



**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 29, 2019

The Board met in regular session pursuant to adjournment of the October 24, 2019, meeting.

Shannon Jones – present

Tom Grossmann – present

David G. Young – present

Tina Osborne, Clerk – present

Minutes of the October 22, 2019 meeting were read and approved.

- 19-1439 A resolution was adopted to accept resignation of Samantha Gray, Customer Advocate I, within OhioMeansJobs Warren County, effective November 6, 2019. Vote: Unanimous
- 19-1440 A resolution was adopted to authorize the posting for “Customer Advocate I” position, within OhioMeansJobs Warren County, in accordance with Warren County Personnel Policy Manual, Section 2.02(A). Vote: Unanimous
- 19-1441 A resolution was adopted to temporarily reclassify Amber Valentine to the position of Protective Services Supervisor within Warren County Job and Family Services, Children Services. Vote: Unanimous
- 19-1442 A resolution was adopted to reject bids received for the FY19 Harveysburg Strom Sewer CDBG Project. Vote: Unanimous
- 19-1443 A resolution was adopted to enter into a consulting agreement with Jonathan Marker, Weather Vue Pro LLC on behalf of the Warren County Engineer’s Office. Vote: Unanimous
- 19-1444 A resolution was adopted to approve the Area 12 Data Sharing and Confidentiality Agreement with the Ohio Department of Job and Family Services (ODJFS) on behalf of the Area 12 Workforce Investment Board and OhioMeansJobs Warren County. Vote: Unanimous

- 19-1445 A resolution was adopted to request speed reduction study for the Old 3C Highway (From US 22/3 to US 22/3). Vote: Unanimous
- 19-1446 A resolution was adopted to acknowledge payment of bills. Vote: Unanimous
- 19-1447 A resolution was adopted to enter into a subdivision public improvement performance and maintenance security agreement with M/I Homes of Cincinnati, LLC for installation of certain improvements in Hudson Hills, Section 3, Block "B", situated in Deerfield Township. Vote: Unanimous
- 19-1448 A resolution was adopted to enter into street and appurtenances (including sidewalks) security agreement with M/I Homes of Cincinnati, LLC, for installation of certain improvements in Hudson Hills, Section 3, Block "B" situated in Deerfield Township. Vote: Unanimous
- 19-1449 A resolution was adopted to enter into subdivision public improvements performance and maintenance security agreement with Grand Communities, LLC for installation of certain improvements in Eagles Point, Section 3 situated in Hamilton Township. Vote: Unanimous
- 19-1450 A resolution was adopted to enter into street and appurtenances (including sidewalks) security agreement with Grand Communities, LLC, for installation of certain improvements in Eagles Pointe, Section 3 situated in Hamilton Township
Vote: Unanimous
- 19-1451 A resolution was adopted to approve record plats. Vote: Unanimous
- 19-1452 A resolution was adopted to approve Residual Equity Transfers in Warren County Bond Retirement Fund 3327 to the Port Authority Fund 7724. Vote: Unanimous
- 19-1453 A resolution was adopted to approve appropriation adjustments within Sheriff's Office funds 11012210 and 11012200. Vote: Unanimous
- 19-1454 A resolution was adopted to approve appointment the Mental Health Recovery Services of Warren and Clinton Counties Board of Directors. Vote: Unanimous
- 19-1455 A resolution was adopted to approve the Union Village PUD, Special District #1 Otterbein Campus Stage 2 Amendment in Turtlecreek Township.
Vote: Unanimous

DISCUSSIONS

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

ADMINISTRATIVE HEARING

UNION VILLAGE PUD SPECIAL DISTRICT #1 OTTERBEIN CAMPUS
STAGE 2 AMENDMENT

The administrative hearing to consider the Union Village PUD Special District #1 Otterbein Campus Stage 2 Amendment convened this 29th day of October 2019, in the Commissioners' Meeting Room.

Commissioner Jones opened the hearing by requesting the Clerk to state the documents filed in this matter as well as how and when notice of this hearing was given.

Ryan Cook, Regional Planning Commission, presented the attached PowerPoint Presentation providing a project overview that includes the request to construct eight (8) additional residential units with sidewalk relocations, roadway extensions and future roadway connections. He then presented the Regional Planning Commission Executive Committee's recommendation to approve the Stage 2 amendment to approve with seven (7) conditions.

Rick Evans, Evans Civil Engineers and representative of Otterbein Lebanon, LLC, property owner, stated his agreement with the staff recommendations.

Michelle Tegtmeier, Zoning Supervisor, requested the Board consider the addition of a condition to require the approval of a landscaping plan.

Commissioner Jones confirmed there were no additional proponents or opponents desiring to speak during the hearing.

Mr. Evans stated he has further documents to submit and stated he has no problem preparing a landscaping plan as requested.

Commissioner Grossmann confirmed that the applicant agrees to all eight of the proposed conditions.

Upon further discussion, the administrative hearing was closed and the Board resolved (Resolution #19-1455) to approve the Stage 2 amendment subject to eight (8) conditions.

Tammy Whitaker, Benefits Administrator, was present along with representatives from Horan Associates for the annual benefit renewal meeting.

Steve Ashe, Horan Associates, presented the attached PowerPoint reviewing the 2020 proposed benefits package.

Mr. Ashe provided an historical analysis proving:

Historical Analysis
2019 Renewal Recap
2019 Year to Date Financials
2020 Medical Renewal
Stop Loss Request for Proposal Update
2020 Total Costs
Rx Utilization and Plan Discussions
Medical Plan Discussions
2020 Medical, Dental and Vision Rates/Contributions
Other Benefit Renewals
Next Steps


Mr. Ashe discussed various 2020 pharmacy cost saving strategies including the recommendation to add Step Therapy to the pharmacy contract.

Commissioner Jones stated she does not support the addition of step therapy to our plan.


Upon discussion, the Board stated their concurrence with all the recommendations with the exception of the addition of Step Therapy to the prescription contract.

It was determined that staff will schedule a follow up discussion relative to Stop Loss Renewal.

Upon motion the meeting was adjourned.



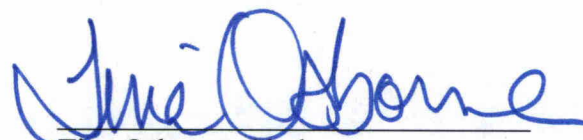
Shannon Jones, President



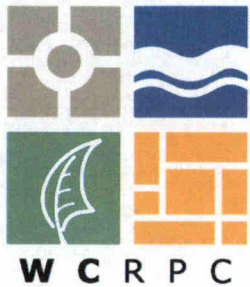
David G. Young

Tom Grossmann

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 29, 2019, in compliance with Section 121.22 O.R.C.



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



Union Village PUD Special District #1 Otterbein Campus Stage 2 Amendment

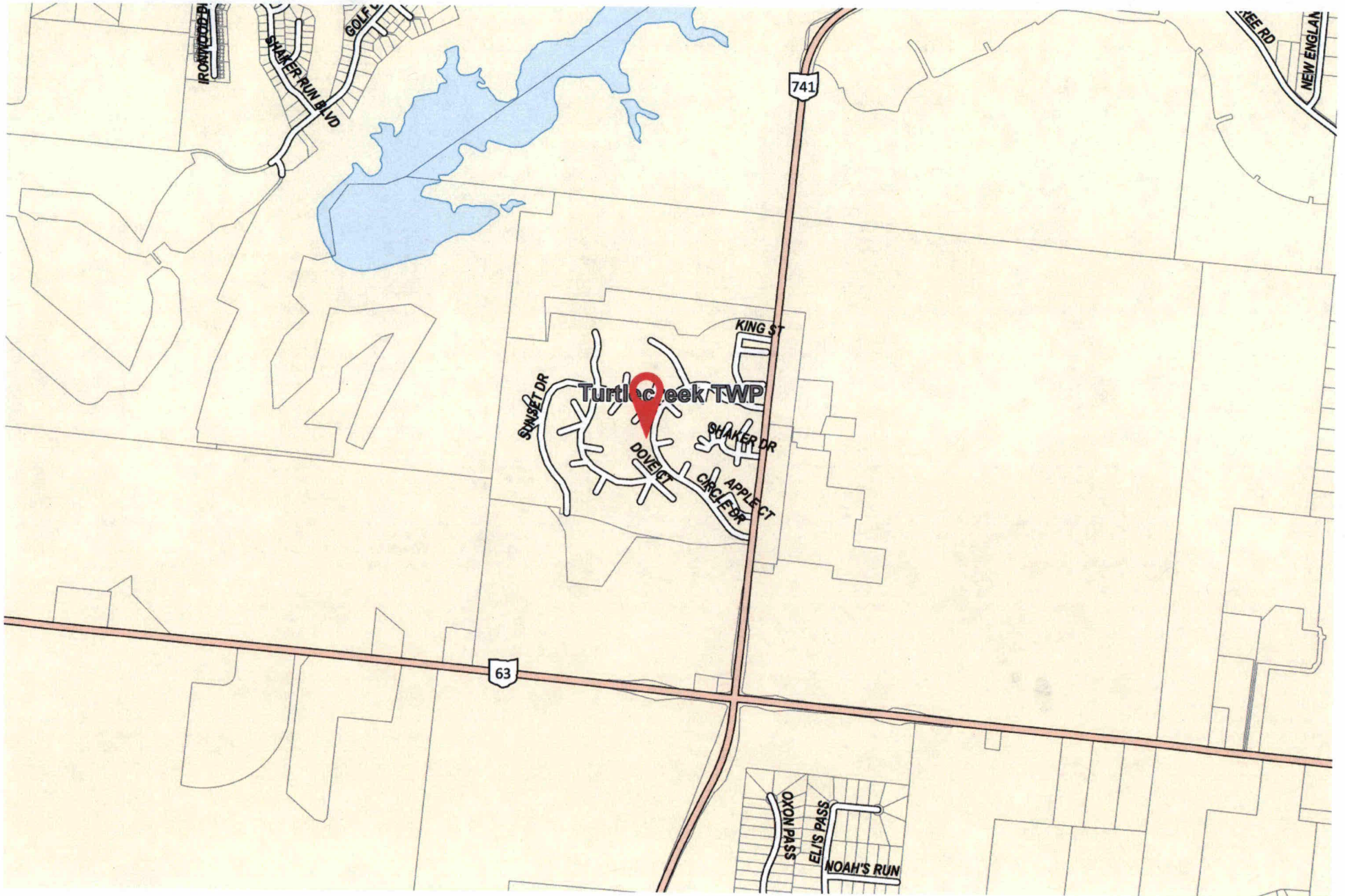
Prepared for the
Board of County Commissioners

Meeting Date: October 29, 2019

Project Overview

Property Owner	Otterbein Lebanon, LLC
Developer	Otterbein Homes
Site Location	585 N State Route 741
Site Area	127 Acres
Current Zoning	Planned Unit Development (PUD)

