



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

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TOM ARISS

PAT ARNOLD SOUTH

DAVID G. YOUNG

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

MINUTES: Regular Session – September 16, 2014

The Board met in regular session pursuant to adjournment of the September 9, 2014, meeting.

Pat Arnold South - present

Tom Ariss - present

David G. Young - absent

Tina Osborne, Clerk - present

Minutes of the September 4, 2014 and September 9, 2014 meetings were read and approved.

- 14-1410 A resolution was adopted to designate Extended Illness Leave to Dallas Cupp, Custodial Worker I, within the Department of Facilities Management. Vote: Unanimous
- 14-1411 A resolution was adopted to designate Family and Medical Leave of Absence to Russell Stephenson, Sewer Maintenance Foreman, within the Water and Sewer Department. Vote: Unanimous
- 14-1412 A resolution was adopted to designate Family and Medical Leave of Absence to Cathy Oeder, Unit Support Worker II, within the Department of Job and Family Services, Human Services Division. Vote: Unanimous
- 14-1413 A resolution was adopted to designate Family and Medical Leave of Absence to Natalie Bookbinder, Eligibility Referral Specialist II, within the Department of Job and Family Services, Human Services Division. Vote: Unanimous
- 14-1414 A resolution was adopted to designate Family and Medical Leave of Absence to Nancy Machulskiy, LEADS Coordinator, within the Emergency Services Department. Vote: Unanimous

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- 14-1415 A resolution was adopted to designate Family and Medical Leave of Absence to Julie Driscoll, Administrative Support, within the Office of Management and Budget. Vote: Unanimous
- 14-1416 A resolution was adopted to approve a Pay Increase for Keith Fudge within the Warren County Department of Emergency Services. Vote: Unanimous
- 14-1417 A resolution was adopted to approve end of 365-day Probationary Period and approve a Pay Increase for Erin Caito within the Warren County Department of Emergency Services. Vote: Unanimous
- 14-1418 A resolution was adopted to approve Permanent Employment and Pay Increase for Darrion Jones as Custodial Worker I for the Facilities Management Department. Vote: Unanimous
- 14-1419 A resolution was adopted to accept Resignation of Mary F. Gilliam, Emergency Communications Call Taker, within the Warren County Emergency Services Department, effective September 5, 2014. Vote: Unanimous
- 14-1420 A resolution was adopted to authorize the posting and advertising of a "Part-time Customer Advocate I" position, within the Warren County OhioMeansJobs Department, in accordance with the Warren County Personnel Policy Manual, Section 2.02(a). Vote: Unanimous
- 14-1421 A resolution was adopted to Waive all fees associates with the Construction/renovation to the Fire Station located at 69 W. Foster Maineville Road in Hamilton Township on behalf of the Hamilton Township Trustees. Vote: Unanimous
- 14-1422 A resolution was adopted to approve Amendment #3 to the Warren County Agreement with Winton Transportation LLC and authorize the President and/or Vice President of this Board to sign documents relative thereto. Vote: Unanimous
- 14-1423 A resolution was adopted to approve Amendment to the Work Rules relative to the Warren County Water and Sewer Department. Vote: Unanimous
- 14-1424 A resolution was adopted to transfer the following equipment to the Warren County Correctional Institution. Vote: Unanimous
- 14-1425 A resolution was adopted to authorize Warren County Engineer to prepare and submit an application to participate in the Ohio Public Works Commission State Capital Improvement Program and to execute Contracts as required relative to the 2015 Pavement Resurfacing and Repair Project. Vote: Unanimous

