



The slant...

Volume 21 Issue4

Winter 2009

Points of Interest

- Join SALGBA April 18-21, 2010 in Indianapolis, IN for the 28th Annual Conference & Expo

NOTE: the membership structure for SALGBA has changed. Effective October 1, 2009, entities can have up to 6 individuals listed on the membership for one low fee. Please see page 9. Annual Jurisdictional Membership is \$200 and Annual Associate Membership is \$325.

2010 SALGBA National Conference Registration is now open! See tentative agenda inside this edition!

Inside this issue:

Board Information	2
Announcement & Press Release Captions	3
2010 Conference Information & Tentative Agenda	4-6
Associate Article—Submitted by Alere	7
2009 Regional Conference Sponsors	8
Membership Application	9

President's Letter...

By Rick French, Director of HR Services, City of Garland, TX

Happy Holidays to each and every SALGBA member from your Association Officers and Board of Directors!!!

Your Board of Directors met in Indianapolis October 9-10 at the site of our 2010 National Conference. The Hyatt Regency is a spectacular facility and Indianapolis offers many sights and sounds for your enjoyment and networking pleasure. Please may plans to register early as this will be one of the most informative conferences EVER!!!

The Board reviewed our financial reports, SALGBA budget, committee reports, our new Policies and Procedures manual that we will soon be introducing, as well as our 2011 conference site --- Fort Lauderdale, Florida.

2009 has been a very difficult year for many of us in the public entity world and 2010 is sure to bring new challenges. One of the most unique and inspiring characteristics of Americans is we keeping striving for better tomorrows as hope continually springs eternal. Here's hoping that the New Year is prosperous for all us and the thousands of employees and citizens we

serve.

We have been entrusted with a great responsibility. It is our job to provide the best possible benefits and financial security to thousands of employees in our respective jurisdictions. One of the most rewarding aspects of our job is we get see first-hand how the fruits of our labor help people each and every day. We do make a difference in our employees and retirees' lives.

We also need to keep in mind that we are employees, too. We also participate in the same benefits programs as our members, and we should be just as grateful and appreciative. Indeed, despite these tough economic times, the holidays are a time that we all come together and give thanks for all the many, many blessings we have received as individuals and as a nation.

In tough times, it somehow becomes easier to be thankful and to appreciate the freedoms and opportunities we have. I am asking all SALGBA members to keep the "benefits" of being an American foremost in your minds during the 2009 holidays. Despite our differences and difficulties, we are still very fortunate to live in a great and wonderful

country. Give thanks for we are truly blessed.

From your SALGBA Board of Directors: Merry Christmas and the happiest of New Years.

All the best,

Rick French
Director of HR Services
City of Garland, TX

2009-10 SALGBA President



Congratulations to Frank Wilson! Frank a frequent SALGBA national conference attendee and member has been named Administrator for the OK State Education Employees Group Insurance Board.

In other news, long time SALGBA member and conference attendee, **Bonita McCoy** retired from OK-EBC. We wish Bonita well in her new adventures!

SALGBA Committee Chairs

Member Services & Internal Communication:

Pam Stultz, Larimer County, CO
Scott Mixon, FBMC

Membership:

Rob Tester, State of South Carolina
Scott Gibbs, McGriff, Seibels & Williams

Continuing Education:

Cindy Downey, The BEST Health Plan, CO

Budget:

Cindy Kirk, City of Bryan, TX

Constitution & By-Laws:

Dan Stewart, University of TX System
Hubert Lincecum, State of Louisiana

Nominating:

Debbie Juul, LACERA

Program:

Chuck Griffith, Bernalillo County, NM

Conference:

Pete Hans, Waukesha County, WI

SALGBA Nominations Needed...

*2010 Award Nominations
are now being accepted. Go to
www.salgba.com/awards.php
for additional information and
nomination forms.*

*2010 Board Nominations
are now being accepted. Go to
www.salgba.com/board.php to
download the application.*

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NOMINATING COMMITTEE ANNOUNCEMENT *by Debbie Juul, Chair*

The Nominating Committee is accepting nominations for the Achievement SALGBA Awards to be presented at the 2010 conference. This is your opportunity to recognize a SALGBA jurisdictional member (Linn Baker or Jurisdictional Member of the Year awards), associate member (Associate Member of the Year award), or member entity (Exemplary Efforts in Benefits Profession Award) for their outstanding contributions.