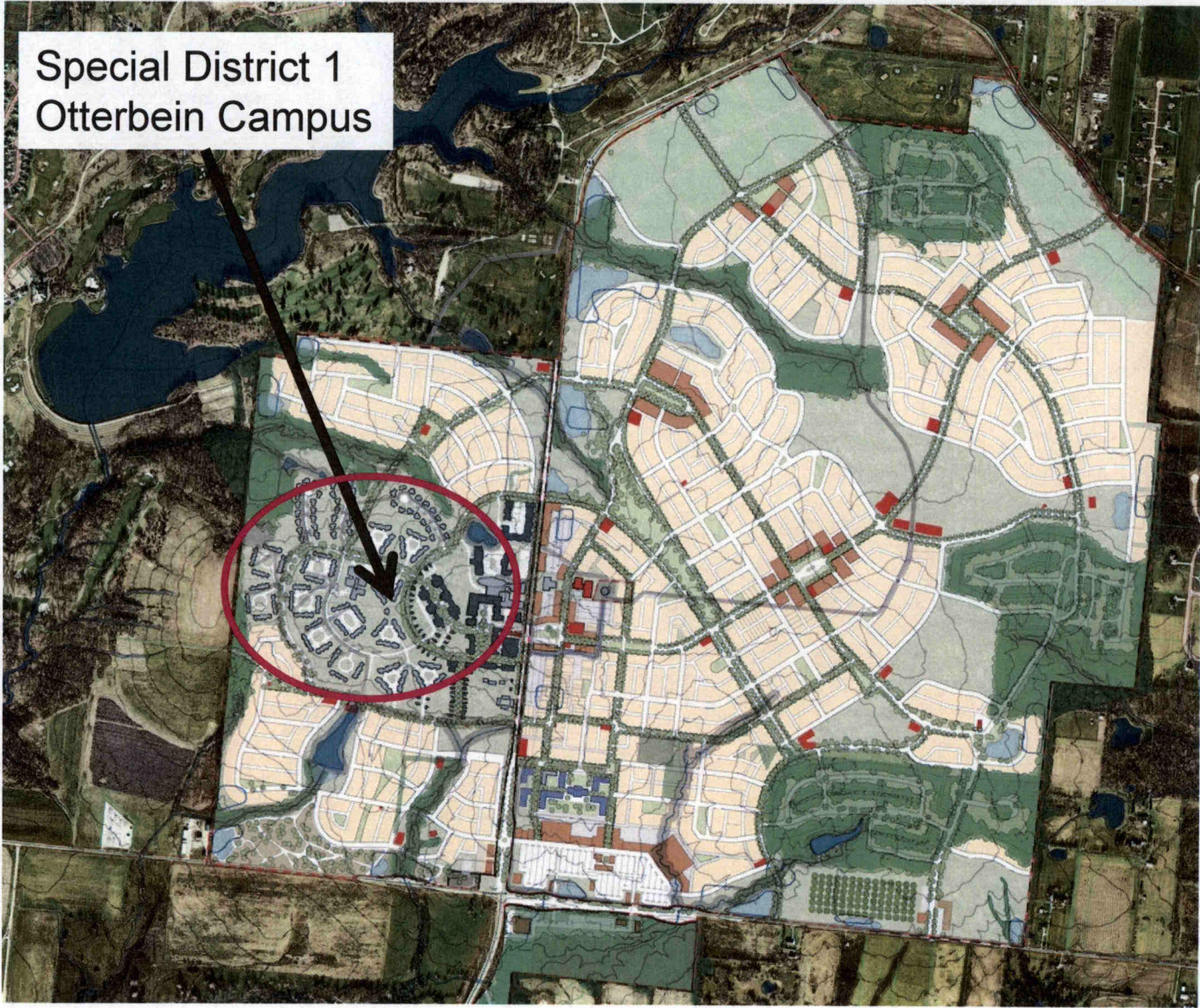
Vicinity Map



Site Aerial

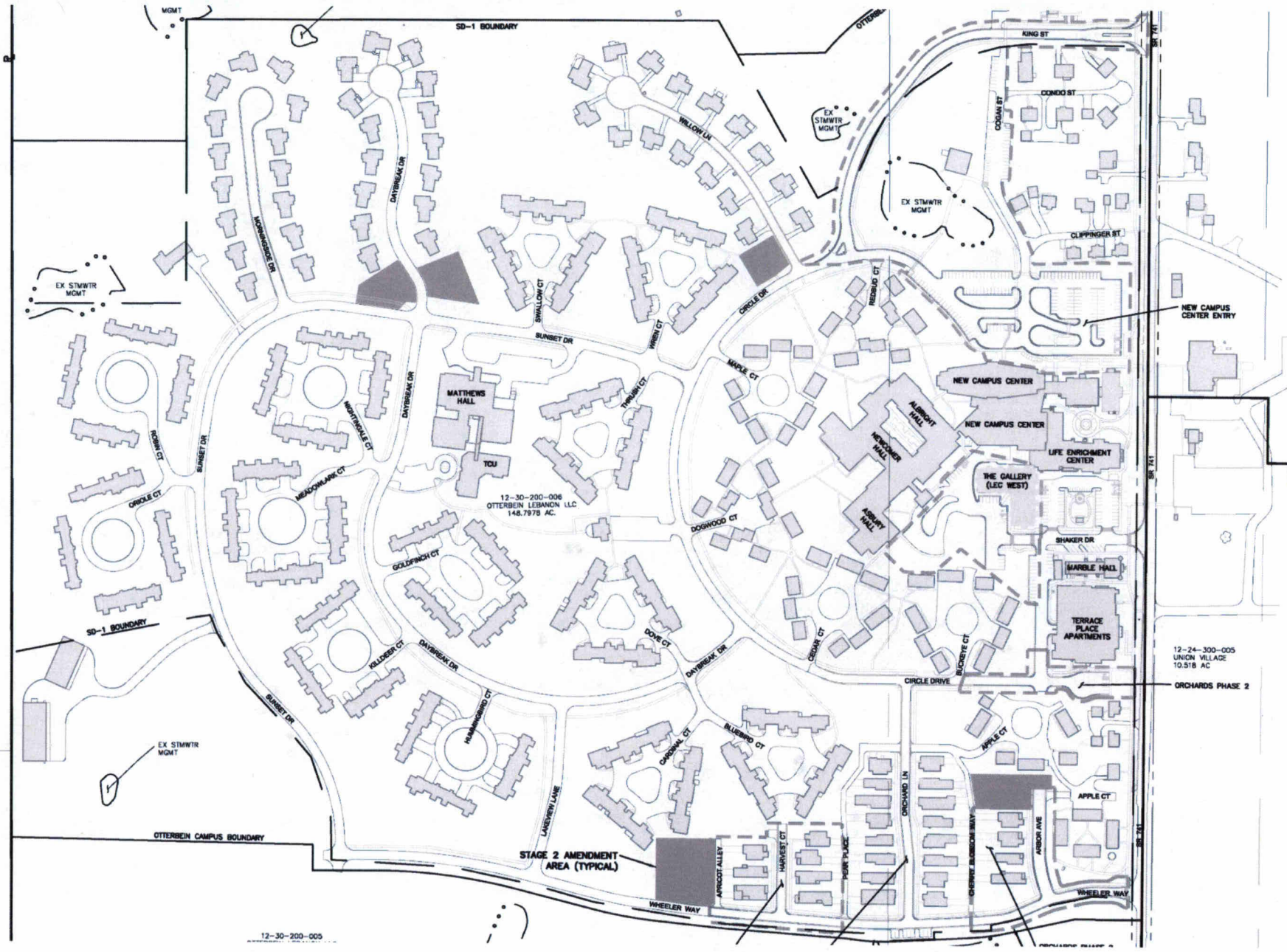


PUD Stage 1

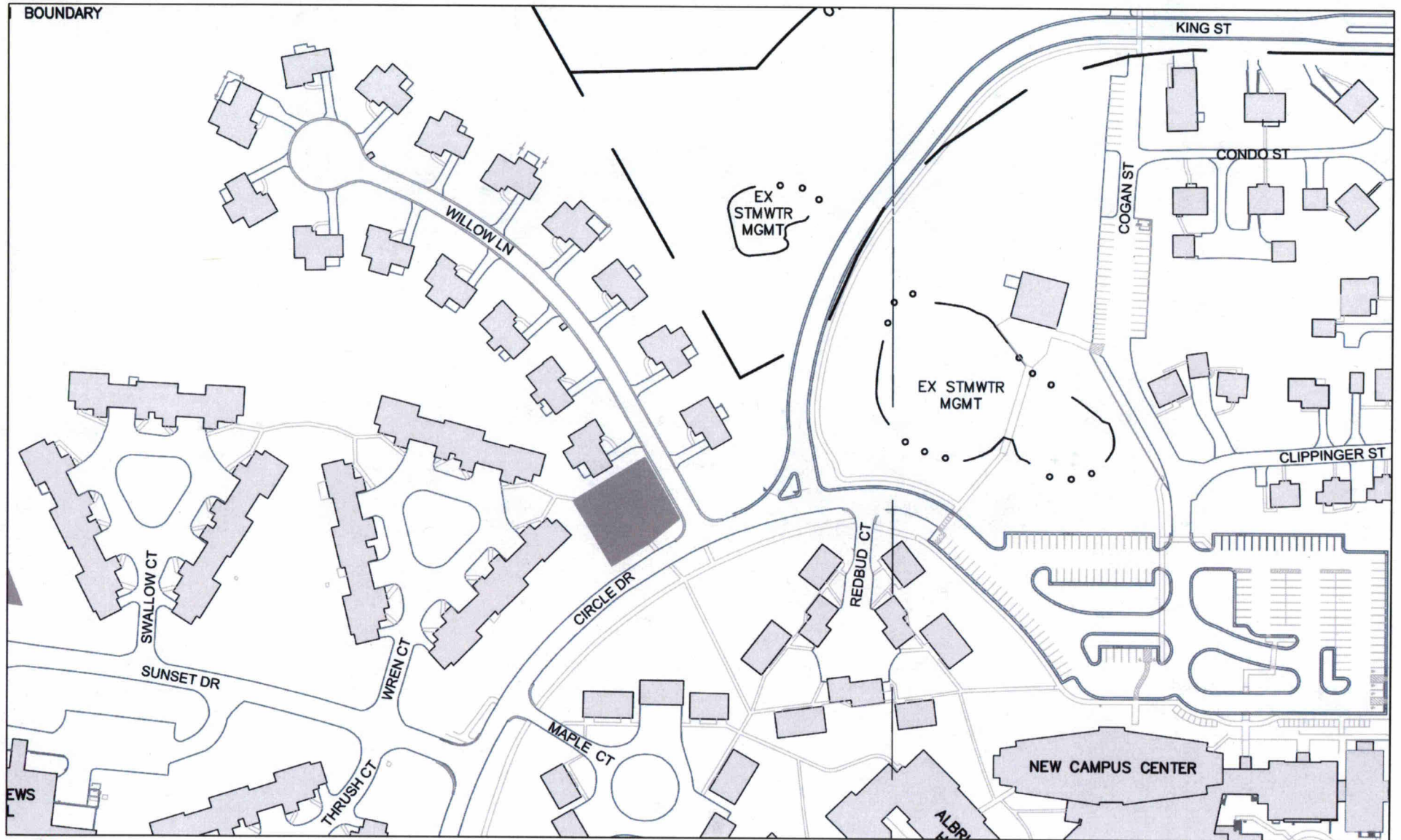


PUD Stage 2 Site Plan

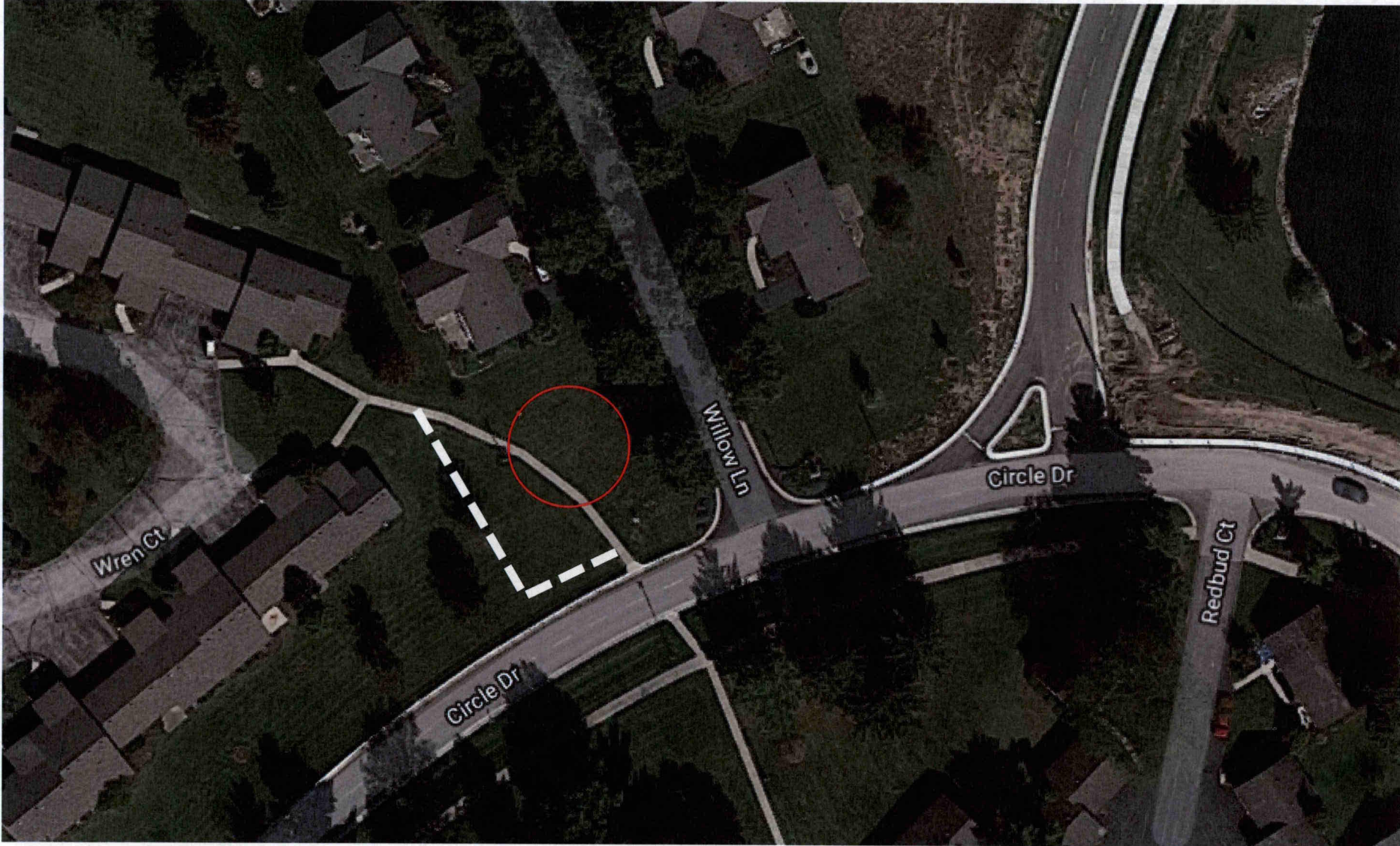
