



**BOARD OF COUNTY COMMISSIONERS
WARREN COUNTY, OHIO**

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***TOM GROSSMANN
SHANNON JONES
DAVID G. YOUNG***

**BOARD OF COUNTY COMMISSIONERS
WARREN COUNTY, OHIO**

MINUTES: Regular Session – October 9, 2018

The Board met in regular session pursuant to adjournment of the October 2, 2018, meeting.

Tom Grossmann – present

Shannon Jones – present

David G. Young – present

Tina Osborne, Clerk – present

Minutes of the October 2, 2018 meeting were read and approved.

- 18-1538 A resolution was adopted to designate Family and Medical Leave of Absence to Jennifer Parrett, within the Department of Job and Family Services, Human Services Division. Vote: Unanimous
- 18-1539 A resolution was adopted to accept resignation of Ashley Wilson, Cashier Receptionist, within the Warren County Department of Building and Zoning, effective October 5, 2018. Vote: Unanimous
- 18-1540 A resolution was adopted to authorize the posting of the “Cashier/Receptionist” position within the Building and Zoning Department, in accordance with Warren County Personnel Policy Manual, Section 2.02 (A). Vote: Unanimous
- 18-1541 A resolution was adopted to hire Julie Horney as Protective Services Caseworker II, within the Warren County Department of Job and Family Services, Children Services Division. Vote: Unanimous
- 18-1542 A resolution was adopted to hire Sarah Owings as Custodial Worker I within the Warren County Department of Facilities Management. Vote: Unanimous
- 18-1543 A resolution was adopted to authorize public advertisement of a Request for Proposals for the Fire Alarm System Replacement at the Warren County

Common Pleas Courts Building. Vote: Unanimous

- 18-1544 A resolution was adopted to authorize County Engineer to execute Ohio Department of Transportation State Funds Exchange Agreement with the Ohio Department of Transportation (ODOT) for the Edwardsville Road Bridge #196-1.01 Rehabilitation Project (PID #108833) over Lick Run. Vote: Unanimous
- 18-1545 A resolution was adopted to approve and enter into Adoption Assistance Agreements with [REDACTED] on behalf of Ohio Department of Job and Family Services Children Services Division. Vote: Unanimous
- 18-1546 A resolution was adopted to enter into an agreement to transfer of ownership of retiring Sheriff's K-9 "Axel" to handler Deputy Jack Simpson. Vote: Unanimous
- 18-1547 A resolution was adopted to approve easement acquisition compensation and enter into waterline & appurtenance easement agreements for the Lower Springboro Road Water Improvements Project. Vote: Unanimous
- 18-1548 A resolution was adopted to approve Notice of Intent to award bid to Sunesis Construction Co. for the New Burlington Road Bridge #36-1.94 Replacement Project Design Build. Vote: Unanimous
- 18-1549 A resolution was adopted to authorize the filing of applications with the Ohio Department of Transportation for FY 2019 Ohio Transit Preservation Partnership Program. These grants may include the Ohio Elderly and Disabled Transit Fare Assistance Program and the Urban Transit Program. Vote: Unanimous
- 18-1550 A resolution was adopted to enter into contract with Building Crafts Inc. for the Waynesville Regional WWTP Improvements Project. Vote: Unanimous
- 18-1551 A resolution was adopted to enter into contract with Rack & Ballauer Excavating Co. for the Lower Springboro Road Water Improvement Project, Phase 1. Vote: Unanimous
- 18-1552 A resolution was adopted to declare various items within Board of Elections, County Court, Facilities Management, Health Department, Juvenile Detention Center, Water & Sewer- Water, as surplus and authorize the disposal of said items. Vote: Unanimous
- 18-1553 A resolution was adopted to authorize President of the Board to sign permit application from the Ohio Department of Commerce, Division of Liquor Control for a fundraising event at the Warren County Fairgrounds. Vote: Unanimous
- 18-1554 A resolution was adopted to approve Warren County Prosecutor legal representation of the Warren County Regional Planning Commission. Vote: Unanimous

