



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

406 Justice Drive, Lebanon, Ohio 45036

www.co.warren.oh.us

commissioners@co.warren.oh.us

Telephone (513) 695-1250

Facsimile (513) 695-2054

TOM GROSSMANN

SHANNON JONES

DAVID G. YOUNG

Meeting to be held in Room 350 of the Warren County Administration Building due to room renovations in the Commissioners' Meeting Room.

GENERAL SESSION AGENDA

October 13, 2022

#1 5:00

Clerk—General

The Board of Commissioners' public meetings can now be streamed live at [Warren County Board of Commissioners - YouTube](#).

Due to Commissioners' Meeting Room renovations, the October 13, 2022, meeting will not be live but will be uploaded to the YouTube channel for public viewing.

APPROVE REQUISITIONS AND AUTHORIZE COUNTY ADMINISTRATOR TO SIGN DOCUMENTS RELATIVE THERETO

BE IT RESOLVED, to approve requisitions as listed in the attached document and authorize Tiffany Zindel, County Administrator, to sign on behalf of this Board of County Commissioners.

moved for adoption of the foregoing resolution, being seconded by . Upon call of the roll, the following vote resulted:

M
M
M

Resolution adopted this 13th day of October 2022.

BOARD OF COUNTY COMMISSIONERS

Tina Osborne, Clerk

/tao

cc: Commissioners' file

REQUISITIONS

Department	Vendor Name	Description	Amount
GRA	HEMBREE CONSTRUCTION SERVICES LLC	FY22 BUTLERVILLE RD PAVING PROJECT	\$ 20,072.00

PO CHANGE ORDERS

Department	Vendor Name	Description	Amount
WAT	AECOM TECHNICAL SERVICES INC.	ENGINEERING FOR WATER SOFTENER	\$ 101,600.00 Increase

10/13/2022 APPROVED:

Tiffany Zindel, County Administrator

CONSENT AGENDA*

October 13, 2022

1. *Approve the minutes of the October 11, 2022, Commissioners' Meeting.*

PERSONNEL

2. *Hire Johnathan Howard as Custodial Worker I within Facilities Management*
3. *Authorize posting for Administrative Assistant with Facilities Management*
4. *Accept resignation of Macy Patterson, Emergency Communications Operator, within Emergency Services*
5. *Approve demotion and salary decrease for Jodi Campbell, Eligibility Specialist III within Human Services*
6. *Approve pay increase for Jimmy Hollin, Infrastructure Systems Supervisor, within Telecommunications Department*
7. *Approve promotion of Nathan Baker to Water Distribution Worker III within W/S Department*

GENERAL

8. *Enter into agreement with Oesterlen Services for Youth on behalf of Children Services relative to home placement*
9. *Approve contract with Clinton County Family and Children First Council on behalf of Warren County Juvenile Court, Mary Haven Youth Center Division*
10. *Enter into agreement with Hembree Construction Service relative to the FY22 Butlerville Road Repair CDBG Project*

FINANCIALS

11. *Approve operational transfer from Commissioners 11011112 into Human Services 2203*
12. *Approve appropriation adjustments within Probate Court 110111250, 110111240, and 11012500, Sheriff's Office 11012210 and 11012200, Prosecutor 2245, Juvenile Court Reclaim 2247, and Transit 2299,*

**Please contact the Commissioners' Office at (513) 695-1250 for additional information or questions on any of the items listed on the Consent Agenda*

FOR CONSIDERATION NOT ON CONSENT AGENDA

1. Authorize Amendment No. 3 to the engineering agreement with AECOM Technical Services, Inc. increasing the purchase order by \$101,600, to allow for additional professional engineering services including application programming and a PFAS study

AUTHORIZE AMENDMENT NO. 3 TO THE ENGINEERING AGREEMENT WITH AECOM TECHNICAL SERVICES, INC., INCREASING PURCHASE ORDER NO. 25074 FOR THE DESIGN OF WATER TREATMENT PLANT UPGRADES AND SOFTENING FACILITIES