■ Additional Home Sites



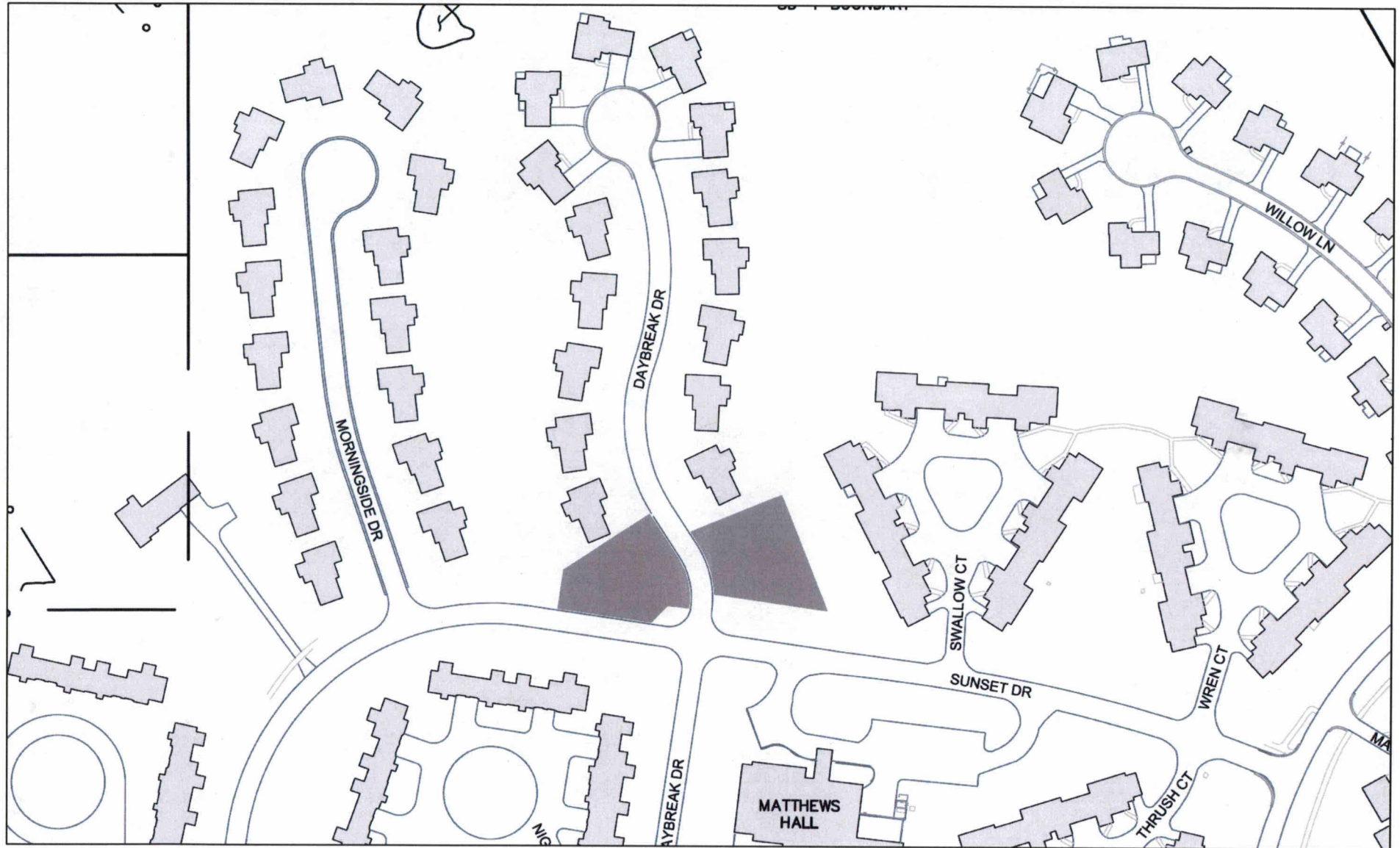
Willow Lane Addition



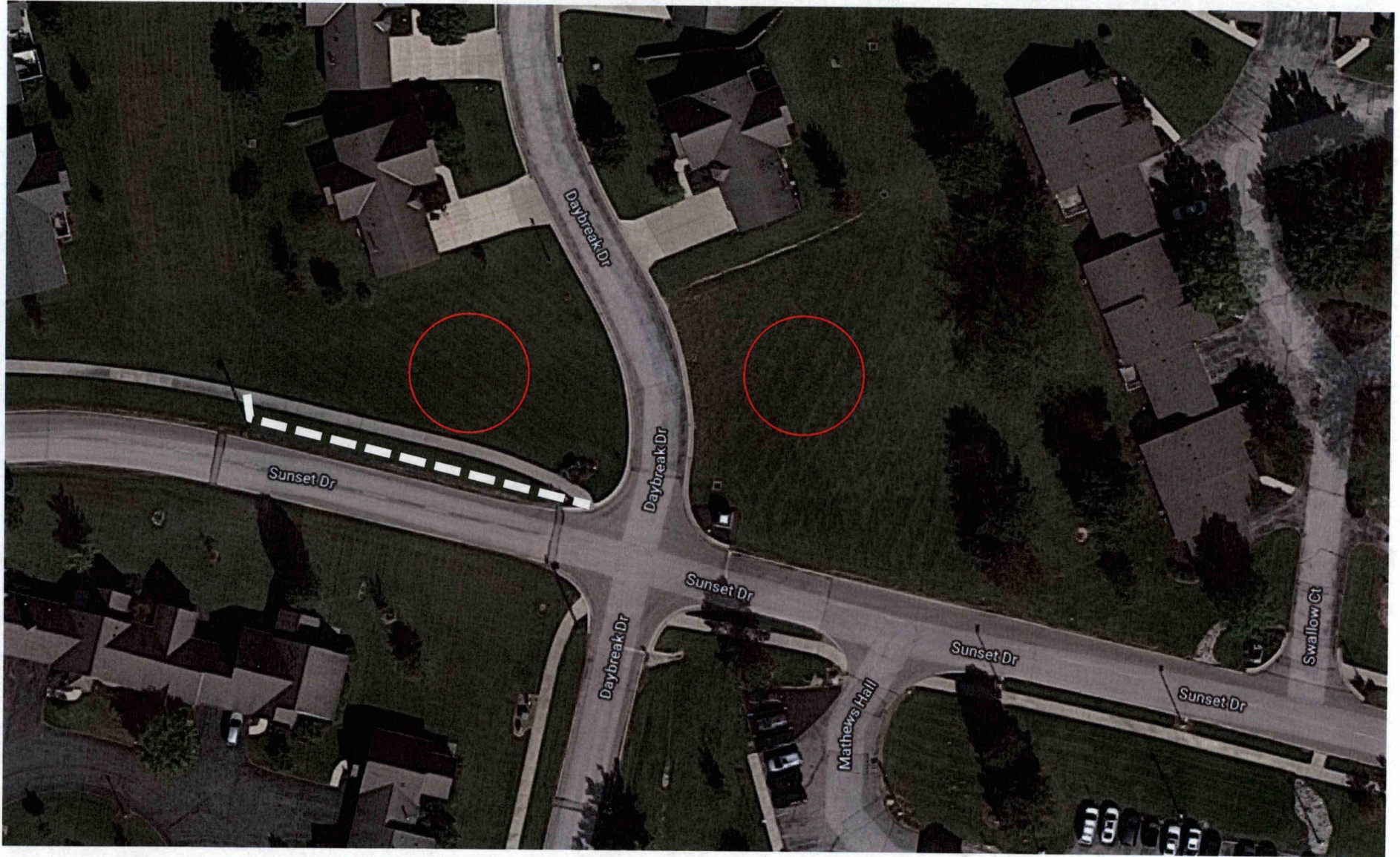
Willow Lane Addition



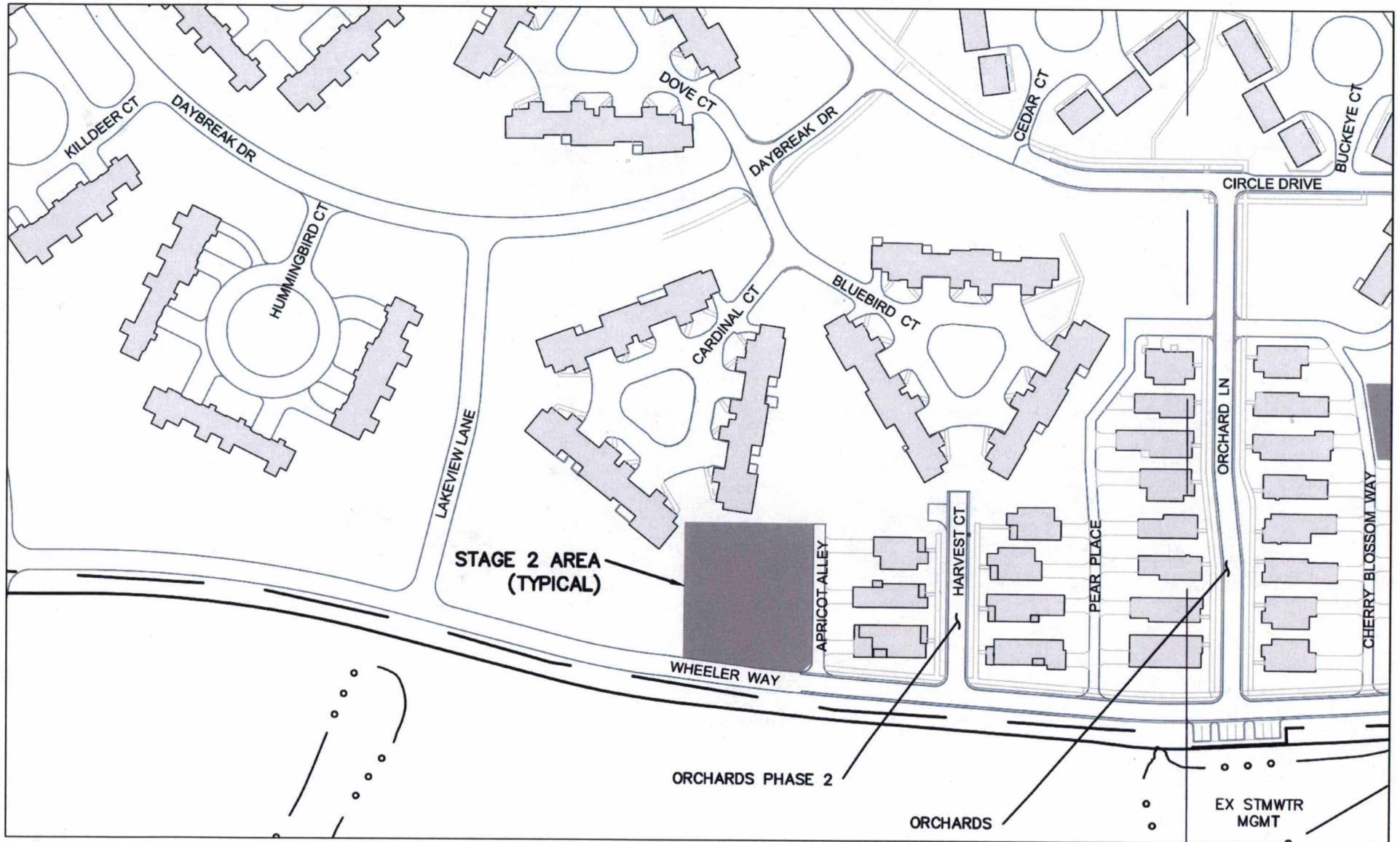