- 18-1555 A resolution was adopted to acknowledge receipt of September 2018 Financial Statement. Vote: Unanimous
- 18-1556 A resolution was adopted to acknowledge payment of bills. Vote: Unanimous
- 18-1557 A resolution was adopted to approve various refunds. Vote: Unanimous
- 18-1558 A resolution was adopted to enter into an erosion control bond agreement for Home Run Development for completion of improvements in Trails of Greycliff, Section 5 situated in Franklin Township. Vote: Unanimous
- 18-1559 A resolution was adopted to approve a Cash Advance from the County Motor Vehicle Fund #202 into the Fields Ertel Road Improvement Project Fund #454. Vote: Unanimous
- 18-1560 A resolution was adopted to approve operational transfer from County Commissioners' Fund #101-1112 into Mary Haven Youth Treatment Center Fund #270. Vote: Unanimous
- 18-1561 A resolution was adopted to approve supplemental appropriations into Common Pleas Court Community Based Corrections Fund #289. Vote: Unanimous
- 18-1562 A resolution was adopted to approve supplemental appropriation into Sheriff's Office Fund #295. Vote: Unanimous
- 18-1563 A resolution was adopted to approve supplemental appropriations into Sheriff's Office Fund #285. Vote: Unanimous
- 18-1564 A resolution was adopted to approve appropriation adjustments and supplemental appropriation within Sheriff's Office Fund #286. Vote: Unanimous
- 18-1565 A resolution was adopted to approve appropriation adjustments from Commissioners General Fund #101-1110 into Information Technology Fund #101-1400. Vote: Unanimous
- 18-1566 A resolution was adopted to approve appropriation adjustment within Recorder's Fund #101-1160. Vote: Unanimous
- 18-1567 A resolution was adopted to approve appropriation adjustments from Board of Elections Fund #101-1301. Vote: Unanimous
- 18-1568 A resolution was adopted to approve appropriation adjustment within Juvenile Probation Fund #101-2500. Vote: Unanimous
- 18-1569 A resolution was adopted to approve an appropriation adjustment within Motor

Vehicle Fund #202. Vote: Unanimous

- 18-1570 A resolution was adopted to approve appropriation adjustments within Prosecutor's Fund #245
- 18-1571 A resolution was adopted to approve appropriation adjustment within Building and Zoning Department Fund #101-2300. Vote: Unanimous
- 18-1572 A resolution was adopted to approve appointments and reappointments of Warren County Members to the Area 12 Workforce Development Board.
Vote: Unanimous
- 18-1573 A resolution was adopted to enter into an agreement with Joseph Davis, "Seller" for the purchase of real property for standard highway easement in connection with the State Route 741 Road Assessment Project. Vote: Unanimous
- 18-1574 A resolution was adopted to continue administrative hearing to consider site plan review application of American Tower LLC, agent for Eric and Jessica Fields to construct a telecommunications tower at 1688 State Route 48 in Turtlecreek Township. Vote: Unanimous
- 18-1575 A resolution was adopted to approve and authorize County Administrator to enter into Software License Agreement with Matrix Pointe Software, LLC on behalf of the Warren County Prosecutor and approve supplemental appropriation relative thereto. Vote: Unanimous
- 18-1576 A resolution was adopted to cancel regularly scheduled Commissioners' Meeting of Thursday, October 11, 2018. Vote: Unanimous

DISCUSSIONS

On motion, upon unanimous call of the roll, the Board accepted and approved the consent agenda.

David Mick, Assistant County Engineer, was present to discuss the need for an easement from James Davis relative to the State Route 741/Estates of Keever Creek Assessment Project.

Mr. Mick and Bruce McGary, Assistant Prosecutor, explained the history of the property as it relates having a mortgage and the temporary easement the Board previously acquired.

Upon discussion, the Board resolved (Resolution #18-1573) to enter into an agreement with Joseph Davis, "Seller" for the purchase of real property for standard highway easement in connection with the State Route 741 Road Assessment Project.

ADMINISTRATIVE HEARING

SITE PLAN REVIEW APPLICATION OF AMERICAN TOWER LLC,
AGENT FOR ERIC AND JESSICA FIELDS, TO CONSTRUCT A
TELECOMMUNICATIONS TOWER AT 1688 STATE ROUTE 48
IN TURTLECREEK TOWNSHIP

The Board met this 9th day of October 2018, in the Commissioners' Meeting Room, to consider the site plan review application of American Tower LLC, agent for Eric and Jessica Fields to construct a telecommunications tower at 1688 State Route 48 in Turtlecreek Township.

Michael Yetter, Zoning Supervisor, stated that the property owners have requested this matter be continued to November 13, 2018, at 9:00 a.m.