Listed below are descriptions of each award category. The award nomination forms are available on the SALGBA website at www.salgba.com/nominationforms.php

Linn Baker Lifetime Achievement Award

Presented to a SALGBA jurisdictional member for exemplary contributions to the Association for at least 10 years, who has attended at least 5 SALGBA national conferences, and who has a CGBA or is working toward one.

Jurisdictional Member of the Year

Presented to the member who has contributed the most time, effort, knowledge, and promotional activities to SALGBA in the past calendar year. Must have been a SALGBA member for at least 3 years and attended at least 3 SALGBA national conferences.

Associate Member of the Year

Presented to the associate member who has contributed the most time, effort, knowledge, and promotional activities to SALGBA in the past calendar year. Must have been a SALGBA member for at least 3 years and attended at least 3 SALGBA national conferences. This member should be a full-time employee of the Associate Member Employer and have direct job responsibilities working with public sector benefits.

Exemplary Efforts in Benefits Profession Award

Presented to a jurisdictional ENTITY in recognition of its implementation of a benefits program that has substantially reduced costs, increased member awareness, improved member education, or enhanced member wellness, etc. during the last calendar year. The entity must have been a SALGBA member for at least 3 years and had a representative attend at least 2 SALGBA national conferences.

State of Oklahoma Offers 'Invisible Bracelet' Health Benefit

For more information and to view the entire press release, visit www.invisibleBracelet.org.

Prescription Solutions Receives Re-Certification from TIPPSSM

For Pharmacy Benefits Transparency Standards

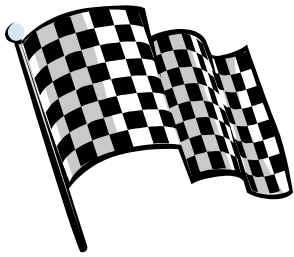
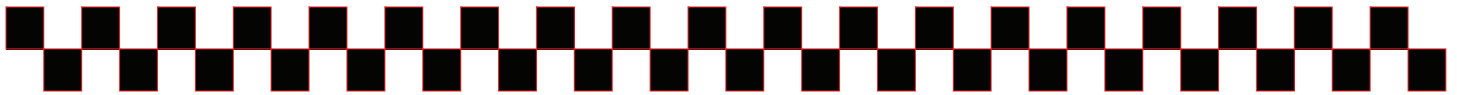
To view the entire press release visit www.prescriptionsolutions.com.

SALGBA 29th Annual Conference

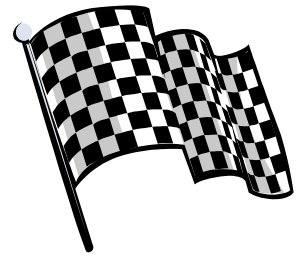
May 1-4, 2011

Hyatt Bonaventure, Ft. Lauderdale, FL

Mark your calendars!!



**SALGBA 2010
NATIONAL CONFERENCE**
*“Keeping Pace in the Benefits
Race”*



**2010 SALGBA Conference
Tour...Indy Indeed**

Join us on Sunday, April 18th for a glimpse into all that Indy has to offer!



The 2010 Sunday Indy Indeed Tour proudly sponsored by FBMC will begin with a visit to the Indy Motor Speedway. You will be able to take a tour of the Speedway Museum which houses the rich history of the sport. Then you're off for a lap around the track so you can experience the ride for yourself. Now that you have worked up an appetite you are off to lunch at the legendary Rathskeller restaurant for an amazing buffet lunch. Ready, set, go and you're off again with a tour of Lucas Oil Stadium. Then in order to refresh from an exciting day of sightseeing, you will wrap up with a tour and tasting at a local winery. Upon your return to the Hyatt you will be able to relax before joining friends and colleagues at the Opening Night Reception.



2010 SALGBA Tuesday Night Event

Be sure to join us for a sporty networking event at the NCAA Hall of Champions. Be sure to wear your favorite team apparel!!