WHEREAS, Warren County and AECOM Technical Services, Inc. entered into an Engineering Agreement on May 29, 2018 for professional engineering services for the preparation of construction drawings, contract documents and surveying services during the design and construction of the Water Treatment Plant Upgrades and Softening Facilities Project; and

WHEREAS, it is the desire of this Board to amend said Engineering Agreement to allow for additional professional engineering services including application programming and a PFAS study; and

NOW THEREFORE BE IT RESOLVED, to approve Amendment No. 3 increasing Purchase Order No. 25074 to AECOM Technical Services, Inc. in the amount of \$101,600 creating a new contract price of \$4,903,662. Said Amendment, attached hereto and made a part hereof, shall be subject to the following conditions:

1. The scope of services shall be as stipulated in “August 22, 2022 Warren County – Franklin Area and Renneker Water Treatment Plants, Application Programming Scope of Services II” and “August 22, 2022 Warren County – PFAS Study” attached hereto and made a part hereof..
2. Compensation for the additional services shall be in accordance with the May 29, 2018 Engineering Contract, total additional compensation not to exceed \$101,600.

_____ moved for adoption of the foregoing resolution, being seconded by _____ . Upon call of the roll, the following vote resulted:

Resolution adopted this ____ day of _____, 2022.

BOARD OF COUNTY COMMISSIONERS

Tina Osborne, Clerk

cc: OMB
Auditor _____
Water/Sewer (File) _____
Project File
C/A – AECOM, Inc.

**AMENDMENT NO. 3
ENGINEERING AGREEMENT**

THIS AMENDMENT NO. 3, effective on the date last executed by the Parties hereto, by and between the WARREN COUNTY BOARD OF COUNTY COMMISSIONERS, on behalf of WARREN COUNTY, OHIO (hereinafter "COUNTY") and AECOM Technical Services, Inc., 277 West Nationwide Boulevard, Columbus, Ohio 43215 (hereinafter "CONSULTANT").

WHEREAS, Warren County and AECOM Technical Services, Inc. entered into an Engineering Agreement on May 29, 2018 for professional engineering services for the preparation of construction drawings, contract documents and surveying services during the design and construction of the Water Treatment Plant Upgrades and Softening Facilities Project; and

WHEREAS, additional services related to the original project were determined to be necessary or beneficial to the COUNTY and were identified as Supplemental Services by said Agreement; and

WHEREAS, it is the desire of this Board to amend said Engineering Agreement to allow for additional professional engineering and environmental services, specifically additional programming and a PFAS Study; and

NOW, THEREFORE, IT IS AGREED by and between the COUNTY and the CONSULTANT that the Design of Water Treatment Plant Upgrades and Softening Facilities Project is hereby amended as follows:

SCOPE OF SERVICES

The contractual scope shall be modified as identified in the CONSULTANT's letter dated, August 22, 2022, attached hereto and made a part hereof.

COUNTY RESPONSIBILITIES

The COUNTY shall supply the following data/additional services to the CONSULTANT:

1. Provide full information as to the requirements of the project.
2. Assist CONSULTANT by placing at their disposal all available information pertinent to the project.
3. Examine all studies, reports, sketches, drawings, proposals and other documents presented by the CONSULTANT, obtain advice of an attorney, insurance counselor and other consultants as deemed appropriate for such examination and render in writing decisions pertaining thereto within a reasonable time so as not to delay the service of the CONSULTANT.

SCHEDULE

The CONSULTANT'S additional services shall commence upon the execution of the Amendment by both the CONSULTANT and the COUNTY. All tasks shall be completed in accordance with the May 29, 2018 Agreement.

COMPENSATION

1. The CONSULTANT's fee for all services performed pursuant to this Amendment shall be on a "per hour" basis for all labor incurred by the CONSULTANT, in accordance with the May 29, 2018 Agreement.
2. Based on the scope of work as described herein, total compensation for all services performed under this Amendment, and all direct reimbursable costs, shall not exceed \$101,600.
3. Payment of compensation shall be made to the CONSULTANT within thirty (30) days after the receipt of an invoice from the CONSULTANT.