Upon further discussion, the Board resolved (Resolution #18-1574) to continue the site plan review application of American Tower LLC, agent for Eric and Jessica Fields to construct a telecommunications tower at 1688 State Route 48 in Turtlecreek Township to November 13, 2018, at 9:00 a.m.

David Fornshell, Warren County Prosecutor, was present for a work session to discuss the contract with Matrix Pointe Software, LLC for the purchase of a web-based record and case management system for his office.

Mr. Fornshell presented two options relative to the purchase:

Option #1 – Monthly Subscription

This option is a monthly subscription to the Matrix case management system. Up front "implementation costs" are the same as Option #2, and are capped at \$89,950 for the implementation fee, \$25,800 for the conversion of all our existing historical data to upload it into

the Matrix system, \$3,500 for their travel expenses for implementation, and \$14,000 for the performance bond premium fee, for a total of \$133,250.

The ongoing subscription fee is \$79,200 per year (\$6,600 per month), and includes full access to the Matrix suite of products, customer support, and upgrades. Matrix can increase the price no more than 5% each year, but I was able to negotiate the \$79,200/\$6,600 subscription for a period of five years before any price increase can take place.

Option 2 – License

With the license option, the up-front “implementation costs” are the same as Option #1- \$133,250. However, the licenses are also purchased up front. That would total an additional \$196,750. Then, to have ongoing customer support, upgrades, etc., we would pay \$29,512.50 per year (\$2,459.38 per month) for the “Annual Maintenance Fee”, beginning one year after “Go Live”. The maintenance amount of \$29,512.50/\$2,459.38 is fixed for five years (which is technically four annual payments at that amount, since there is no payment in year one), but could also increase no more than 5% per year. We could then cancel the Annual Maintenance Fee if we wanted, but we would lose all upgrades and customer support. We would still hold the license and be able to use the product, though.

There was discussion relative to the cost comparison as well as the ability to maintain use of the system with the purchase of the license in the event they determine not to proceed with this company in the future.

Upon further discussion, the Board resolved (Resolution 18-1575) to approve and authorize County Administrator to enter into Software License Agreement with Matrix Pointe Software, LLC on behalf of the Warren County Prosecutor and approve supplemental appropriation relative thereto.

Tammy Whitaker, Benefits Administrator, was present along with Steve Ashe, Horan Associates, for a work session to discuss the 2019 Health Plan.

Mr. Ashe presented the attached PowerPoint presentation discussion the following:

- Historical Analysis
- 2018 Renewal Recap
- 2018 year to date Financials
- 2019 Medical Renewal
- Stop Loss RFP Update
- 2019 Total Costs
- Rx Utilization and Plan Discounts

Medical Plan Discussions
2019 Medical, Dental and Vision Rates
Other Benefits Renewals

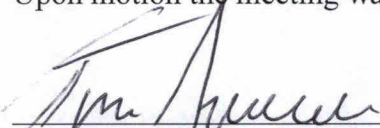
There was discussion relative to the proposed 38% increase in specific stop loss and a 3.6% increase in aggregate stop loss.

There was discussion relative to the current RFP being conducted by Horan to obtain competitive stop loss quotes due to Warren County having no claims to date under the current policy.

There was discussion relative to the continuation of family benefits in the event that a county employee is called to active military duty as well as certain exclusions under our durable medical equipment.

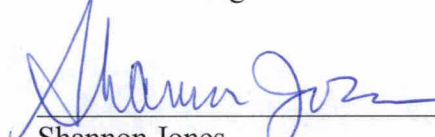
Upon further discussion, the Board stated their desire for a follow-up discussion upon completion of the RFP process.

Upon motion the meeting was adjourned.