Daybreak Drive Addition



Daybreak Drive Addition



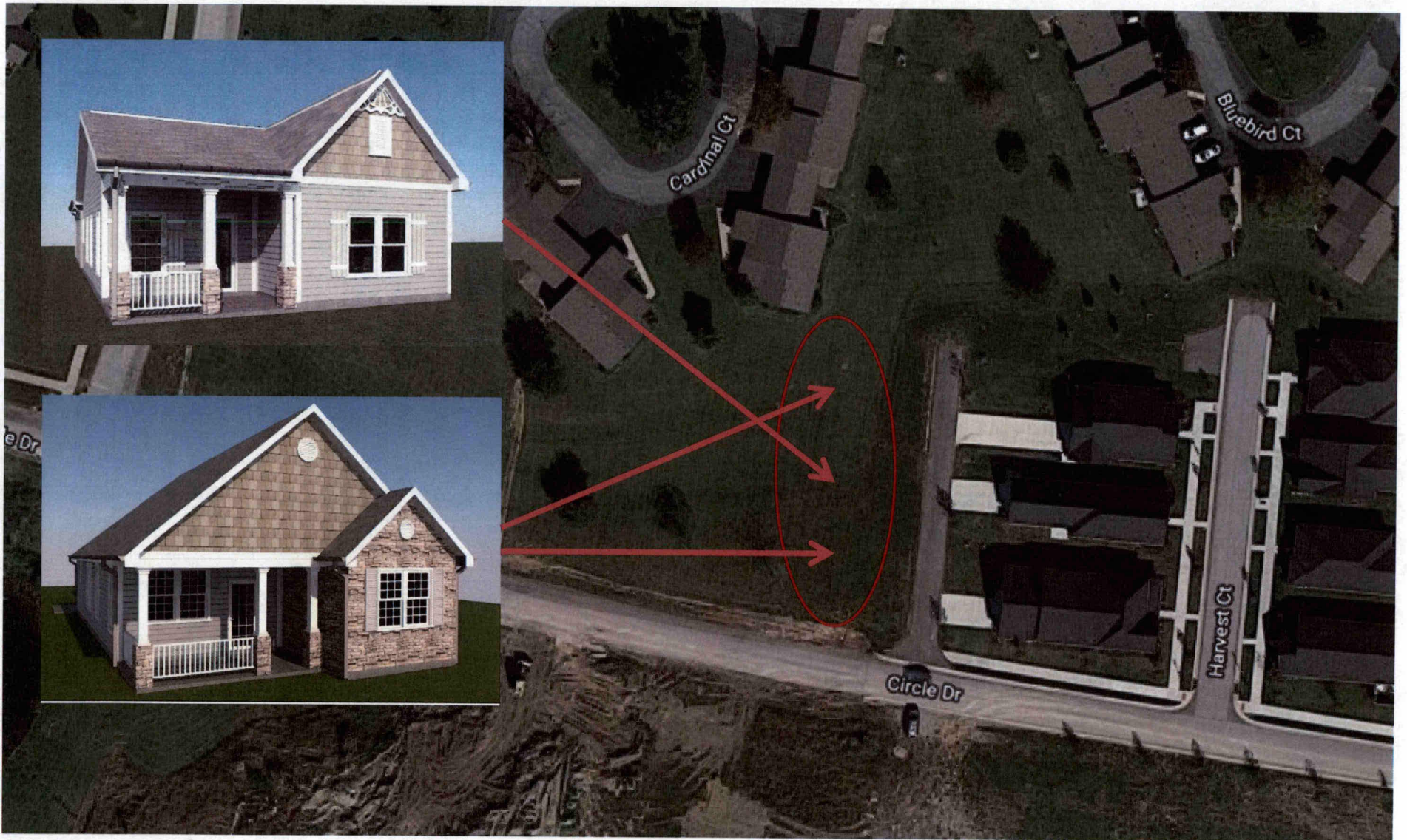
Apricot Alley Addition



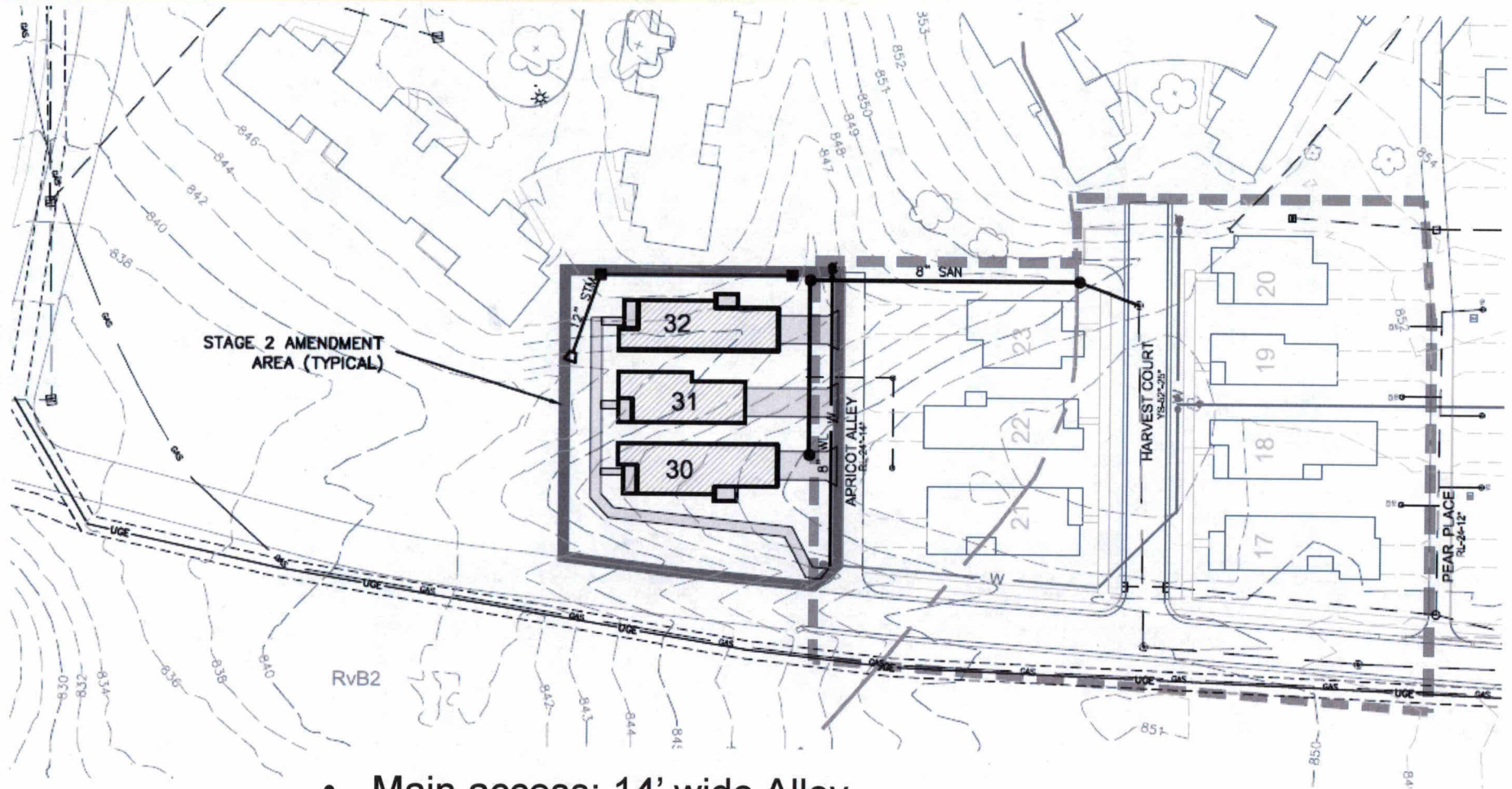
Apricot Alley Addition



Apricot Alley Addition