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- 14-1426 A resolution was adopted to declare an emergency and waive competitive bidding process for the immediate replacement of glass in the holding cell at the Warren County Jail. Vote: Unanimous
- 14-1427 A resolution was adopted to authorize Director of Emergency Services to sign a Local Support Agency Memorandum of understanding with Warren Correctional Institution. Vote: Unanimous
- 14-1428 A resolution was adopted to approve County Motor Vehicle Tax (CVT0340) for the City of Carlisle in the amount of \$20,000.00. Vote: Unanimous
- 14-1429 A resolution was adopted to approve Notice of Intent to Award bid to W.E. Smith Construction for the Mason-Morrow-Millgrove Road Drilled Pier Wall Project. Vote: Unanimous
- 14-1430 A resolution was adopted to acknowledge payment of Bills. Vote: Unanimous
- 14-1431 A resolution was adopted to approve various Refunds. Vote: Unanimous
- 14-1432 A resolution was adopted to approve Subfund Adjustment within Juvenile Court Reclaim Grant Fund #247. Vote: Unanimous
- 14-1433 A resolution was adopted to approve Supplemental Appropriation into Domestic Shelter Fund #233. Vote: Unanimous
- 14-1434 A resolution was adopted to approve Supplemental Appropriation into Community Development Fund #265. Vote: Unanimous
- 14-1435 A resolution was adopted to approve Supplemental Appropriations into TASC Substance Abuse Monitoring – Fund #284-(2910)-2911. Vote: Unanimous
- 14-1436 A resolution was adopted to approve Supplemental Appropriations within Facilities Management Fund #467. Vote: Unanimous
- 14-1437 A resolution was adopted to approve Supplemental Appropriation in County Transit Fund #299. Vote: Unanimous
- 14-1438 A resolution was adopted to approve Appropriation Adjustments from Commissioners Grant Fund #101-1112 into Commissioners Fund #101-1110. Vote: Unanimous
- 14-1439 A resolution was adopted to approve Appropriation Adjustments within Sheriff's Office Funds #101-2200 and #101-2210. Vote: Unanimous

- 14-1440 A resolution was adopted to approve Appropriation Adjustment within the Clerk of Courts County Court Fund #101-1282. Vote: Unanimous
- 14-1441 A resolution was adopted to approve Appropriation Adjustment within Emergency Services / Communications Center Fund #101-2850. Vote: Unanimous
- 14-1442 A resolution was adopted to approve Appropriation Adjustments within Emergency Services/Communications Center Fund #101-2850, Emergency Services/Wireless 911 Fund #219, and Emergency Services/EMA Fund #264. Vote: Unanimous
- 14-1443 A resolution was adopted to approve Appropriation Adjustment within Veterans Fund #101-5210. Vote: Unanimous
- 14-1444 A resolution was adopted to approve Appropriation Adjustment within Motor Vehicle Fund #202. Vote: Unanimous
- 14-1445 A resolution was adopted to approve Appropriation Adjustment within Warren County Court Fund #253. Vote: Unanimous
- 14-1446 A resolution was adopted to approve Appropriation Adjustments within Prosecutor's Fund #271. Vote: Unanimous
- 14-1447 A resolution was adopted to approve Appropriation Adjustment within Domestic Relations Court Fund #101-1230. Vote: Unanimous
- 14-1448 A resolution was adopted to authorize payment of Bills. Vote: Unanimous
- 14-1449 A resolution was adopted to approve Voluntary Disability Separation for John Crew, Sewer System Package Plant Operator II, effective September 17, 2014. Vote: Unanimous
- 14-1450 A resolution was adopted to authorize the posting of the "Eligibility Referral Specialist II" position, within the Department of Job and Family Services, Human Services Division, in accordance with Warren County Personnel Policy Manual, Section 2.02(a). Vote: Unanimous
- 14-1451 A resolution was adopted to Administer Disciplinary Action against Jamie DeMaris, Eligibility Referral Specialist II, within the Warren County Job and Family Services, Human Services Division. Vote: Unanimous
- 14-1452 A resolution was adopted to hire Chawnette Clark, Case Aide, within the Warren County Department of Job and Family Services, Children Services Division. Vote: Unanimous

- 14-1453 A resolution was adopted to Cancel regularly scheduled Commissioners' Meeting of Thursday, September 18, 2014. Vote: Unanimous

DISCUSSIONS

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

Tom Britton and Bill Herald, Warren County Veterans' Services Commissioners, were present for a work session to discuss their request for additional office space at 320 E. Silver Street.

Mr. Britton stated that the Veterans' Services Commission was entitled to \$19,925,123 from 2006 – 2012 but has only requested \$7,034,294. He then informed the Board that they have returned \$12,890,825 to the general fund by way of not requesting the full amount they are entitled.