TERMS & CONDITIONS

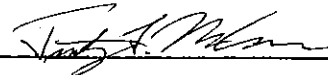
Except as provided herein, the May 29, 2018 Engineering Agreement shall remain binding and in force and effect in all other aspects. In the event any conflict or dispute arises between the May 29, 2018 Engineering Agreement and this Amendment No. 3, such conflict or dispute shall be resolved in accordance with the amended obligations set forth in this Amendment No. 3.

[the remainder of this page is intentionally left blank]

CONSULTANT:

IN EXECUTION WHEREOF, AECOM Technical Services, Inc., has caused this Agreement to be executed by Timothy F. McCann, P.E., its Associate Vice President, on the date stated, pursuant to a resolution authorizing the same.

AECOM Technical Services, Inc.

SIGNATURE: 

NAME: Timothy F. McCann

TITLE: Associate Vice President

DATE: 10/3/2022

COUNTY:

IN EXECUTION WHEREOF, the Warren County Board of Commissioners has caused this Agreement to be executed by _____, its _____ on the date stated below, pursuant to Board Resolution No. _____, dated _____.

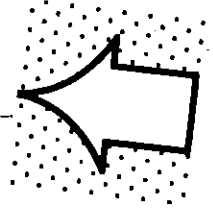
WARREN COUNTY BOARD OF COMMISSIONERS

SIGNATURE: _____

NAME: _____


TITLE: _____

DATE: _____



Approved as to form:

DAVID P. FORNSHELL,
PROSECUTING ATTORNEY
WARREN COUNTY, OHIO


By: Adam Nice, Asst. Prosecutor

CHANGE ORDER

In accordance with the Professional Engineering Services Agreement ("Agreement") dated May 29, 2018 between Warren County, Ohio ("Client") and AECOM Technical Services, Inc. or "AECOM". This Change Order, with an effective date of _____, 2022 modifies the Professional Engineering Services Agreement as follows:

1 Changes to the Services:

Addition of services outlined in Attachment 1 for Additional Programming

2 Change to Deliverables:

See Attachment 1

3 Change in Project Schedule (attach schedule if appropriate)

None

4 Change in AECOM's Compensation:

The Services set forth in this Change Order will be compensated on the following basis:

Following existing Contract provisions Total additional billable fees of \$86,000 as shown in attachment 1

5 Project Impact

None

6 Other Changes (including terms and conditions).

None

7. All other terms and conditions of the Agreement remain unchanged.
8. Each Party represents that the person executing this Change Order has the necessary legal authority to do so on behalf of the respective Party.

AECOM Technical Services, Inc.

CLIENT: Warren County, Ohio



Signature

Signature

Timothy F. McCann, P.E.

Printed Name

Printed Name

Associate Vice President

Printed Title

Printed Title

August 23, 2022

Date

Date

Address:
277 West Nationwide Blvd.
Columbus, OH 43215

Address:
406 Justice Drive
Lebanon, Ohio 45036

[End of the Change Order]

ATTACHMENT 1

Warren County - Franklin Area (FA) and Renneker (RAR) Water Treatment Plants

Application Programming Scope of Services II

1. **PLC Programming:** Provide application programming for existing PLCs to modify the automatic mode control logic of the existing RAR Wellfields and existing RAR High Service Pumps. Modifications will be discussed and coordinated with County staff to develop the desired control concept.
2. **OIT Programming:** Provide application programming for the new OIT at the FA North Wellfield. Programming will include monitoring and control for all existing wells. Modifications will be discussed and coordinated with County staff.
3. **HMI Programming:** Provide application programming for the existing HMI server to coincide with PLC programming modifications.
4. **On-Site Program Testing:** AECOM will perform on-site testing (with County assistance) of actual field devices and equipment to verify the proper operation of the revised PLC, OIT, and HMI programming functions and features.
5. **Training:** Provide on-site training of operations personnel on the use of the PLC, OIT, and HMI application programming.
6. **Support:** Provide up to 40 hours of support for the application programming for a period of one year from the completion of start-up and testing. Support will be in the form of telephone assistance and/or on-site system modification and evaluation.