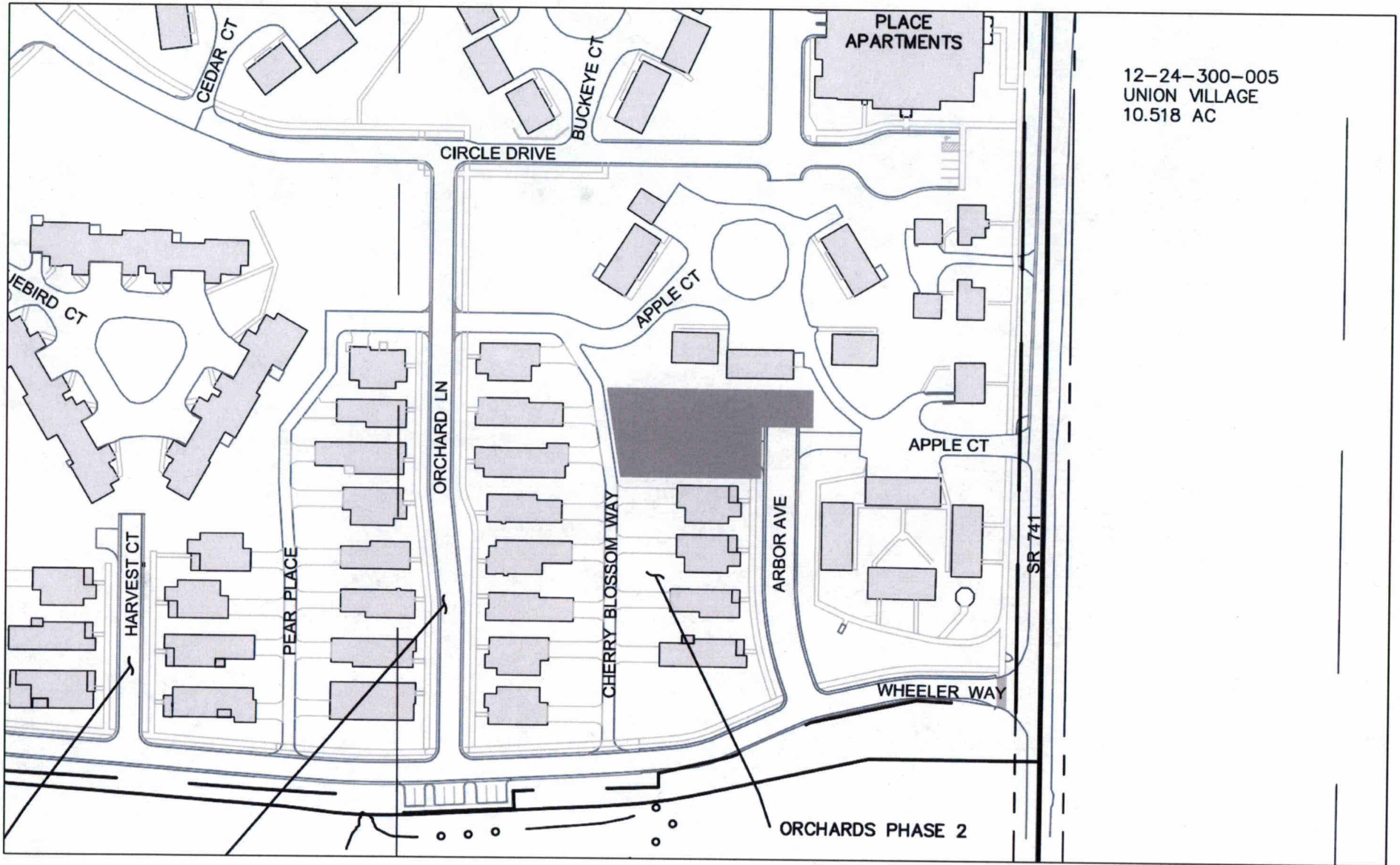


Apricot Alley Addition

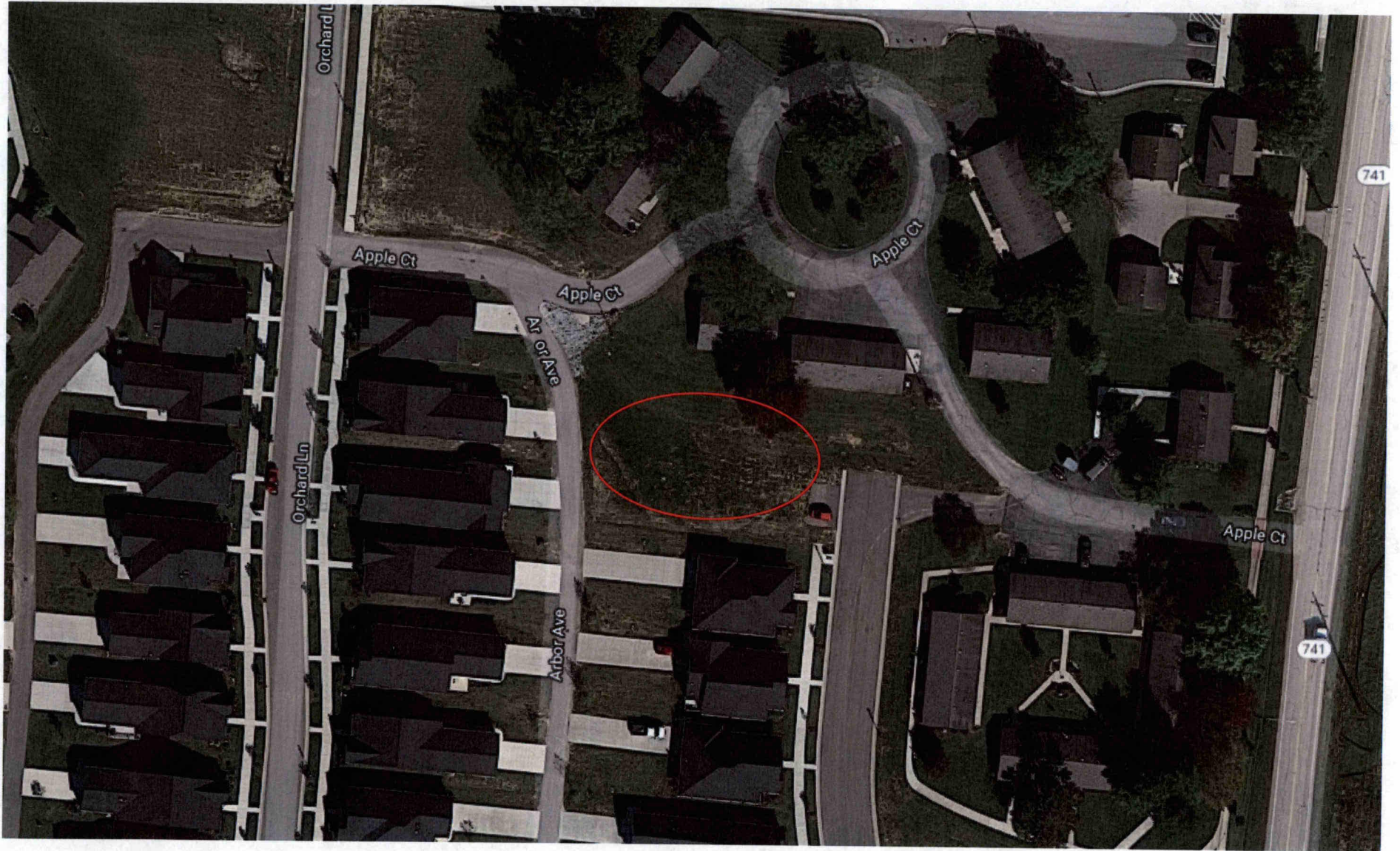


- Main access: 14' wide Alley
- Homes front on a sidewalk
- Future homes will create a courtyard effect

