator (CGBA) designation and the annual achievement awards.

A distinguishing feature of the SALGBA annual conference has always been its

affordability. Thanks to our generous sponsors, we are able to offer high-quality educational sessions and networking opportunities at a very low price. What a deal!

Our 2007 conference in New Orleans once again broke attendance records with 400 attendees. We appreciate all of you doing your part to support the rebuilding of the New Orleans economy with your attendance.

The SALGBA board, staff, and committees are already preparing for the 2008 conference next March 9 - 12 in San Diego, California. The board will meet in October for our fall board meeting and we will also

update the SALGBA strategic plan, which was created in 2003. That is when we created the vision of being "the premier organization for public sector benefits professionals." With your help, we have accomplished much of what we set out to do 4 years ago. Please give me a call if you have suggestions for projects that you would like to see SALGBA undertake or if you have ideas that would help us better serve you - our members.

I look forward to the coming year.

*Debbie Juul*

## SALGBA 2007 LIFETIME ACHIEVEMENT AWARD



This year's SALGBA Lifetime Achievement Award was presented to Lewis Leopard, Executive Director for the Richland County Recreation Commission in South Carolina. Lew was one of the founding members of SALGBA and the member who worked diligently to establish the Certified Government Benefits Administrator (CGBA) certification program. Lew was also presented with a Lifetime CGBA Certification this year as well. Join us in congratulating Lew!

## SALGBA ENTITY OF THE YEAR AWARD

### SALGBA Board welcomes two new members...



Rick French &  
Linn Baker

The City of Garland, TX was recognized as the SALGBA Local Entity of the Year for 2007. The City of Garland earned this

award based on several factors but most predominately due to the innovative wellness initiative they launched in 2006. This program was recognized by the Governor of Texas and national media.

The State of Utah Public Employees Health Program (PEHP) was recognized as the SALGBA State Entity of the Year for 2007. The Utah PEHP has been a leader in health

benefits for many years and continues

to excel as a leader. In addition, Utah continues to share with other entities

the knowledge they have obtained



Jeff Jensen; Scott Hanson; Linn Baker

The SALGBA Board of Directors had two director vacancies to fill this year. One term expired and one term was vacated by the election of a director to President-Elect. The vacant term is to be filled by board appointment while the second position is an elected 3 year term.

The SALGBA Board asked Rick French, City of Garland, TX to return to the board. Rick has been and continues to be an active and supportive member of SALGBA and the Board.

The membership of SALGBA elected Chuck Griffith from Bernalillo County, NM to serve 3 years on the Board of Directors.

Congratulations and Welcome to You Both!!

## 2007-2008 SALGBA Board of Directors

### OFFICERS

#### President

Debbie Juul, CGBA  
LACERA  
300 N. Lake Ave., Ste. 510  
Pasadena, CA 91101  
djuul@lacera.com

#### President-Elect

Randy Waterman  
City of Sparks, NV  
431 Prater Way  
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rwaterman@cityofsparks.us

#### Treasurer

David Kester, CGBA, CEBS  
Harris County, TX  
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### DIRECTORS

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18th & Brazos Streets  
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joe.golson@ers.state.tx.us

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rfrench@ci.garland.tx.us

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832 Weathered Rock Court  
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### PAST PRESIDENTS

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cdowney@best-healthplan.com

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Austin, TX 78701  
dstewart@utsystem.edu

Cindy Kirk, CGBA  
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Bryan, TX 77803  
ckirk@bryantx.gov

### ASSOCIATE MEMBER ADVISOR

Roger Holland  
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300 Oceangate, Suite 450  
Long Beach, CA 90802  
roger\_holland@medco.com

# SALGBA General Business Meeting Minutes

## April 2007

The SALGBA General Business meeting was called to order by President, Cindy Downey, The BEST Health Plan, Colorado. Ms. Downey noted that the 2007 SALGBA conference has been the largest attended to date, which shows the growth in support of the association.

The first order of business was to review the 2006 General Business Meeting Minutes. Rick French with the City of Garland, TX made a motion to approve the minutes, there was no discussion. Byron Thomas with the City of Huntsville, AL, seconded the motion. A vote was taken and the motion to accept the 2006 General Business Meeting Minutes as presented was approved unanimously.