Task Description Summary	Sr. Elec. Engineer	PM	Total Hours	Total Fee
Warren County Additional Programming				
RAR Wellfield Controls Upgrade	160		160	\$38,976
RAR Existing High Service Pump Controls Upgrade	80		80	\$19,488
FA Existing Wellfield Controls Upgrade	80		80	\$19,488
Misc. Meetings & Team Coordination	18		18	\$4,385
Project Management & Controls		12	12	\$2,050
Expenses				\$1,614
TOTALS	338	12	350	\$86,000

CHANGE ORDER

In accordance with the Professional Engineering Services Agreement ("Agreement") dated May 29, 2018 between Warren County, Ohio ("Client") and AECOM Technical Services, Inc. or "AECOM". This Change Order, with an effective date of _____, 2022 modifies the Professional Engineering Services Agreement as follows:

1. **Changes to the Services:**

Addition of services outlined in Attachment 1 for PFAS Study

2. **Change to Deliverables:**

See Attachment 1

3. **Change in Project Schedule** (attach schedule if appropriate).

None

4. **Change in AECOM's Compensation:**

The Services set forth in this Change Order will be compensated on the following basis:

Following existing Contract provisions Total additional billable fees of \$15,600 as shown in attachment 1

5. **Project Impact**

None

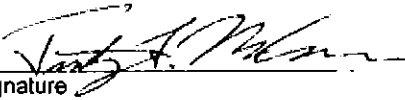
6. **Other Changes** (including terms and conditions):

None

- 7. All other terms and conditions of the Agreement remain unchanged.
- 8. Each Party represents that the person executing this Change Order has the necessary legal authority to do so on behalf of the respective Party.

AECOM Technical Services, Inc.

CLIENT: Warren County, Ohio


Signature

Signature

Timothy F. McCann, P.E.

Printed Name

Printed Name

Associate Vice President

Printed Title

Printed Title

8/22/2022

Date

Date

Address:
277 West Nationwide Blvd.
Columbus, OH 43215

Address:
406 Justice Drive
Lebanon, Ohio 45036

[End of the Change Order]

AECOM

Scope of Services: AECOM previously performed design of the Richard A. Renneker Water Treatment Plant improvements and membrane softening addition project. The County has identified PFAS in the plant's water supply and a single data point of 8.57 ng/L as PFOS was provided. Given the recent PFOS Interim Updated Lifetime Health Advisory of 0.02 ng/L issued by US EPA (June 2022), the County would like to investigate alternatives for removal of PFOS. Under this scope of service, AECOM will prepare a technical memorandum to outline the general requirements of adding a granular activated carbon (GAC) treatment process to 1) the membrane bypass flow and 2) the entire filtered water flow including the following considerations:

1. Design flow of the GAC facility is 5.0 MGD for bypass flow alternative, and a facility of approximately 3 times that capacity (15 MGD) for the filtered water plant flow alternative.
2. Pressurized GAC vessels will be considered and the existing low service pumps at the membrane facility will be assessed for suitability of feeding the GAC system and downstream components for the bypass flow option.
3. For each flow, provide a summary of the estimated number of GAC vessels, diameter of each vessel, volume of GAC in each vessel, sizing of ancillary components, etc. for a complete system. A bench-scale GAC column study would be required to properly size the GAC vessels, which is not being performed in these services. Rather, an approximate range of typical design values for vessel loading, empty bed contact time, carbon life, and other design parameters will be provided.
4. Provide a conceptual 2D layout of the facilities (identifying minimum and maximum sizes identified in item 3 above) and identify potential locations at the plant property where the facility could be constructed.
5. Provide a discussion of spent GAC disposal requirements and provide a range of anticipated time between required GAC replacement.
6. Provide planning level cost estimates (AACE Class V) for the minimum and maximum sized facilities, based on equipment quotes with factored installation costs, building costs per square foot, and -50% to -100% contingency.