Arbor Avenue Addition



Arbor Avenue Addition



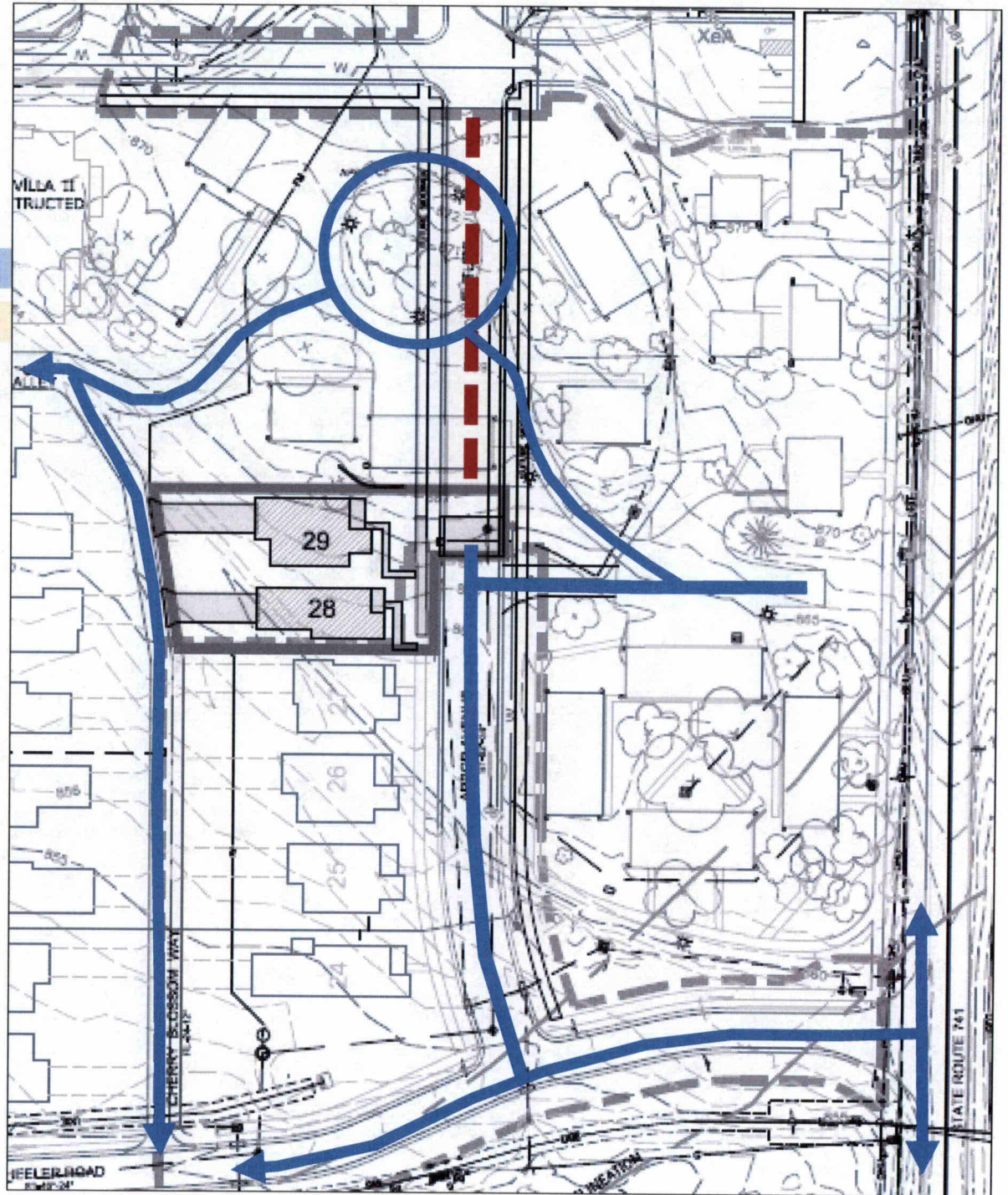
Arbor Avenue Addition



Arbor Avenue Addition

Future Roadway 

Existing Roadway 



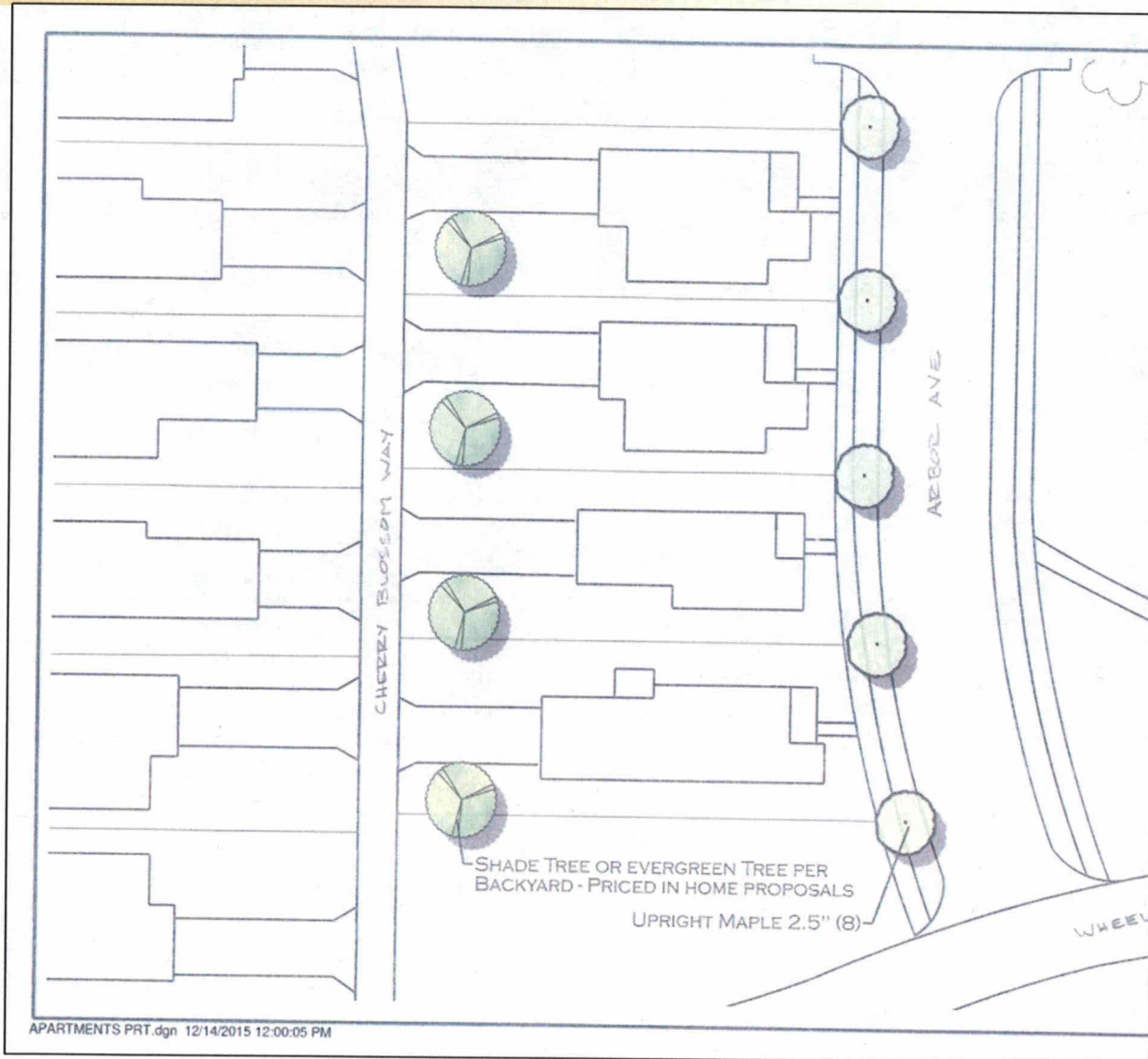
Staff Recommendation

The RPC Executive Committee recommended **approval** of the Otterbein PUD Special District 1 PUD Stage 2 Amendment on September 26, 2019 subject to the following conditions listed in the staff report.

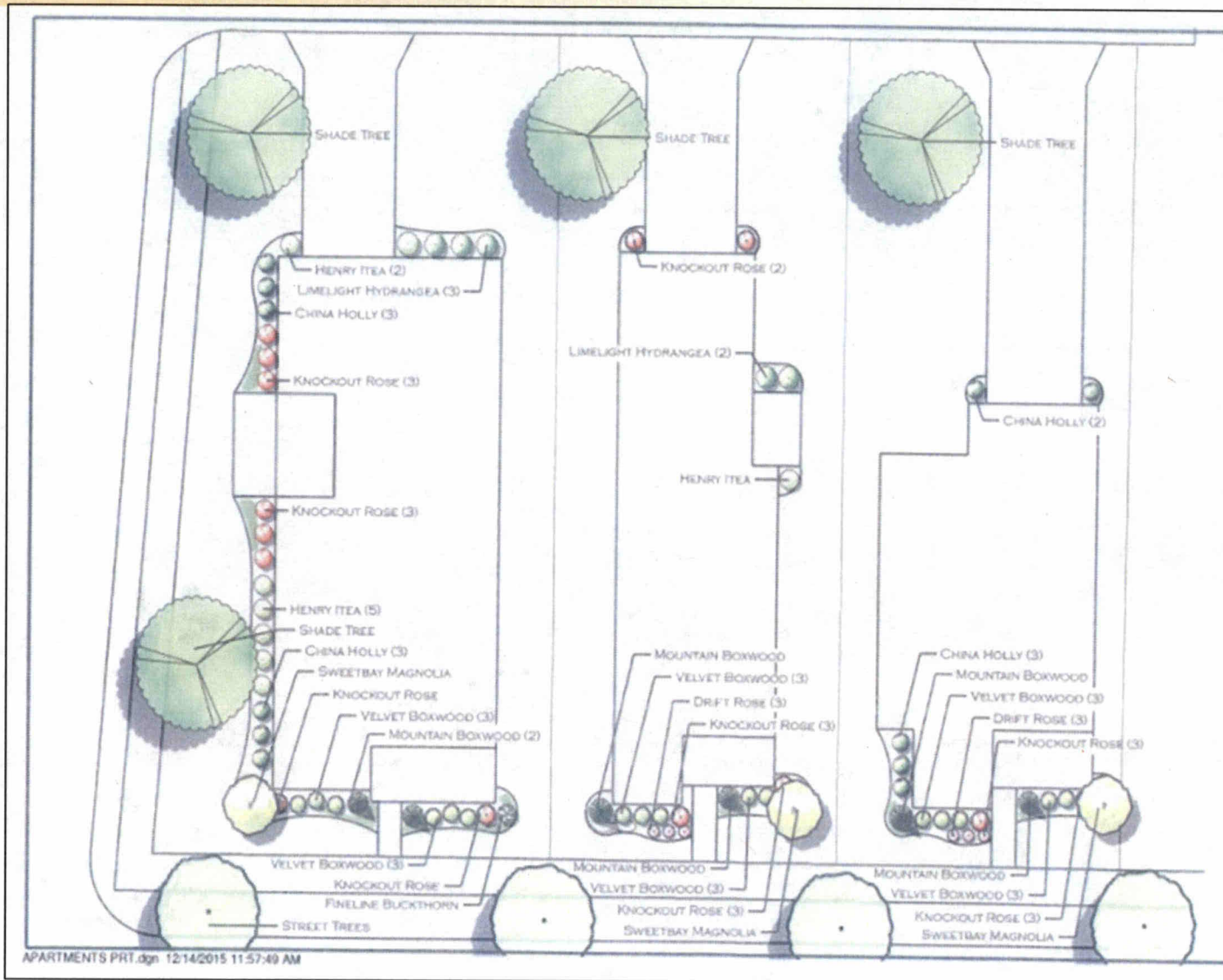
Previous Landscaping Plan

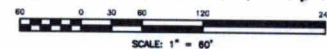
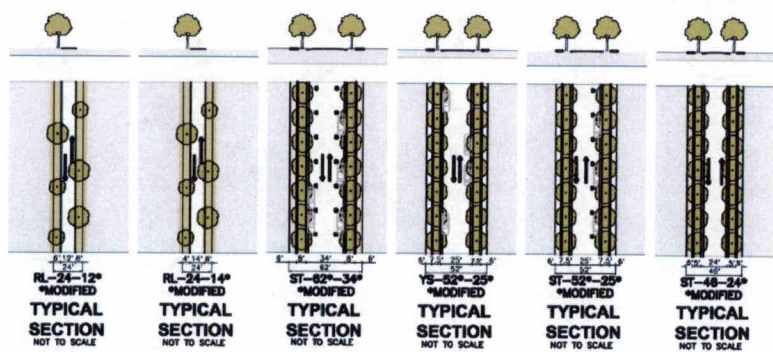
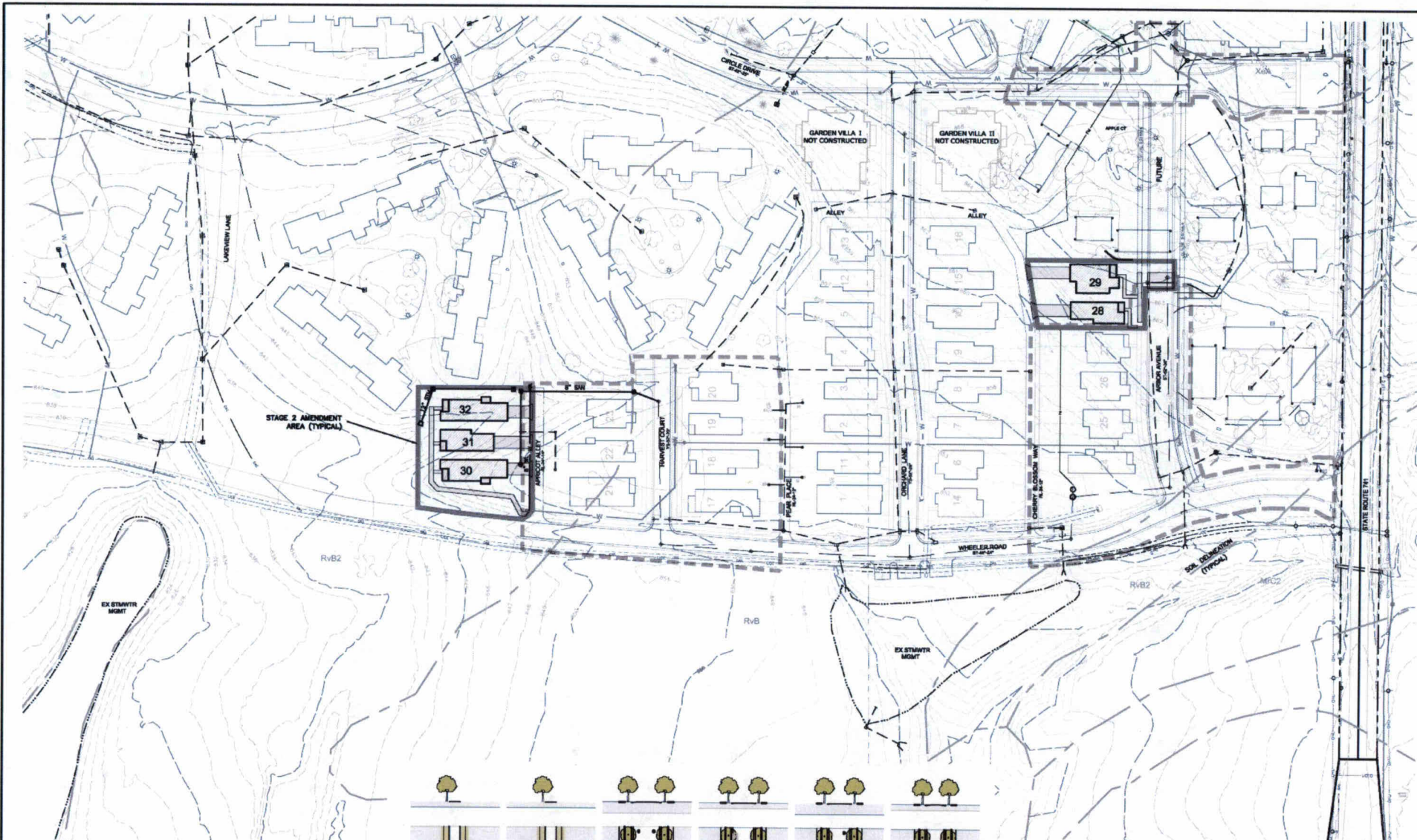