Mr. Britton stated that the Veterans' Service Commission has requested numerous improvements to be made to their space and they feel like it is a fight to get things completed. He then stated he concern relative to their reserved parking that was eliminated for their drivers.

Mr. Britton then stated that the Veterans' Service Commission is in need of additional space for training and meetings and that their request for the remainder of space on the top floor of their building had been met with a reply that the space has already been promised to the Child Advocacy Center.

There was discussion relative to the space that was formally utilized as the vending area being allocated to the Veterans' Service Commission. It was determined that the Veterans Service Commissioners were not aware that the space had been allocated to them.

There was then discussion relative to the former Commissioners' Meeting Room located on the bottom floor being shared space for the entire building.

Michael Shadoan, Facilities Management Director, informed Mr. Britton that he had made their Executive Director aware of the available space as well as the process of how to reserve the space. He then stated that every service order that has been requested by their Executive Director has been completed in a timely manner.

There was discussion relative to the automatic door opener that was requested for their area and Mr. Shadoan stated that the purchase order has been approved and is in process. He then explained that because this project was a capital improvement that was not requested in the budget in advance, it required other projects to be postponed in order to be approved.

There was discussion relative to the need to relocate the Child Advocacy Center from its current off campus location that requires a rent payment to a more centralized location on county property.

Mr. Britton questioned why the Commissioners would move another agency into the space adjacent to their offices when they needed the space.

The Board then informed Mr. Britton that the relocation of the Child Advocacy center has been in the planning process for many months prior to the request they received last week from the Veteran Service Commissioners.

There was discussion relative to the lack of communication between Facilities Management, the County Commissioners and the Veteran Service Commission.

Upon discussion, it was determined that Mr. Shadoan and Commissioner Ariss will attend the next Veteran Service Commission meeting in order to eliminate the lack of communication concern.

Tiffany Zindel, Deputy County Administrator and Tammy Whitaker, Employee Benefits/Safety Officer, were present along with Steve Ash and Judy Meyer, Horan, for a work session to discuss the 2015 Warren County Benefits.

Mr. Ash and Ms. Meyer presented the attached information and it was determined that the employee contribution should remain unchanged for calendar year 2015.

On motion, upon unanimous call of the roll, the Board entered into executive session at 11:05 a.m. to discuss new hires, employee discipline and voluntary disability separation for specific employees with the Water and Sewer Department, Human Services and Children Services pursuant to Ohio Revised Code Section 121.22 (G)(1) and exited at 12:30 p.m.

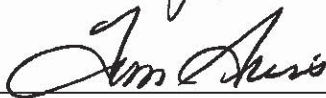
Upon motion the meeting was adjourned.



Pat Arnold South, President

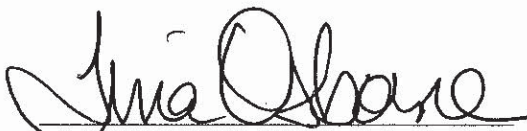


David G. Young



Tom Ariss

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 September 16, 2014, in compliance with Section 121.22 O.R.C.



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

Warren County Commissioners Meeting Renewal Update September 16, 2014

2015 Health Care Reform

Health Care Reform has mandated a few changes for 2015 as outlined below. In addition, Warren County must change their medical full time eligibility from 40 to 30 hours. UHC does not provide a decrement to claims due to minimal impact.

Topic	Explanation
Breast cancer drugs and lung cancer screenings	Breast cancer drugs and lung cancer screening must be covered at 100%
Tobacco Cessation	Tobacco Cessation drugs must be covered at \$0 copay
Full Time Eligible	Employees working 30 or more hours must be considered full time and eligible for medical coverage

2015 Projected Total Medical Costs (HORAN Projection & UHC Renewal)

Total medical costs are expected to increase 4.2%, \$348,981. Renewal meeting #1 showed an expected increase of 5.7%, \$467,934. The increase includes claims, UHC's administration and stop loss (specific and aggregate) renewals and health care reform taxes/fees.

- Fixed costs increase \$101,254
- Claims increase \$284,190
- Health Care Reform decrease -\$36,463

The following provides a complete comparison between 2014 and 2015 plan years projected medical/prescription costs.