Schedule: AECOM will provide a draft memorandum within 60 days of your authorization. Any County-requested revisions to the initial draft will be incorporated into a final version of the document (if needed) and will be provided in a timely manner following such comments and requests. The deliverable includes electronic PDF documents.

Compensation: AECOM will complete the noted scope of services for a fee not to exceed \$15,600 with a breakdown of task activities and hours noted in the table below.

Task Description Summary	Sr. Engineer	Jr. Engineer	PM	CADD	QA/QC	Total Hours	Total Fee
GAC Facility Memorandum							
Calculations / GAC System Sizing	4	8				12	\$2,100
GAC Facility & Site Layout	4	12		4		20	\$3,100
Mfg. Coordination & Cost Estimate	4	12				16	\$2,600
Misc. Meetings & Team Coordination	2	2		2		6	\$1,000
Draft / Final Technical Memorandum	8	16		2	8	34	\$5,900
Project Management & Controls			6			6	\$900
TOTALS	22	50	6	8	8	94	\$15,600

Task Description Summary	Sr. Engineer	Jr. Engineer	PM	CADD	QA/QC	Total Hours	Total Fee
GAC Facility Memorandum	4	0	0	0	0	4	\$7,120
Equipment / GAC System Sizes	4	0	0	0	0	4	\$7,120
GAC Facility Site Layout	4	12	0	0	0	16	\$28,672
Manufacturer Coord. Notes & Cost Estimate	4	12	0	0	0	16	\$28,672
Misc. Meetings & Team Coordination	0	2	0	0	0	2	\$3,584
Draft / Final Technical Memorandum	0	18	0	0	0	18	\$32,448
Project Management & Controls	0	0	0	0	0	0	\$0
TOTALS	22	60	0	0	0	82	\$148,600



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

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

MINUTES: Regular Session – October 11, 2022

This is a summary of actions and discussions of the meeting. You may view this meeting through our YouTube Channel at <https://www.youtube.com/channel/UC1ELh0jGpXd4VV2DTgsuqPA> or by contacting our office.

The Board met in regular session pursuant to adjournment of the October 4, 2022, meeting.

Tom Grossmann – present

David G. Young – present

Shannon Jones – present

Krystal Powell, Deputy Clerk – present

Minutes of the October 4, 2022 meeting were read and approved.

- 22-1515 A resolution was adopted to accept resignation of Riley Fuson, Emergency Communications Operator, within the Warren County Emergency Services Department, effective October 1, 2022. Vote: Unanimous
- 22-1516 A resolution was adopted to approve end of 365- day probationary period and approve a pay increase for Morgan Lowing within the Warren County Department of Job and Family Services, Children Services Division. Vote: Unanimous
- 22-1517 A resolution was adopted to approve end of 365- day probationary period and approve a pay increase for Seth Whitlock within Emergency Services Department. Vote: Unanimous
- 22-1518 A resolution was adopted to approve end of 365- day probationary period and approve a pay increase for Jordan Williams within the Emergency Services Department. Vote: Unanimous
- 22-1519 A resolution was adopted to approve a pay increase for Paige Barton within the Warren County Department of Emergency Services. Vote: Unanimous