SALGBA Treasurer, David Kester with Harris County, Texas presented the Annual Treasurer's Report. The report includes 2005 Fiscal Year closing figures which show a cash balance of \$145,015; revenues of \$275,207; and expenditures of \$231,081. The Fiscal Year ending June 30, 2005 shows a net of \$44,126 and a cash balance of \$189,141.

The report also included available information for the fiscal year July 1, 2006 through June 30, 2007, which does not reflect what will be the ultimate cash balance as of June 30, 2007 once conference expenses are paid. Fiscal Year (beginning July 1, 2006) revenues to-date are \$259,772 and expenditures to-date are \$133,063 leaving a net of \$126,709 and a current cash balance of \$315,850. At the conclusion of the report, Jim Sarver with the University of Texas System, made a motion to accept the Treasurer's Report and Dick Chapman with the State of Tennessee, seconded the motion. The motion was passed unanimously.

Cindy Downey presented the 2007-2008 slate of officers on behalf of Dan Stewart. On the proposed slate as President is Debbie Juul with LACERA, and as President-Elect is Randy Waterman with the City of Sparks, NV. Ron Meyer, Missouri Consolidated Health Care Plan (MCHCP) made a motion to accept the slate and Joe Golson with the Employees Retirement System of TX, seconded the motion. The motion was accepted by a unanimous vote. In addition, Ms. Downey announced the newly elected Board Member, Chuck Griffith with Bernalillo County, NM and the appointment of Rick French with the City of Garland, TX to complete the remainder of Randy Waterman's term.

Cindy Downey turns the SALGBA Presidency over to Debbie Juul. Ms. Juul thanked Cindy for her hard work and dedication to SALGBA and presented her with a plaque. Debbie also recognized Tina Scott, SALGBA Director and her assistants for their work on making the 2007 conference a wonderful and successful meeting.

Ms. Juul then announced the committee chairs for the next year as follows:

Program Committee:	<u>Randy Waterman</u>
Budget Review Committee:	<u>David Kester</u>
Member Services & Internal Communications Committee:	<u>Joe Golson</u>
Membership Committee:	<u>Chuck Griffith</u>
Nominating Committee:	<u>Cindy Downey</u>
Constitution & By-Laws Committee:	<u>Dan Stewart</u>
Continuing Education & Certification Committee:	<u>Grace Rogers</u>
Conference Committee:	<u>Rick French &amp; Cindy Kirk</u>

Door prize drawings then took place with the following winning American Express Gift Cards for their participation in the exhibit hall bingo card game: Scott Payne, Kari Jo Zika, Gwen Feit, Allan Kujala, Suzanne Levan, and LeAnna Nila.

The Grand Prize Winner of up to \$1000 towards attendance at next year's conference in San Diego, California drawn from tickets issued for returned evaluations was Gwen Feit with the City of Ft. Collins, Colorado.

Ms. Juul encouraged everyone to attend our 26<sup>th</sup> Annual Conference next year in San Diego, CA March 9-12, 2008.

A motion to adjourn was made by Janet Irwin, Multnomah County and seconded by Dan Mansour, Travis County, TX. The motion passed unanimously.

## SALGBA 2007 JURISDICTIONAL MEMBER OF THE YEAR



**CAROLYN VAN DYKE,  
STATE OF OREGON**

Carolyn Van Dyke with the State of Oregon was recognized as the 2007 SALGBA Jurisdictional Member of the Year.

Carolyn has been a member of SALGBA for many years serving 7 years on the Board of Directors including the office of President. Carolyn is a long time supporter of SALGBA and continues to support the association by volunteering on several committees.

## SPECIAL RECOGNITION...



**THE SEGAL COMPANY  
RICK JOHNSON**

As SALGBA celebrates its 25th Anniversary, the Board of Directors recognized The Segal Company with a special plaque thanking them for their support and dedication over the past 25 years. The Segal Company formerly known as the Martin E Segal Company conducted a conference in 1981 bringing together public sector benefits administrators which led to the formation of SALGBA in 1982 by that group of attendees. The Segal Company was instrumental in the formation of what is SALGBA and continues to be a sponsor and supporter of the association.