	2014 Annual	2015 Annual	% Change	\$ Change
Administration*	\$505,787	\$521,028	3.0%	\$15,242
Specific Stop Loss	\$527,533	\$613,546	16.3%	\$86,013
Aggregate Stop Loss	\$38,735	\$38,735	0.0%	\$0
Expected Claims	\$7,053,192	\$7,337,382	4.0%	\$284,190
HCR Taxes/Fees	\$125,840	\$89,377	-29.1%	-\$36,463
TOTAL	\$8,251,087	\$8,600,068	4.2%	\$348,981

*Admin was locked in at a 5% rate cap for 2015

2015 Medical Costs Breakdown

UHC Administration Renewal

UHC initially delivered a 5% increase. HORAN negotiated with UHC who lowered their final renewal to a 3% increase (approximately a \$10,000 reduction).

UHC Specific and Aggregate Renewals

UHC delivered a 16.3% increase to specific and a 0% increase to the aggregate deductible.

Stop loss renewal is pooled and based on performance of the carrier’s stop loss pool. Leveraged trend is applied, which is currently 16.9%, and experience is taken into consideration. Calendar year with data through July shows 3 large claimants (large claimants defined as 50% or greater of specific deductible of \$200,000). Year to Date through July:

- Claimant 1: \$163,219 (81% of specific)
- Claimant 2: \$110,907 (55% of specific)
- Claimant 3: \$110,572 (55% of specific)

Warren County can reduce the stop loss renewal by increasing the specific deductible. By increasing the specific deductible, Warren County would increase their claims exposure. HORAN prepared an analysis to show the potential cost impact of increasing the specific deductible and the number of claims that would need to be incurred in order to eliminate any savings. Increasing the specific deductible is not recommended at this time.

Medical Claims Projection

HORAN’s 2015 claims projection includes Segal National Trend and claims data through July. The projection assumes plans match today while making them compliant with health care reform. The projections are based on current plan and tier enrollment and will fluctuate as enrollment shifts to provide the most accurate depiction of claims.

Health Care Reform Fees & Taxes

Warren County will continue to pay the Transitional Reinsurance Plan (TRP) fee in 2015 which has decreased from 2014 (\$63 to \$44 per member per year) and the Patient Centered Outcome Research Institute (PCORI) fee which has increased (\$2.00 to \$2.16 pmpy). Based on an average membership count of 1,936 this equates to \$89,377 in taxes and fees.

Contributions Strategies

HORAN prepared a couple different contribution strategies.

1. Employee pays the same \$ amount
2. Employee / Employer pay the same % as they do today (15% / 85%)

2015 Total Dental Costs Summary

Total medical costs are expected to decrease 24.4%, \$179,835. Renewal meeting #1 showed an expected decrease of 20.7%, \$152,644. The increase includes claims and Dental Care Plus’s (DCP) administration renewal.

- DCP illustrative fixed costs increase \$1,040
- Claims decrease -\$153,682

	2014 Annual	2015 Annual	% Change	\$ Change
Administration	\$30,514	\$31,549	3.5%	\$1,034
Expected Claims	\$705,451	\$524,580	-25.6%	-\$180,869
TOTAL	\$735,965	\$556,129	-24.4%	-\$179,835

2015 Dental Costs Breakdown

Dental Care Plus Administration Renewal

DCP delivered a 3.5% increase.

Dental Projection

HORAN’s 2015 claims projection includes Segal National Trend and claims through June. The projections are based on current plan and tier enrollment and will fluctuate as enrollment shifts to provide the most accurate depiction of claims. HORAN is waiting to receive projection from DCP. HORAN would recommend using the HORAN developed projection moving forward.

Basic Life and AD&D

Under rate guarantee until 1/1/17.

Consult-A-Doc

No change to rates.

2015 Total Benefits Costs

Below is a summary overview including costs for medical, HSA contributions, dental, Basic Life and Consult-A-Doc. This does not take into consideration employee contributions:

Line of Coverage	Annual Cost
Medical	\$8,510,691
Health Care Reform Taxes/Fees	\$89,377
HSA*	\$233,400
Dental	\$573,252
Basic Life	\$107,591
Consult-A-Doc	\$26,697
2015 Annual Expected Costs	\$9,541,008

*Assuming the same \$300/\$600 contribution today; \$600/\$1,200 Sheriff Contribution

Please note: reducing the full time eligibility from 40 to 30 hours will increase the amount of people that Warren County must offer coverage. This can increase the total expected costs. Warren County only anticipates offering coverage to seven additional employees.