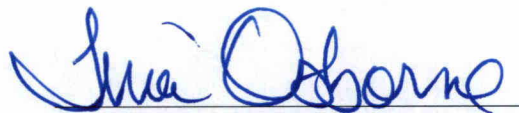
Tom Grossmann, President

David G. Young

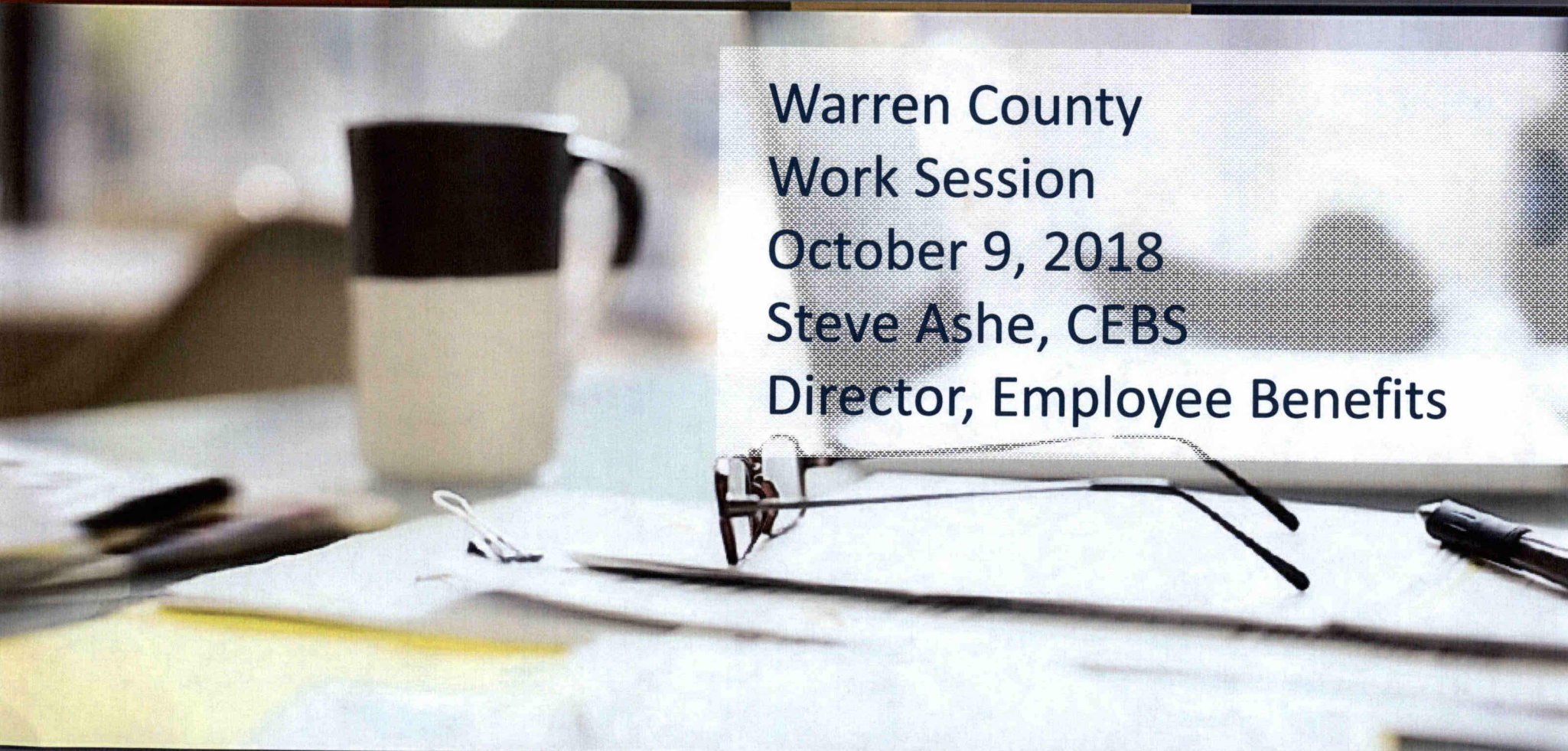


Shannon Jones

I hereby certify that the foregoing is a true and correct copy of the minutes of the meeting of the Board of County Commissioners held on October 9, 2018, in compliance with Section 121.22 O.R.C.