- 22-1520 A resolution was adopted to approve Notice of Intent to award bid to Rack and Ballauer Excavating Co. for the FY22 Franklin Township – NE Pennyroyal Repaving 2 CDBG Project. Vote: Unanimous
- 22-1521 A resolution was adopted to approve Change Order No. 1 to the contract with Downing Construction Company for the construction of the Aeration Upgrades – Waynesville Regional Wastewater Treatment Plant Project, purchase order no. 21002122. Vote: Unanimous
- 22-1522 A resolution was adopted to approve and enter into a subgrant agreement with the Ohio Department of Job and Family Services (ODJFS) on behalf of the Warren County Department of Children Services (subgrantee). Vote: Unanimous
- 22-1523 A resolution was adopted to approve agreements and addendums with various providers relative to home placement and related services on behalf of Warren County Children Services. Vote: Unanimous
- 22-1524 A resolution was adopted to amend the contract between the Warren County Commissioners and Affordable Language Services on behalf of the Warren County Department of Human Services. Vote: Unanimous
- 22-1525 A resolution was adopted to acknowledge receipt of September 2022 Financial Statement. Vote: Unanimous
- 22-1526 A resolution was adopted to acknowledge payment of bills. Vote: Unanimous
- 22-1527 A resolution was adopted to enter into a subdivision public improvement performance and maintenance security agreement with Grand Communities, LLC for installation of certain water and/ or sanitary sewer improvements in Renaissance, Section 8 and Section 9 situated in the City of Middletown. Vote: Unanimous
- 22-1528 A resolution was adopted to approve various record plats. Vote: Unanimous
- 22-1529 A resolution was adopted to approve a cash advance from Engineer's Fund #2202 into Fund #4454 and cash advance repayments from Funds #4454 into Fund #2202. Vote: Unanimous
- 22-1530 A resolution was adopted to approve repayment of cash advance from the North Bound Columbia Turn Lane Fund #4438 into the Motor Vehicle Fund #2202. Vote: Unanimous
- 22-1531 A resolution was adopted to approve operational transfer from County Commissioners' Fund #11011112 Mary Haven Youth Treatment Center Fund #2270. Vote: Unanimous

MINUTES
OCTOBER 11, 2022
PAGE 3

- 22-1532 A resolution was adopted to approve operational transfer from Commissioners' Fund #11011112 into Children Services Fund #2273. Vote: Unanimous
- 22-1533 A resolution was adopted to approve supplemental appropriation into Warren County Garage Fund #11011620 for approved Garage Fleet Management System. Vote: Unanimous
- 22-1534 A resolution was adopted to approve supplemental appropriation into Coroner Fund #11012100. Vote: Unanimous
- 22-1535 A resolution was adopted to approve supplemental appropriations into Dog and Kennel Fund #2206. Vote: Unanimous
- 22-1536 A resolution was adopted to approve supplemental appropriation into Property Casualty Insurance #6637. Vote: Unanimous
- 22-1537 A resolution was adopted to approve appropriation adjustment from Commissioners' General Fund #11011110 into Board of Elections Fund #11011300. Vote: Unanimous
- 22-1538 A resolution was adopted to approve appropriation adjustment from Commissioners' General Fund #11012210. Vote: Unanimous
- 22-1539 A resolution was adopted to approve appropriation adjustment from Commissioners' General Fund #11011110 into Emergency Services Fund #11012850. Vote: Unanimous
- 22-1540 A resolution was adopted to approve appropriation adjustment within Auditor's Office Fund #11011120. Vote: Unanimous
- 22-1541 A resolution was adopted to approve appropriation adjustment within Facilities Management Fund #11011600. Vote: Unanimous
- 22-1542 A resolution was adopted to approve appropriation adjustment within Warren County Garage Fund #11011620. Vote: Unanimous
- 22-1543 A resolution was adopted to approve appropriation adjustment within Common Pleas Court Fund #11011220. Vote: Unanimous
- 22-1544 A resolution was adopted to approve appropriation adjustment within Common Pleas Court Fund #11011220. Vote: Unanimous
- 22-1545 A resolution was adopted to approve appropriation adjustments within Common Pleas Court Services Fund #11011223. Vote: Unanimous
- 22-1546 A resolution was adopted to approve appropriation adjustment from Common Pleas Court Fund #11011223 into #11011220. Vote: Unanimous

- 22-1547 A resolution was adopted to approve appropriation adjustment within Common Pleas Court Community Corrections Fund #2227. Vote: Unanimous
- 22-1548 A resolution was adopted to approve appropriation adjustment within Juvenile Detention Fund #110112600. Vote: Unanimous
- 22-1549 A resolution was adopted to approve appropriation adjustment within Dog and Kennel Fund #2206. Vote: Unanimous
- 22-1550 A resolution was adopted to approve appropriation adjustment within Human Services Fund #2211. Vote: Unanimous
- 22-1551 A resolution was adopted to approve appropriation adjustment within Grants Fund #2265. Vote: Unanimous
- 22-1552 A resolution was adopted to approve appropriation adjustment within Children Services Fund #2273. Vote: Unanimous
- 22-1553 A resolution was adopted to approve appropriation adjustment within the Water Revenue Fund No. 5510. Vote: Unanimous
- 22-1554 A resolution was adopted to approve appropriation adjustment within the Sewer Revenue Fund No. 5580. Vote: Unanimous
- 22-1555 A resolution was adopted to approve requisitions and authorize County Administrator to sign documents relative thereto. Vote: Unanimous