Health Savings Account (HSA) Maximums and Deductible Limits

The maximum HSA contribution for 2015 is increasing from \$3,000 Single / \$6,550 Family to \$3,350 Single / \$6,650 Family. The HSA catch-up contribution for those 55 years or older will remain at \$1,000.

Currently Warren County’s Buy Up plan deductibles are \$1,500 Single / \$2,500 Family. The minimum deductible for 2015 is increasing to \$1,300 Single / \$2,600 Family. Warren County will need to increase the family deductible to \$2,600 to be compliant.

Minnesota Life / Voluntary Life and AD&D

Currently Minnesota Life is the carrier for Warren County’s Basic Life and AD&D and Colonial offers a Voluntary Life and AD&D plan (along with several other lines of coverage such as Cancer plans). HORAN has requested a Voluntary Life and AD&D quotes from Minnesota Life to evaluate bundling the life lines of coverage with one carrier. Bundling the lines of coverage can help ease administration and Warren County has encountered several issues with Colonial.

Data Warehouse

HORAN invested in a data warehouse that brings sophisticated computing power and tools to manage workforce health and productivity, drive benefit plan strategy and boost health plan performance through advanced risk mitigation and data analytics.

HORAN is currently in the pilot phase and would like for Warren County to participate. Included in the pilot are medical, eligibility and pharmacy data. The pilot implementation period will cover the implementation/setup fees for the data warehouse as well as the ongoing monthly fee of \$0.75 per employee per month (pepm) for the first six months. Due to HORAN covering the costs for the first six months, the first year cost for the data warehouse would be approximately \$3,600. Please see handouts for more details.

Warren County

2015 Contribution Strategy - Same \$

January 1, 2015 Renewal

Current Plans (Enrollment as of 7/31/2014)

Enrollment	Buy-Up	Base Plan	Total
Single	122	197	319
Family	209	281	490
Total	331	478	809

EE Contributions	
Buy-Up	Base Plan
\$30.74	\$0.00
\$81.36	\$0.00

2015 Proposed Plans - Current Plans	Total Rate		EE Contributions		Buy-Up Plan Only: Base 100% ER		Percentage Change from 2014 Base Plan	
	Buy-Up	Base Plan	Buy-Up	Base Plan	ER %	EE%	Buy-Up	Base Plan
Single	\$213.62	\$197.95	\$30.74	\$0.00	85.6%	14.4%	0.0%	0.0%
Family	\$566.09	\$524.56	\$81.36	\$0.00	85.6%	14.4%	0.0%	0.0%

2014 Funding Rate Breakdown	
2014 Total Employee Contributions	\$539,613
2014 Total Employer Contributions	\$7,711,474
2014 Total Funding Rate Costs	\$8,251,087

	\$ Change	% Change
2015 Funding Rate Breakdown		
2015 Total Employee Contributions	\$539,613	0.0%
2015 Total Employer Contributions	\$8,060,455	4.5%
2015 Total Funding Rate Costs	\$8,600,068	4.2%

2014 Employer Costs	
2014 Employer Funding Rate Contribution	\$7,711,474
2014 Employer HSA contribution	\$224,400
2014 Total Employer Cost	\$7,935,874

2014 HSA Contributions	
Buy-Up Plan	\$300/\$600 single/family
Buy-Up Sheriff	\$600/\$1,200 single/family

2015 Employer Costs	
2015 Employer Funding Rate Contribution	\$8,060,455
2015 Employer HSA contribution	\$224,400
2015 Total Employer Cost	\$8,284,855

2015 HSA Contributions	
Buy-Up Plan	\$300/\$600 single/family
Buy-Up Sheriff	\$600/\$1,200 single/family

1. HSA dollars use current enrollment through July 2014
2. Assumes HSA contributions stay the same in 2015
3. Total Rate and Employee contributions are shown per pay, with 26 pay periods in a year.