Tina Osborne, Clerk
Board of County Commissioners
Warren County, Ohio



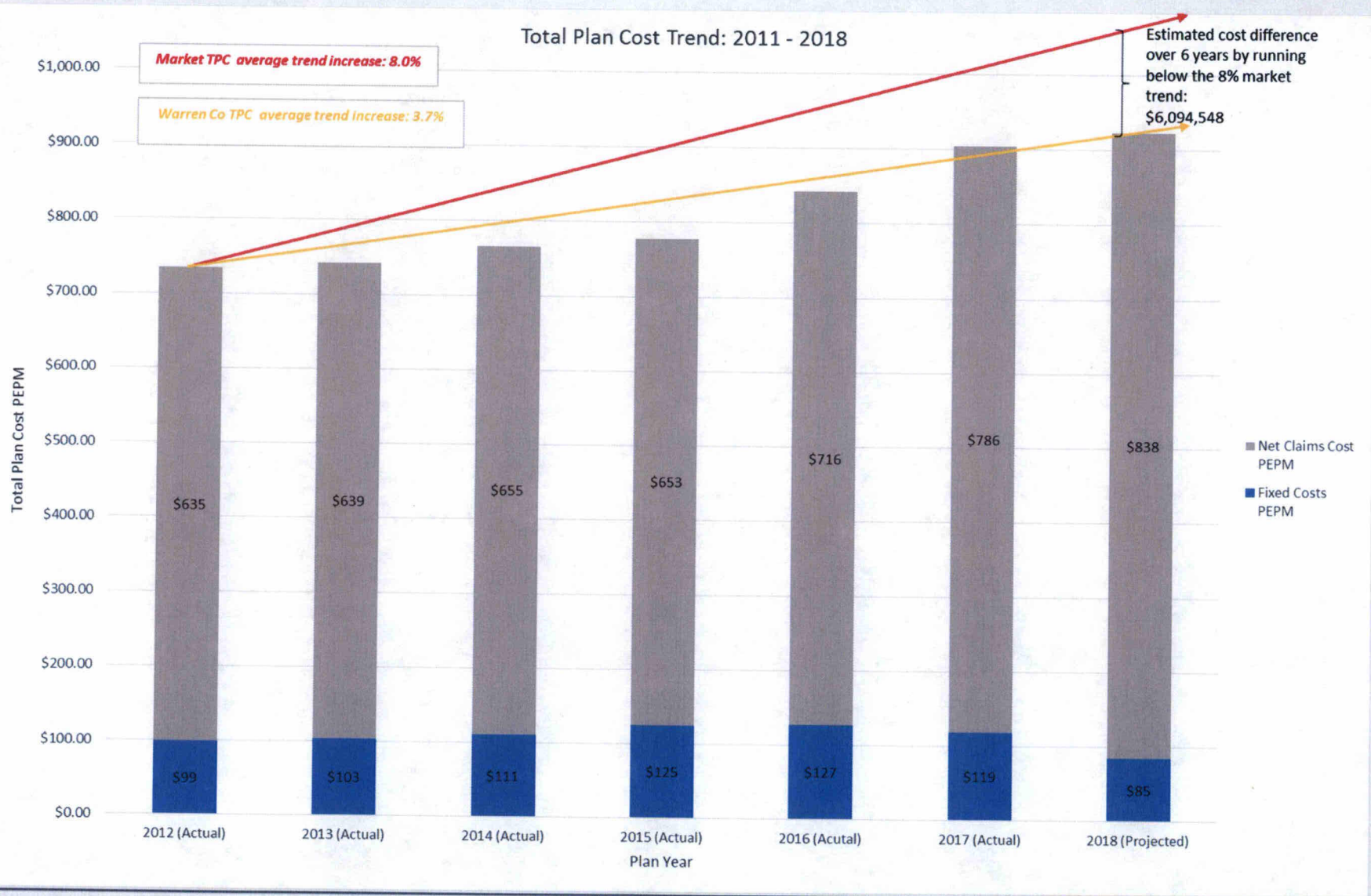
Warren County
Work Session
October 9, 2018
Steve Ashe, CEBS
Director, Employee Benefits

Agenda

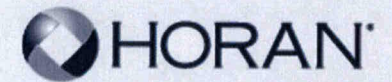


1. Historical Analysis
2. 2018 Renewal Recap
3. 2018 YTD Financials
4. 2019 Medical Renewal
5. Stop Loss RFP Update
6. 2019 Total Costs
7. Rx Utilization and Plan Discussions
8. Medical Plan Discussions
9. 2019 Medical, Dental and Vision Rates/Contributions
10. Other Benefit Renewals
11. Next Steps

Historical Analysis



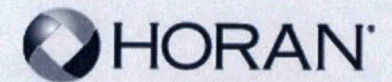
2018 Renewal Recap



2018 Final projected increase of 3.1%

- Changed Stop Loss carriers from Optum to Tokio Marine
- Added \$300k aggregating specific deductible
- Reduced stop loss premiums \$340k