2010 SALGBA Conference Tentative Agenda

Saturday, April 17, 2010		Healthcare	Retirement	Wellness	Pharmacy	Misc.		
3:00pm-7:00pm	Board Meeting							
3:00pm-6:00pm	Registration Open							
Sunday, April 18, 2010								
8:30am-2:00pm	Golf Tournament (Sponsored by Medco)							
9:00am-4:00pm	Sunday Tour (Sponsored by FBMC)							
12:00pm-6:00pm	Registration Opens							
5:00pm-5:45pm	Board Reception (Invitation Only)							
6:00pm-8:00pm	Opening Night Networking Reception in Exhibit Hall							
Monday, April 19, 2010								
7:30am-4:00pm	Registration Open							
7:45am-8:30am	Continental Breakfast in Exhibit Hall							
8:30am-10:00am	Welcome & Opening Keynote	Healthcare Reform (Aetna)						
10:00am-10:45am	Break in Exhibit Hall							
10:45am-Noon	General Session	Dr. Epstein, Medco						
Noon-1:15pm	Luncheon with Carl Hurley							
1:30pm-2:45pm	Breakout Sessions	Insights and Findings of a Population Health Study Conducted for CalPERS	Using a Defined Contribution Approach to Retiree Health Benefits	Rewards for Wellness: the Design, Implementation, & Acceptance of the State of RI Incentive Program	Using Behavioral Economics & Consumer Marketing in the Pharmacy Benefit to Further Reduce Drug Costs	Benefits Cooperatives-- Flexible Leverage		
		Dr. Kathleen Donneson, CalPERS	Edward Kaplan	Susan Rodriguez	Andy Mayer & Julayna Meyer	Don Heilman		
		Leanne Richardson, Thomson Reuters	The Segal Company	State of Rhode Island	Express Scripts	Gallagher Benefit Service, Inc.		
2:45pm-3:15pm	Break in Exhibit Hall							
3:15pm-4:30pm	Roundtable Sessions	Local Entities	State Entities	Educational Entities	Retirement Entities			
			Rob Tester, State of South Carolina	Cindy Downey, The Best Health Plan	Debbie Juul, LACERA			
Tuesday, April 20, 2010								
7:30am-4:00pm	Registration Open							
7:45am-8:30am	Continental Breakfast in Exhibit Hall							
8:30am-10:00am	Tuesday Keynote	Al Lewis						
10:00am-10:30am	Break in Exhibit Hall							
10:30am-Noon	Breakout Sessions	Health Plan Management in Difficult Times	Transitioning Your Medicare-eligible Retirees to a Network Based Health Plan	Create & Sustain Supportive Organizational Environments for Human Capital Health	Measuring and Communicating the Value of Wellness	Making Benefits Cards Work for State Employees		
		J Richard Johnson	Tim Snyder	Neil Steven Austin	Michael Taitel, PhD	Dan Melton, Employee Benefits Council, State of Oklahoma		
		The Segal Company	Humana	Ingenix	Alere	Brian Paradee, Evolution Benefits		
Noon-1:00pm	Awards Luncheon							
1:15pm-2:30pm	Breakout Sessions	Is There a Difference: Public vs. Private Sector Disease Prevalence and Medical Care	Voluntary Retirement Plans: Past, Present & Future Road Ahead	Virginia's Innovative Approach to the Obesity Dilemma	Impact of Generic Copay Waiver Program on Reducing Plan Sponsor Drug Costs	Employee Financial Health and the Workplace		

What is Your Wellness Roadmap? *Steps for planning a successful wellness strategy*

By: Eric Samaniego, Vice President, Wellness Strategy, Alere

In the past couple of years, research studies have demonstrated that medical and pharmacy costs are just the tip of the “total health cost” iceberg. In fact, a recent study coordinated by American College of Occupational and Environmental Medicine, the Integrated Benefits Institute and Alere found that on average, every \$1 of medical and pharmacy costs is matched to \$2.3 of health-related productivity costs. This multi-year study utilized data from 10 organizations and more than 150,000 workers.

Thus, investing in a wellness program for your organization is good business and can positively impact the bottom line. Employees are an organization’s most valuable asset and creating a culture of health and wellness is an important strategy to encouraging healthy behaviors and prevention. Yet, defining a wellness roadmap can still pose a challenge for some organizations. As part of Alere’s personal health support philosophy, we suggest organizations focus on five important steps in order to develop a successful wellness roadmap.

Develop your organization’s wellness strategy. There are four key components of a successful wellness program: a comprehensive program design, effective program marketing and communication, meaningful incentives to encourage participation, and underlying these approaches, the corporate culture. To get started, you will want to consider getting an understanding of your organization’s philosophy and culture as it relates to wellness by asking the following questions: (1) Do you have senior management buy-in and active championing of the program? (2) What is your organization’s readiness for a wellness program (e.g., benefits structure, work life balance)? (3) What is your organization’s philosophy regarding wellness? (4) What are your measurable goals for the program?