Previous Landscaping Plan



Previous Landscaping Plan





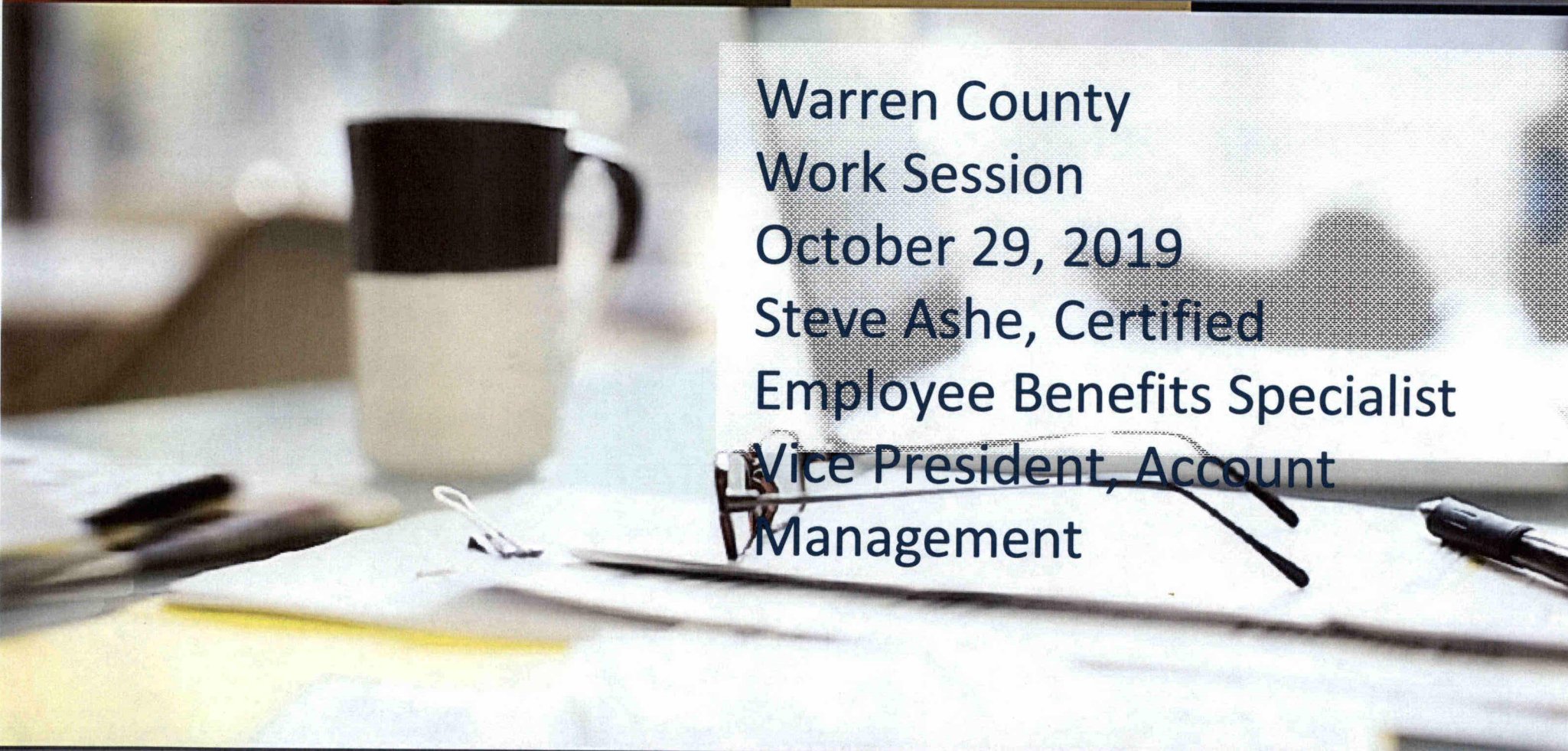
- UTILITIES LEGEND**
- PROPOSED STORM DRAIN
 - PROPOSED SANITARY SEWER
 - W— PROPOSED WATER MAIN
 - EXISTING STORM DRAIN
 - EXISTING SANITARY SEWER
 - W— EXISTING WATER MAIN

- SOIL TYPE LEGEND**
- Mrc2 MAMMAM-RUSSELL SILT LOAMS, 6 TO 12% S MODERATELY ERODED
 - RvB2 RUSSELL-MAMMAM SILT LOAMS, 2 TO 6% S MODERATELY ERODED
 - XeA XENA SILT LOAM, 9 TO 2% SLOPES
 - XeB XENA SILT LOAM, 2% TO 6% SLOPES
 - RvB RUSSELL-MAMMAM SILT LOAMS, 2 TO 6% S

Conditions



4. Each new unit shall be of similar character as their corresponding neighborhoods.
5. Landscaping within the “Orchards” shall be consistent with the PUD Stage 2 plans approved on March 1, 2016 (Resolution #16-0333).



Warren County
Work Session
October 29, 2019
Steve Ashe, Certified
Employee Benefits Specialist
Vice President, Account
Management

Agenda

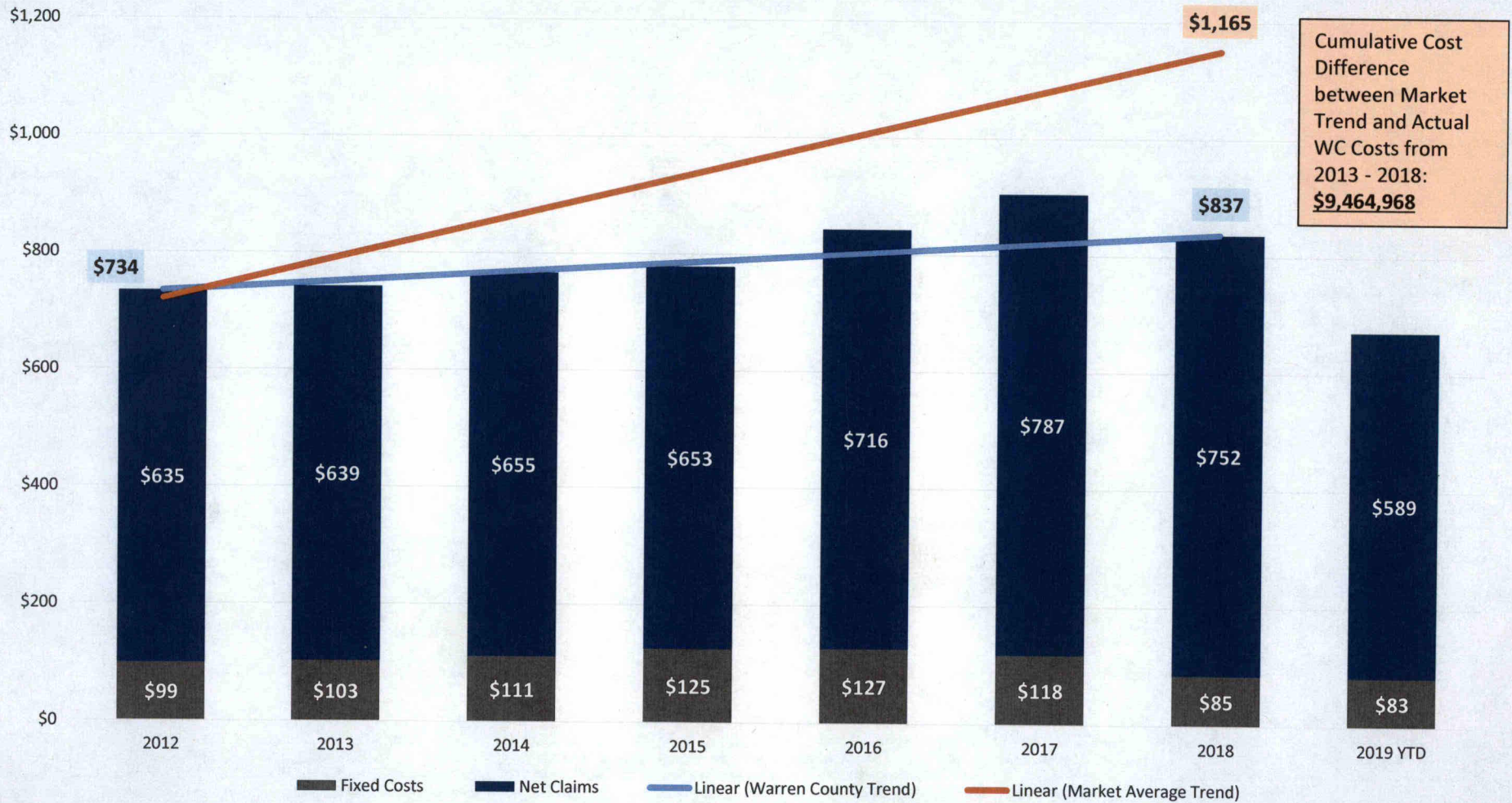


1. Historical Analysis
2. 2019 Renewal Recap
3. 2019 Year To Date Financials
4. 2020 Medical Renewal
5. Stop Loss Request for Proposal Update
6. 2020 Total Costs
7. Rx Utilization and Plan Discussions
8. Medical Plan Discussions
9. 2020 Medical, Dental and Vision Rates/Contributions
10. Other Benefit Renewals
11. Next Steps

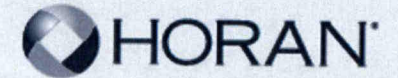
Historical Analysis



Warren County Plan Costs vs. Trend



2019 Renewal Recap



2019 Final projected increase of 3.3%

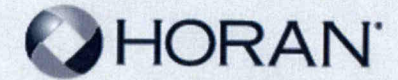
Medical updates:

- Cover cranial banding when medically necessary
- Cover treatment of congenitally missing, mispositioned or supernumerary teeth
- Cover Temporomandibular Joint (TMJ) when medically necessary
- Cover routine skin cancer screenings at 100% (as long as coded as preventive)

Rx Updates:

- Non-Essential Formulary move

2019 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	Administration	Stop Loss	HORAN Expected Claims	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-19	867	2,023	\$50,494	\$21,399	\$709,021	\$913,426	\$279,447	\$72,911	\$352,358	\$424,251	\$780,914	54%
Feb-19	861	2,010	\$50,145	\$21,201	\$702,293	\$905,233	\$252,639	\$107,897	\$360,537	\$431,882	\$773,638	56%
Mar-19	855	1,999	\$49,795	\$21,064	\$697,775	\$899,325	\$321,335	\$135,059	\$456,394	\$527,253	\$768,634	69%
Apr-19	854	1,996	\$49,737	\$21,031	\$696,903	\$897,960	\$407,112	\$163,352	\$570,464	\$641,232	\$767,671	84%
May-19	861	2,020	\$50,145	\$21,201	\$702,430	\$905,233	\$518,262	\$201,141	\$719,403	\$790,749	\$773,776	102%
Jun-19	859	2,009	\$50,028	\$21,135	\$700,287	\$902,502	\$524,753	\$129,874	\$654,627	\$725,790	\$771,450	94%
Jul-19	858	2,003	\$49,970	\$21,082	\$698,549	\$900,374	\$516,123	\$189,259	\$705,382	\$776,433	\$769,601	101%
Aug-19												
Sep-19												
Oct-19												
Nov-19												
Dec-19												
Total	6,015	14,060	\$350,314	\$148,112	\$4,907,259	\$6,603,581	\$2,819,672	\$999,494	\$3,819,165	\$4,317,591	\$5,405,685	80%
Avg. / Per Employee Per Month	859	2,009	\$58	\$25	\$816	\$1,098	\$469	\$166	\$635	\$718	\$899	80%

Individual Stop Loss Ratio (ISL reimbursements / ISL Premium): 0%

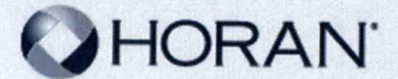
Less Estimated Stop Loss Reimbursements: \$0

Less Estimated Rx Rebates (Paid): \$276,400

Net Total Plan Cost: \$3,542,765 \$4,041,191 \$5,405,685 75%
Over/Under Claims

Budget: \$1,364,494
www.horanassoc.com | 800.544.8306

2020 Projected Total Medical Costs



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

	2019	2020
Total Costs	\$9,257,401	\$9,125,000
% Increase	-	-1.4%
\$ Increase	-	(\$132,401)

Costs provided by Warren County

Claims:

- Claims are projected to go down by \$645k due to medical plan design changes and Optum Rx bid

UHC – Administration: HORAN negotiated 0% increase

- HORAN negotiated a flat increase to the admin fee with a \$20k wellness fund

Tokio Marine (TM) – Stop Loss: TM initially requested a 20.5% increase, \$52k (includes one \$325k laser, \$75k liability for Warren County)

- HORAN conducted an RFP with attempts to find competitive data
- HORAN negotiated this renewal down to a **9.7% increase, \$25k with NO laser liability**

HORAN conducted a stop loss RFP to attempt obtaining competitive stop loss quotes.