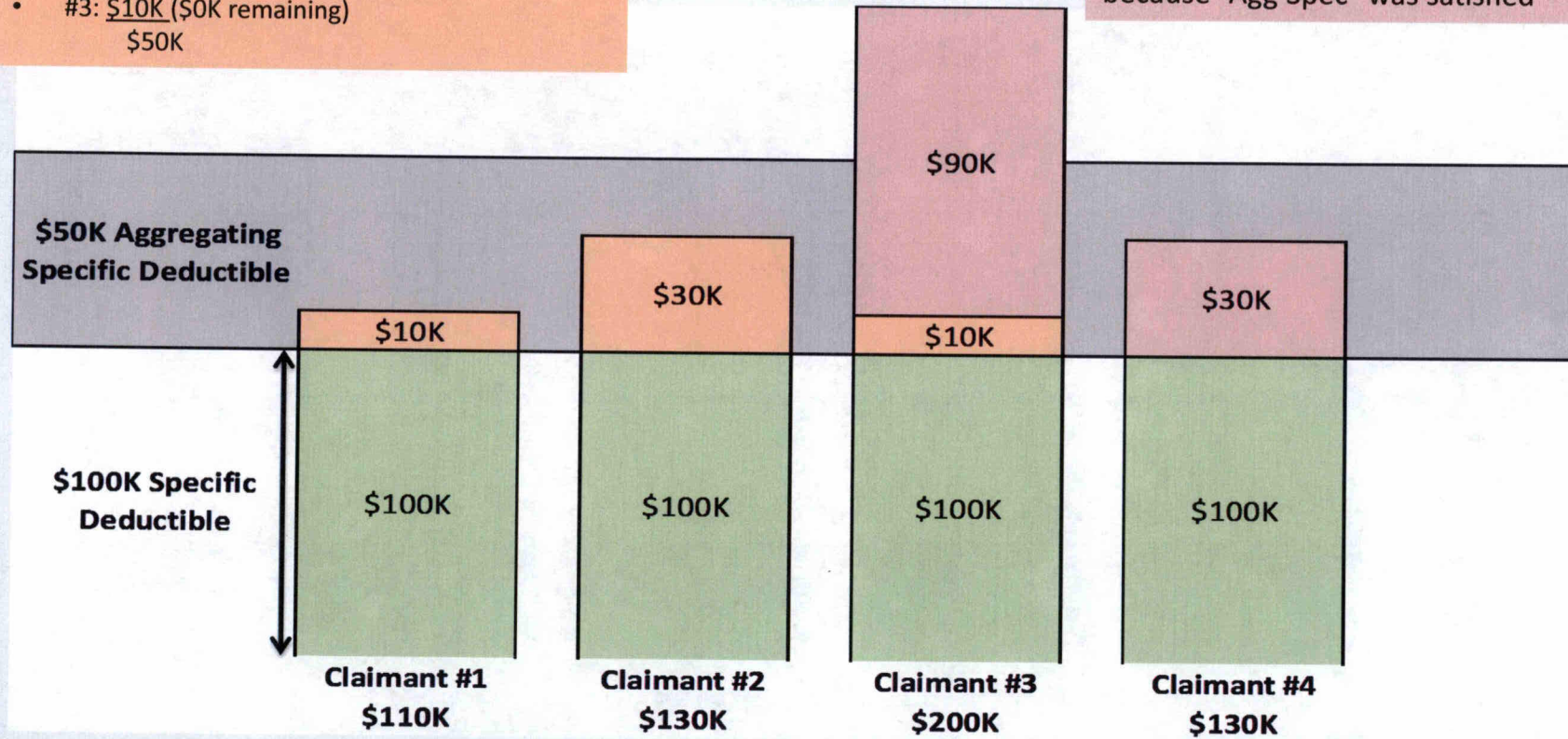
Agg Spec – Illustration



Claimants #1,#2,#3 satisfied \$50K "Agg Spec"

- #1: \$10K (\$40K remaining)
- #2: \$30K (\$10K remaining)
- #3: \$10K (\$0K remaining)
\$50K

Claimants #3 & #4 receive Stop-Loss reimbursements because "Agg Spec" was satisfied

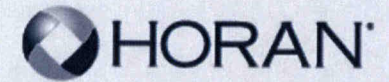


Amount accumulating to *per occurrence* Specific Deductible

Amount accumulating to Aggregating Specific Deductible

Amount Reimbursed by Stop-Loss Protection

2018 YTD Financials



The following chart is the monthly dashboard HORAN provides Warren County in order to track how the plan is performing compared to total expected costs:

	Employees	Members	PCORI Fee*	Fixed Cost (Admin, ISL, & ASL)	HORAN Expected Claims	AIG/HCC Max Claims Liability	Medical Paid Claims	Rx Paid Claims	Total Paid Claims	Total Plan Cost	Expected Total Plan Cost	Actual vs Expected Monthly Total Plan Cost (%)
Jan-18	848	1,986	\$468	\$71,858	\$691,640	\$668,456	\$553,258	\$102,332	\$655,590	\$727,917	\$763,966	95%
Feb-18	852	1,993	\$470	\$72,189	\$694,573	\$671,364	\$350,295	\$91,688	\$441,983	\$514,642	\$767,232	67%
Mar-18	850	1,992	\$470	\$72,070	\$694,676	\$671,244	\$406,718	\$123,748	\$530,466	\$603,006	\$767,216	79%
Apr-18	854	1,995	\$470	\$72,354	\$695,947	\$672,818	\$493,398	\$169,630	\$663,028	\$735,852	\$768,771	96%
May-18	860	2,004	\$473	\$72,896	\$702,067	\$678,513	\$623,691	\$140,453	\$764,144	\$837,513	\$775,436	108%
Jun-18	856	1,998	\$471	\$72,612	\$700,797	\$676,939	\$426,432	\$162,496	\$588,927	\$662,010	\$773,880	86%
Jul-18	855	2,006	\$473	\$72,541	\$700,328	\$676,546	\$536,396	\$158,543	\$694,939	\$767,953	\$773,342	99%
Aug-18	862	2,015	\$475	\$72,992	\$701,724	\$677,966	\$454,603	\$179,083	\$633,686	\$707,153	\$775,190	91%
Sep-18												
Oct-18												
Nov-18												
Dec-18												
Total	6,837	15,989	\$3,771	\$579,510	\$5,581,752	\$5,606,254	\$3,844,792	\$1,127,972	\$4,972,764	\$5,556,045	\$6,165,033	90%
Avg. / PEPM	855	1,999	\$1	\$85	\$816	\$820	\$562	\$165	\$727	\$813	\$902	90%
ISL Loss Ratio (ISL reimburse ments / ISL Premium):						0%						
						Less Estimated Stop Loss Reimburse ments: \$0						
						Net Total Plan Cost: \$4,972,764 \$5,556,045 \$6,165,033 90%						

Over/Under
Claims Budget: **\$608,988**

Medical Renewals



UHC – Administration: HORAN negotiated 0% increase

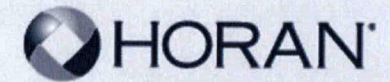
- HORAN negotiated an increase to the wellness budget from \$15k to \$20k (used to fund Benefits Fair, Amazing Race and IH blood draw)

Tokio Marine – Specific Stop Loss: TM is requesting a 38% increase, \$88k

- NOT FINAL until October data received (end of November)
- HORAN evaluated an option to increase the Aggregating Specific deductible \$50k bringing renewal to 18% increase, \$41k
- HORAN is currently conducting an RFP
- Currently no claimants have exceeded stop loss

Tokio Marine – Aggregate Stop Loss: TM is requesting a 3.6% increase, \$1,541

Stop Loss



HORAN is conducting a stop loss RFP to try and obtain competitive stop loss quotes.

- Requested quotes from 12 carriers
- 10 declined to quote due to uncompetitive rates (even after sharing TM's high renewal)
- Two provided quotes and also requested data through October to finalize:
 1. Munich: 22% increase, \$60k, matching current
 2. Beacon: 39% increase, \$105k, with \$100k higher specific deductible and no aggregate deductible

Please note: rates subject to change once data through October is shared

2019 Projected Total Medical Costs

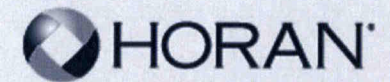


Following includes administration, stop loss, claims, Rx rebates, health savings account (HSA) employer contributions and purchased services

	2018	2019
Total Costs	\$9,044,000	\$9,257,000
% Increase	-	2.3%
\$ Increase	-	\$213,000

Costs provided by Warren County

Rx Utilization



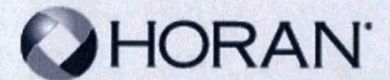
Rx costs are expected to increase at a higher trend rate than medical. Warren County experienced an increase in Rx spend and is fortunately still 14% below average costs per member per month.