## SALGBA 2007 ASSOCIATE MEMBER OF THE YEAR



**KEN SHELDON,  
UNITEDHEALTHCARE**

Ken Sheldon with UnitedHealthcare was recognized as the 2007 SALGBA Associate Member of the Year. Ken has been a member of SALGBA for over 12 years and was the second Associate Member Advisor to serve on the SALGBA Board of Directors. Ken served as Associate Member Advisor for three years.

Ken has remained an active member of the association since leaving the Board.

## 2007 PLATINUM SPONSORS



PHARMACEUTICAL STRATEGIES GROUP





## Oregon PEBB Invests in Quality Oregon Public Employees' Benefit Board (PEBB)

Oregon's Public Employees' Benefit Board (PEBB) provides medical, dental, life and disability coverage for about 48,000 state employees and their eligible dependents. The pool comprises about 125,000 individuals.

The Board released an innovative request for proposals (RFP) for its medical plans for services beginning in 2006 based on the concepts included in PEBB's Vision.

Key components of the Vision:

- Evidence-based medicine to maximize health and utilize dollars wisely.
- A focus on improving quality and outcomes not just providing healthcare.
- Promotion of consumer education, healthy behaviors and informed choices.
- Market and consumer incentives that encourage the right care at the right time.
- System-wide transparency.
- Benefits affordable to the state and employees.

The Board's goal in selecting medical plans was (and is) to ensure PEBB members get better health – not just services – for their healthcare dollars. Not only was the RFP innovative, so was the scoring method used to select the plans; 75 out of 125 available points could be applied to systemic quality elements in place or initiated by the plans.

Through the RFP, the Board selected:

- Kaiser Permanente HMO and Added Choice POS
- Providence Choice PPO
- Regence Blue Cross Blue Shield of Oregon (RBCBSO) PPO
- Samaritan Select PPO.

To track progress toward the Vision, the Board requires each of the plans to commit high-level medical and business decision-makers to serve on its Council of Innovators. Working with the council, PEBB has put in place nationally supported healthcare quality measures to track how well the plans are meeting goals that demonstrate value.

**System process measures** show if members are receiving coordinated medical care and support to reduce their health risks. They will also help members to compare the quality of care provided by the plans. Examples include whether members have taken a health risk assessment and have an electronic medical record; whether primary care providers in the plan report on recommended preventive care; and whether the systems publicly report safety and quality scores.

**Clinical process measures** demonstrate whether members are getting the care they need, when they need it – for example, whether those with chronic conditions get screenings, treatments and medicines recommended by accepted guidelines.

**Clinical Outcomes Measures** show how well the plans help members stay well and reduce risks of chronic diseases – for example, how many members with chronic conditions are meeting their treatment goals.

**Health Outcomes Measures** will tell the Board if the health of PEBB's population is improving – demonstrating value from the healthcare system.

In considering renewals with the plans for 2008, the Board required that they propose care or system innovations around two common, chronic conditions in the PEBB population – diabetes and back pain. About four percent of PEBB members have diabetes, and the number is growing as the population ages. In addition, more back surgeries are performed in Oregon than in almost any other state, with no supporting rationale for the geographic variation.

# THANK YOU TO OUR 2007 SALGBA CONFERENCE SPONSORS!

## SALGBA 2007 SPONSORS

## SALGBA 2007 Exhibitors

### Platinum Sponsors

Aetna  
 Cigna  
 Express Scripts  
 Humana  
 Ingenix  
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 Plans  
 Medco  
 Mercer  
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 Segal  
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### silver Sponsors

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 National Committee for Quality Assurance