- Requested quotes from 15 carriers
- 13 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. TMS Re: 10% increase, \$25k, matching current benefit
 2. Spectrum: 59% increase, \$150k, cannot do an aggregate specific deductible higher than \$250k (currently at \$350k)

HORAN recommends renewing with the firm Tokio Marine with the 9.7% increase.

2020 Pharmacy Strategies



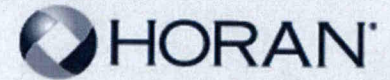
The pharmacy contract with Optum expires 12/31/2019. HORAN recommended partnering with Truveris on Pharmacy Benefit Manager RFP.

Truveris narrowed down finalist to Optum and WellDyne due to financial savings and strength of contract.

	WellDyne	Optum (Closed)	Optum (Open)**
\$ Savings	\$1,167,424	\$1,346,552	\$862,712
% Savings	15.5%	18%	11.5%

**Current Pharmacy Benefit Manager (PBM)

OptumRx Disruption



Select (Open) Formulary:

- Only 6 members disrupted across 62 drugs, moving to a higher tier
- Reflective of normal, minor formulary edits each year

Disruption Type	Utilizers	Rxs	Pct of Total Rxs
No Change	1,437	18,384	99.7%
Positive	0	0	0.0%
Negative	6	62	0.3%
Excluded	0	0	0.0%
Total	1,443	18,446	100.0%

Premium (Closed) Formulary:

- 170 members disrupted, 584 drugs excluded
- Major disruption

Disruption Type	Utilizers	Rxs	Pct of Total Rxs
No Change	1,427	17,862	96.8%
Positive	0	0	0.0%
Negative	0	0	0.0%
Excluded	170	584	3.2%
Total	1,597	18,446	100.0%

2020 Pharmacy Strategies



Recommendation:

Renew with Optum and the Open formulary

Rationale:

- Real-time update and transmission of eligibility and deductible information to UHC
- Minimal disruption in formulary changes
- Higher performance guarantees than WellDyne (\$72k compared to \$42)
- Minimal participation disruption

2020 Pharmacy Strategies



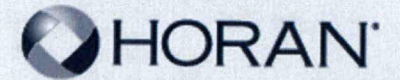
Recommendation:

Add Step Therapy to the Pharmacy contract

Rationale:

- Projected to save the County \$100k annually
- Grandfathering (those on current meds will be grandfathered over without step therapy) will impact the savings dramatically on the front end but will be fully realized over time as the membership and drug mix shift year over year

Medical Plan Design Discussions



Required Recommendation:

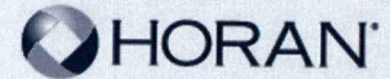
Increase base High Deductible Health Plan deductible to \$2,800/\$5,600

Rationale:

- Updated 2020 IRS regulation
- Provides additional savings to County (\$33k)

Additional Medical Strategies

2020 Strategies – Real Appeal for Spouses



Recommendation:

Offer Real Appeal to spouses on the medical plan

Rationale:

- Paid claims (Per Member Per Year) increased by 9.4% from 2017 to 2018
- Return on investment:

Total Spouses: 392

Real Appeal Registration

- Spouses/Dependents: 4% [16 members]

Enrollment Demographics

- Population not medically qualified: 13% [2 members]
- BMI > 30: 66% [11 members]
- BMI 25-29.9 with comorbidity: 21% [3 members]

▪ **Total Medically Qualified: 14**

Real Appeal Graduates: 33%

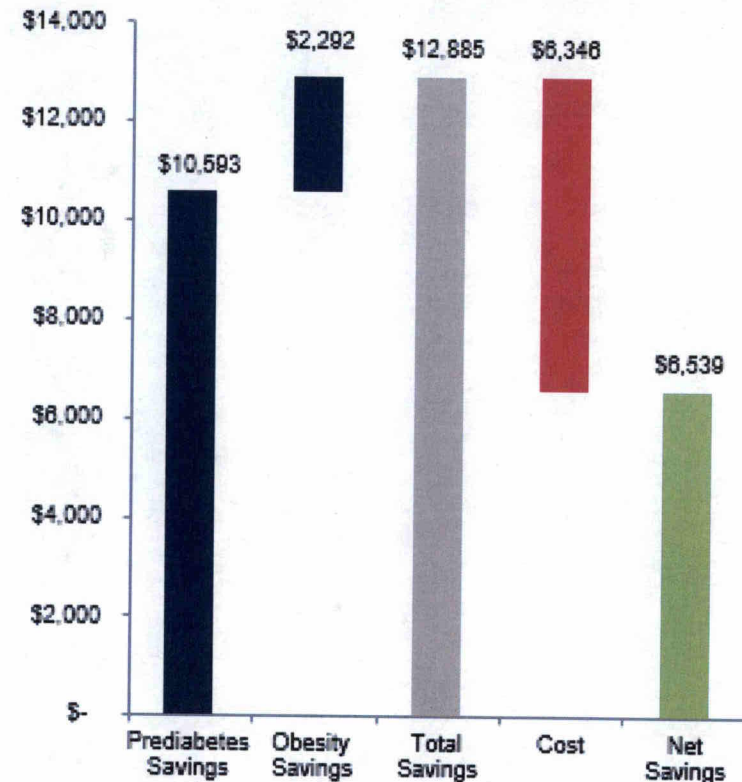
- Total Savings per Graduate: \$2,690

▪ **Total Savings: \$12,885**

Cost (for medically qualified):

- Assessment Fee: \$150
- Session Fees: \$49

▪ **Total Cost: \$6,346**



Recommendation:

Engage with Airrosti through Lunch n Learns, Benefit Fairs, and educational materials to assist with the increasing Musculoskeletal spend

Rationale:

Musculoskeletal continues to be the most expensive condition category (\$1MM) even though claims decreased by 41.4%, while the number of claimants increased by 5% (32 claimants)

- Accounts for 4 of the top 30 large claimants, and their claims in 2018 are almost all new to the plan.
- 2017's top LC accounted for \$460K in musculoskeletal claims, which is driving the decrease in 2018.

Total Cost of Care Airrosti vs. Non-Airrosti Episodes (1.3 million episodes included)

Koan Health concluded a 4 year study on the value of Airrosti showing significant reductions in cost, radiology utilization, and procedural utilization compared to non-Airrosti episodes.



45% Reduction

in total care cost in
comparison to
traditional care

\$990 : Airrosti Average
Episode Cost

\$1,802 : Non-Airrosti Average
Episode Cost

2020 Strategies – Bundling Solution through Christ Hospital



Recommendation:

Offer bundled spine and joint procedures through the Christ Hospital

Rationale:

- Increased savings (first year estimated savings per procedure over \$15k)
- Pricing for the Spine and Joint Center of Excellence (COE) is \$0.77 pepm (added to admin fee), but HORAN has negotiated the admin fee to be WAIVED and guaranteed for 2 years if Warren County were to implement the program (\$16k in savings)
- Based on the same procedure run rate per year, if the County drove all their joint replacements through the COE it would save an estimated \$325,000 over 3 years
- Employees receive 90-day warranty on all covered procedures, protecting them from complications/re-admissions/etc.
- Christ Hospital currently only partnered provider with UHC

2020 Strategies – Bundling Solution through Christ Hospital



Recommendation:

Add incentive for those members who use the service to encourage use of the Spine and Joint Solution

Rationale:

- Perk and retention tool for employees
- Savings to employees that the County takes on will offset total cost of procedure

Current Benefits	Center of Excellence Option
Coinsurance: 90% after deductible is met on both plans	Warren County could make the coinsurance 100% after deductible for those that use a COE and 90% after deductible for those that do not on both HSA plans

2020 Strategies – Free A1C Testing for Employees



Recommendation:

A1C screening for all participants through IHS

Rationale:

- Higher accuracy
- Some participants may have a normal fasting glucose score and potentially go undiagnosed for pre-diabetes or diabetes unless they have the A1C test

Screening all participants with the A1C test would cost the County an additional \$9k

GoodRx Reimbursement Program

Chard Snyder can implement a 'payment processing' plan:

- Anyone who has used GoodRx submits receipt to HR once hitting deductible
- HR submits a monthly report to Chard Snyder (including names, amount, and direct deposit and/or address information)
- Chard Snyder reimburses monthly

Pricing: If adding Reimbursement program, Chard Snyder will lower current admin fee for other HRA to \$4.75 PEPM (OR \$100 monthly minimum) – ONLY for those who are using the reimbursement process

Considerations:

- Employees may catch on to program and County may be liable for an increased number of reimbursements

Medical Employee Contributions



Below are the employee contributions for 2020. 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, 2020 Renewal				
Tier	Enrollment	Current Total Rate	Current EE Rate (\$)	Current EE Rate (%)	Renewal Total Rate	Renewal EE Rate (\$)	Renewal EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	203	\$438.72	\$0.00	0%	\$432.44	\$0.00	0%	\$0.00	-
Family	264	\$1,162.82	\$0.00	0%	\$1,146.20	\$0.00	0%	\$0.00	-

Buy-Up H.S.A									
Current					January 1, 2020 Renewal				
Tier	Enrollment	Current Total Rate	Current EE Rate (\$)	Current EE Rate (%)	Renewal Total Rate	Renewal EE Rate (\$)	Renewal EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	151	\$476.32	\$71.44	15%	\$469.51	\$71.44	15%	\$0.00	0%
Family	235	\$1,262.52	\$189.38	15%	\$1,244.45	\$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)

2020 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	337	\$29.64	\$29.64
Family	583	\$74.10	\$74.10

2020 Projected Total Vision Costs



EyeMed – 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	332	\$6.66	\$6.66
Family	583	\$17.66	\$17.66

Other Benefit Renewals



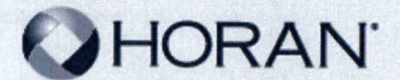
Minnesota Life / Basic Life and Voluntary Life: Under rate guarantee until 1/1/2021

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

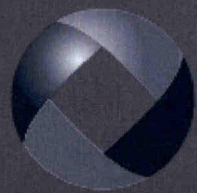
ComPsych / Employee Assistance Program (EAP): Under rate guarantee until 1/1/2020 – rate hold for 2021

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 on November 1st



HORAN[®]

Health. Wealth. *Life.*

Questions

SPINE AND JOINT SOLUTION

The Spine and Joint Solution is a bundled payment program that helps improve health outcomes and reduces costs for knee, hip and spine procedures, providing access to care at facilities independently recognized for better results and fewer complications.

Improved Outcomes Include:

Reduced hospital readmissions

22%

For joint replacement surgeries

10%

For spine surgeries

Fewer complications

17%

For joint replacement surgeries

3.4%

For spine surgeries



- Generated nearly **\$18M** in total savings, with 115 participating employers.
- Participating employers recorded an average **savings of nearly \$18K** per operation.*
- Eligible employees saved up to **\$3K in out-of-pocket costs** per procedure.**

On average, compared to non-participating facilities

*Average savings when compared with median costs in the same metropolitan area.