DISCUSSIONS

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

Tammy Whitaker, Benefits Administrator, was present along with representatives from Horan Associates for a work session to discuss the 2023 Healthcare Plan.

Alison Ruehlmann, Horan Associates Account Manager, presented the attached PowerPoint presentation providing a historical analysis of the increase in cost as compared to market trend and presented a recap of the 2022 renewal information and the proposed 2023 projections.

Ms. Ruehlmann discussed stop loss renewal, aligning deductibles and out of pockets maximums, increasing FSA limits, and implementing a four-tier contribution strategy and employer HSA contribution incentive.

Commissioner Young stated his desire to become our own carrier for stop loss benefits over time. He expressed his willingness to take a little more risk in order to save resources. Mr. Young stated his opposition to the \$300 HSA incentive.

Commissioner Jones stated this is the most risk she is willing to take. She mentioned she is willing to follow direction to not delay in putting resources aside, but this would be her “risk threshold.” Mrs. Jones further expressed being in favor for better employee benefits.

Upon further discussion, the Board stated their concurrence with the recommendations presented.

On motion, upon unanimous call of the roll, the Board entered into executive session at 10:41 a.m. to discuss imminent litigation with Legal Counsel present pursuant to Ohio Revised Code Section 121.22 (G)(3) and to discuss Sheriff’s Office Union negotiations pursuant to Ohio Revised Code Section 121.22 (G)(4) and exited at 11:37 a.m.

Upon motion the meeting was adjourned.

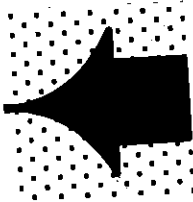
Tom Grossmann, President

Shannon Jones

David G. Young

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 11, 2022, in compliance with Section 121.22 O.R.C.