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 Catalyst Rx  
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 Delta Dental  
 eDocAmerica  
 Epic Hearing  
 Express Scripts  
 FBMC  
 Fiserv Health  
 Gordian Health Solutions  
 Great-West Retirement Services  
 Hartford  
 Health Decisions, Inc.  
 Humana  
 Ingenix  
 International Foundation of Employee Benefit Plans  
 McGriff, Seibels & Williams  
 Medco  
 Mercer Health & Benefits  
 Minnesota Life  
 MultiPlan  
 NMHC  
 Part D Advisors, Inc.  
 Pharmaceutical Strategies Group  
 Prescription Solutions  
 RxSavingsPlus  
 SafeGuard Dental & Vision  
 Segal  
 Smith & Nephew Endoscopy  
 Social Security Law Group  
 Standard Insurance  
 Thomson Medstat  
 TMG Health, Inc.  
 UnitedHealthcare  
 Walgreens Health Initiatives  
 Wellpoint, Inc.  
 Wellpoint NextRx

THANK YOU FOR YOUR SUPPORT!

# 2007 CGBA Designations Awarded

## Fall Newsletter State of Things To Highlight the Southeast Region

For the first time in CGBA history, Lifetime CGBA Designations were awarded. Individuals receiving this honorable distinction had to be certified and recertified twice adding up to 15 years in the CGBA Program. The following have accomplished this certification:



*Linda Comeaux,  
Humana*



*David Kester,  
Harris Co., TX*



*Lew Leopard,  
Richland County  
Recreation Commission,  
SC*



*James Sarver,  
University of Texas  
System*



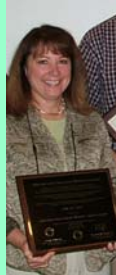
*Gordon Sherard,  
Fringe Benefits  
Management Company*



From left to right: Lew Leopard; Linda Comeaux; David Kester; James Sarver; Gordon Sherard.

The following individuals received re-certification in the CGBA program:

*Gwen Feit,  
Ft. Collins, CO*



*Scott Hansen,  
Utah PEBP*

The following individuals received CGBA certification:

*Krista Britt, Harris Co., TX*

*Karen Caterino, City of Sparks,  
NV*

*Debbie Juul, LACERA*

*Debbie McCall, State of Delaware*

*Pam Palmquist, MCHCP*

*Scott Payne, City of Denton, TX*



From left to right: (Front row) Debbie McCall; Pam Palmquist; and Krista Britt (Back row) Scott Payne; Debbie Juul and Karen Caterino.



Kentucky



Florida



Alabama



Tennessee



South Carolina



Mississippi



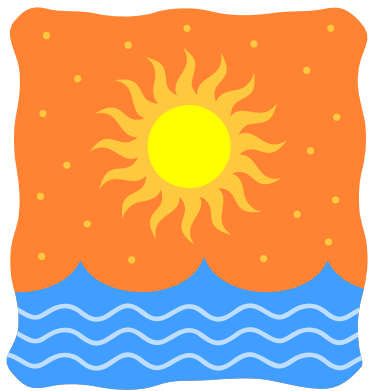
Georgia



North Carolina

# MARCH 9-12, 2008

## SALGBA 26TH ANNUAL CONFERENCE



## San Diego, California

Hyatt Regency/Mission Bay Spa & Marina  
1441 Quivira Road  
San Diego, CA 92109  
619-224-1234

### SALGBA Room Rate

\$149.00 - Jurisdictional (Public Entity Employee)  
\$179.00 - Associate (Corporate)  
(plus tax currently at 10.5%)



### *FUTURE CONFERENCE DATES / LOCATIONS*

MARCH 9-12, 2008  
Hyatt Regency Mission Bay  
San Diego, CA

APRIL 26-29, 2009  
Omni Interlocken Resort  
Denver, Colorado

2010 SALGBA Conference  
Indianapolis, IN  
Dates & Location TBA

## Oregon PEBB Invests in Quality (continued from Page 5)

For 2008, plan proposals include:

Waiving member co-payments for the generic drugs most-often prescribed for people with diabetes

- A community-based pharmacy service pilot through which members with diabetes will have ongoing, individual guidance with specially trained pharmacists to improve their self-management abilities
- A member and provider incentive program for care of diabetes and asthma to promote member self-management and use of practice guidelines by physicians
- Patient and provider use of back-care decision-support programs to help members with back pain understand their full range of treatment options as alternatives to surgery.

Oregon's Benefit Board will continue to partner with its medical plans on healthcare quality as the Board strives to meet its mission – to provide quality benefits that are affordable to the state and the employees.