Design a comprehensive wellness program. The key is to get people engaged in the program, focusing on making sure there is a low barrier to entry and that program participation is not overwhelming. In the end, you want individuals to focus on one or two key behavior changes at a time. When identifying the processes and programs to support your wellness goals you may want to consider: (1) identifying proven health management & behavior change programs that focus on employees’ readiness to change, (2) developing a 12 month program cycle that includes quarterly challenges and a variety of activities, (3) identifying interactive, engaging online tools & resources to be included in your program and (4) implementing a wellness assessment at the beginning and end of your program cycle to measure change in health risks, combined with tracking participation throughout the year. Objective, expert assistance can also be helpful when designing and implementing a wellness roadmap. You may want to consider working with an internal wellness expert or an third party wellness expert, like a consultant or wellness strategist from a health management partner, when defining your roadmap.

Utilize communication materials to promote engagement. A good program is one that is simple in design, simple to communicate, and simple to understand, which makes it easy for individuals to participate and get involved. The program also needs to be marketed to your audience and thereby you want to create engaging and impactful program materials. When finalizing your communication plan, consider the following decisions: (1) determine if communication materials will be developed by your team or printed-on-demand through your wellness program vendor, (2) define the branding approach (logo/messaging/color palette) that will be used to ensure that all program materials are presented in a consistent, unified manner (3) identify the design and mix of brochures, posters, newsletter and program flyers that will be used to market the program, (4) determine the frequency of communication, and (5) identify internal thought leaders that will champion your wellness program to your organization’s employees.

Focus on meaningful incentives. The value of incentives must match the perceived effort that an individual makes to engage in the wellness program. Meaningful incentives need to be significant enough to initiate and maintain behavior change over time. One key component of an incentive strategy is to reward participation, not necessarily changes in health status.

Measure individual and population risk level across your population in order to analyze and clearly communicate your program’s results. You’ll want to start the program with a good solid measure. Measure the risks of the population and look at a broad aggregate report to understand where your population is today. You may want to consider obtaining data on your organization’s chronic conditions, health risks, medical and pharmacy costs, and health-related productivity costs (absenteeism and presenteeism). Repeat annually to measure program results that can be communicated to your organization’s executive management.

By developing a clear wellness roadmap, you can positively affect your organization’s bottom line. For a copy of additional wellness program planning recommendations, please contact Erica Moreland at erica.moreland@alere.com or (770) 767-8698.

2009 SALGBA Regional Conference Sponsors

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Wells Fargo Insurance Services



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Michael A. Madalena, Consultant



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State of Things for *Spring 2010* Edition of *The Slant* will feature...
The Mid-Atlantic Region



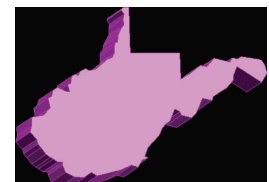
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Membership Application—Jurisdictional

Entity _____

Address _____

City, State, Zip _____

Website _____ Phone _____ Fax _____

Total No. of Employees: _____ Total No. of Covered Employees: _____

Total No. of Active Employees Covered: _____ Total No. of Retired Employees Covered: _____

Total No. of Dependents Covered: _____ Annual Benefits Budget: _____

Is your entity self funded? Yes No

Primary Contact _____ Title _____

Email _____ Phone: _____ Fax: _____

Gender: Male Female No. of Years in Benefits Profession: _____

Referred by: _____

Does your job have a professional development requirement? Yes No

**May have up to 5 additional members listed at no additional cost. Submit name, title, address, phone, fax & email on additional sheet along with this application.

What do you most hope to gain from your membership? _____

Membership Descriptions

Jurisdictional Member \$200

A public sector entity actively engaged in administering an employee benefits program.

Entity Type:

State Entity Local (City or County) Entity Retirement Entity Educational Entity

Other: _____

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 visit www.salgba.com and process your membership online or download the credit card processing form and return with this application.

Please submit completed application with payment to:

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***PLEASE BE SURE TO NOTE
THE NEW SALGBA
CONTACT INFORMATION
FOR FUTURE
CORRESPONDENCE***

*Don't forget to mark your calendars
for the 2010 SALGBA Annual
Conference April 18-21 in
Indianapolis, IN at the Hyatt
Regency*

SALGBA UPDATES

- ***2010 Sponsor/Exhibitor Prospectus have been released.***
- ***2010 Conference Registration is now open.***
- ***Please login to the new members only section of the SALGBA website and make sure your contact information is current. You may also want to take a test drive of the new association management software that is now being utilized.***
- ***Mark your calendars for the 2011 SALGBA Annual Conference, May 1st—4th at the Hyatt Regency Bonaventure in Ft. Lauderdale.***