Increase driven by the following:

- Specialty spend increased 71%
- Brand new drug spend for 4 drugs of \$295k

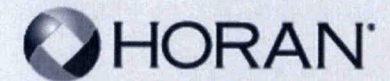
Due to increase in Rx spend we have evaluated a few new programs through Optum

Rx Plan Design Discussions



1. Non-Essential: Excludes non-FDA approved products that are deemed unnecessary; \$25k reduction
 - 18 utilizers and 34 total script fills
2. High-Cost Generics: Excludes higher cost generic products when a lower cost generic equivalent is available; \$11k reduction
 - 21 utilizers and 115 total script fills
3. High Cost Brands with Generics: Excludes higher cost products when a generic, clinically equivalent, lower cost option is available; \$6k reduction
 - 12 utilizers and 51 total script fills
4. Me Too: Excludes new medications with similar chemical composition to existing medications; \$11k reduction
 - 6 utilizers and 10 total script fills

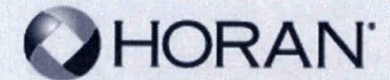
Medical Plan Design Discussions



The following are exclusions on the plan and are to be considered for coverage in 2019. Deductible and co-insurance would apply:

1. Cover cranial banding when medically necessary
2. Cover treatment of congenitally missing (when the cells responsible for the formation of the tooth are absent from birth), mispositioned or supernumerary (extra) teeth, even if part of a Congenital Anomaly such as cleft lip or cleft palate
3. Cover TMJ when medically necessary
4. Cover routine skin cancer screenings at 100% as long as the provider codes as preventive

Medical Employee Contributions



Below are the employee contributions for 2019. Contributions assume employees pay the same percent as they do today on the Buy Up plan:

Recommendation (rates shown monthly):

Base Plan									
Current					January 1, 2019 Renewal				
Tier	Enrollment	<u>Current</u> Total Rate	EE Rate (\$)	EE Rate (%)	<u>Renewal</u> Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	194	\$438.72	\$0.00	0%	\$438.72	\$0.00	0%	\$0.00	-
Family	276	\$1,162.82	\$0.00	0%	\$1,162.82	\$0.00	0%	\$0.00	-

Buy-Up H.S.A									
Current					January 1, 2019 Renewal				
Tier	Enrollment	<u>Current</u> Total Rate	EE Rate (\$)	EE Rate (%)	<u>Renewal</u> Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	151	\$476.32	\$71.44	15%	\$476.32	\$71.44	15%	\$0.00	0%
Family	235	\$1,262.52	\$189.38	15%	\$1,262.52	\$189.38	15%	\$0.00	0%

*Continue with the annual HSA Contribution of \$300 single and \$600 All other tiers (\$600 / \$1,200 Sherriff's Office)

2019 Projected Total Dental Costs



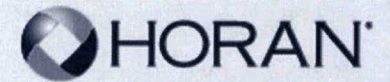
Dental Care Plus – Administration: Under rate guarantee until 1/1/2021

Monthly Fully Insured Equivalent Rates – No Increase:

Funding Rates (Total Projected Cost)			
<u>Tier</u>	<u>Current Enrollment</u>	<u>Current Rates</u>	<u>Renewal Rates</u>
Single	330	\$29.64	\$29.64
Family	588	\$74.10	\$74.10

Costs provided by Warren County

2019 Projected Total Vision Costs



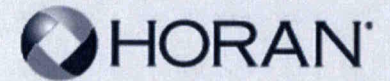
EyeMed – Administration: Under rate guarantee until 2021

Monthly Fully Insured Equivalent Rates – No Increase:

Funding Rates (Total Projected Cost)			
<u>Tier</u>	<u>Current Enrollment</u>	<u>Current Rates</u>	<u>Renewal Rates</u>
Single	327	\$6.66	\$6.66
Family	581	\$17.66	\$17.66

Costs provided by Warren County

Other Benefit Renewals



Minnesota Life / Basic Life and Voluntary Life: Under rate guarantee until 1/1/2021

Chard Snyder / Flexible Spending Account (FSA) and Health Reimbursement Account (HRA): Rate hold with 3 year guarantee until 1/1/2022

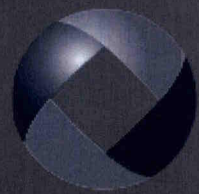
ComPsych / Employee Assistance Program (EAP): Under rate guarantee until 1/1/2020

AFLAC & Colonial / Voluntary Benefits: No change

Next Steps



- Final decisions on benefits and stop loss
- Complete necessary renewal paperwork
- Open Enrollment / Communications to employees
- Benefits Fair in November



HORAN[®] Health. Wealth. *Life.*

Questions