# State and Local Government Benefits Association

...the premier organization for public sector benefits professionals

## Membership Application

Entity \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Fax \_\_\_\_\_

Name \_\_\_\_\_ Email \_\_\_\_\_

Position/Title \_\_\_\_\_

Website \_\_\_\_\_

Referral Source: Website SALGBA member Other \_\_\_\_\_

How did you hear about SALGBA? \_\_\_\_\_

What do you most hope to gain from your membership? \_\_\_\_\_

## Membership Descriptions

### Jurisdictional Member

A public sector entity actively engaged in administering an employee benefits program. Jurisdictional members may vote at the annual business meetings and are eligible to serve on the Board of Directors. The Secondary Member is a reduced fee for additional members from the same entity however there must be a Primary Member from the entity on file or applying.

Membership Type: **Primary Entity Member \$195**      **Secondary Entity Member \$50**  
 Local Government      School/University      State Entity      Other: \_\_\_\_\_

### Associate Member

A consultant organization, insurance company or other professional group that is a seller of employee benefits services, not a purchaser. Associate Members do not vote or serve on the Board, except in the nonvoting capacity of Associate Member Advisor. They are encouraged to serve on committees. The Secondary Member is a reduced fee for additional members from the same entity however there must be a Primary Member from the entity on file or applying.

Membership Type: **Primary Associate Member \$300**      **Secondary Associate Member \$150**  
 Company Type: Dental/Vision    Health Insurance    Pharmaceutical Company    Software Management    Consultant  
 Other (Please explain) \_\_\_\_\_

### Payment Information

The annual membership fee is due with this application. Payment may be made by check and payable to SALGBA, or by credit card. In order to pay by credit card please contact the SALGBA National Office at 859.622.2535 or visit [www.salgba.com](http://www.salgba.com).

Please submit completed application with payment to:

SALGBA  
 203 Miller Hall, EKU  
 Institute of Government  
 521 Lancaster Avenue  
 Richmond, KY 40475-3102  
 Phone: 859-622-2535; Fax: 859-622-4378  
[salgba@salgba.com](mailto:salgba@salgba.com)

NON-PROFIT EDUCATIONAL ORGANIZATION  
 TAX IDENTIFICATION NO. 57-0752871

Signature \_\_\_\_\_ Date \_\_\_\_\_

**REFLECTING ON SALGBA'S HISTORY  
HONORING THE LEGACY INSPIRES US FOR**

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## SALGBA UPDATES

- **2008 Sponsor/Exhibitor Prospectus has been sent out to associate members. Already 1/2 of the exhibit spaces have been reserved. If you have not reserved your spot today, please do so!**
- **2008 Conference Registration will open soon. Watch for your email invitation.**
- **SALGBA is in the process of finalizing a branding campaign which will be launched in September. We hope you like the new look!**
- **SALGBA is also undergoing some website renovations which will appear in the fall. We are trying to make our site more user-friendly and advantageous to our members!**

## **SALGBA STARS... David Kester**

*The Certified Employee Benefits Specialist (CEBS) designation is a partnership of the International Foundation of Employee Benefit Plans (IFEBP) and the Wharton School of the University of Pennsylvania. Fellowship Status is awarded to CEBS graduate members who pass the continuation education examination once every two years. We are proud to announce that SALGBA member David Kester, Harris County Texas, recently passed the CEBS continuation examination and has again earned the distinction of Fellow for the two year period July, 2007- June, 2009. After earning life-time certification in SALGBA's*



*own Certified Government Benefits Administrator program, 2007 has proven to be quite a year for David. The International Society of Certified Employee Benefit Specialists reports that, while a total of 10,400 individuals have attained the CEBS designation, only 706 have attained Fellowship Status. David states that, "I am certainly proud of the accomplishment as a CEBS Fellow. I certainly believe that the years of experience and knowledge attained though SALGBA provided me a jump start towards the extensive study required to pass the Fellowship exam. Obtaining the CGBA Lifetime Certification and the attainment of CEBS Fellow is a definite highlight in my career."*

### EDITOR

Joe Golson

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of Texas

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