Krystal Powell, Deputy Clerk
Board of County Commissioners
Warren County, Ohio

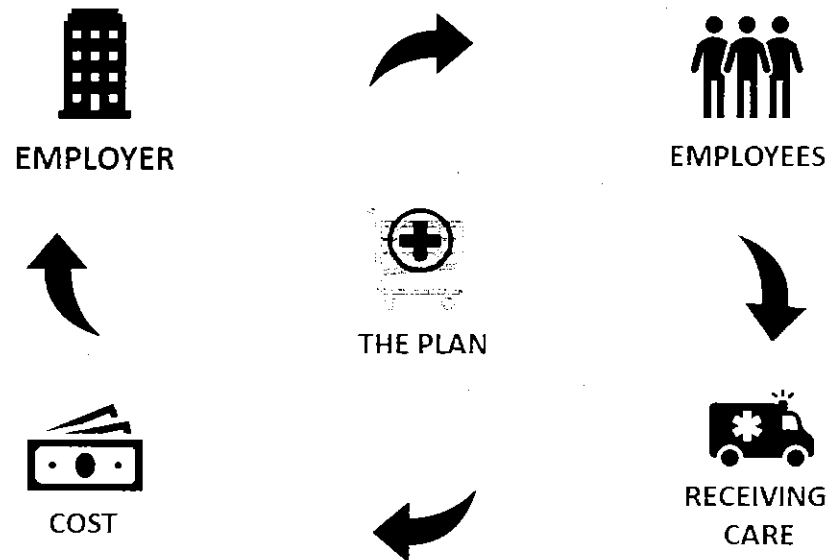


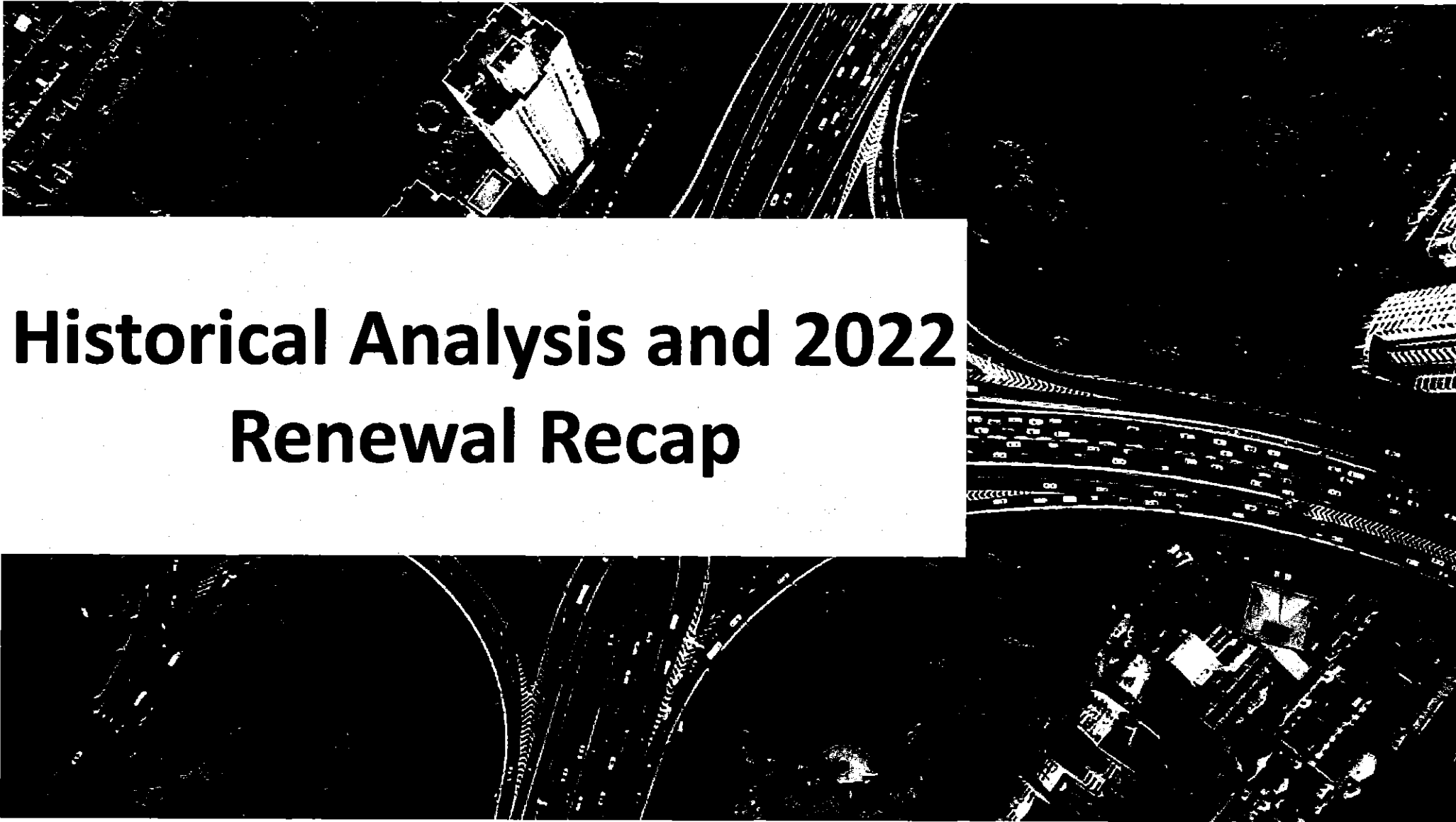


Warren County 2023 Renewal Recommendations

Agenda

- Historical Analysis
- 2022 Renewal Recap
- 2022 Year To Date Financials
- 2023 Total Costs
- 2023 Medical Renewal
- Stop Loss Request for Proposal (RFP) Update
- Recommendations

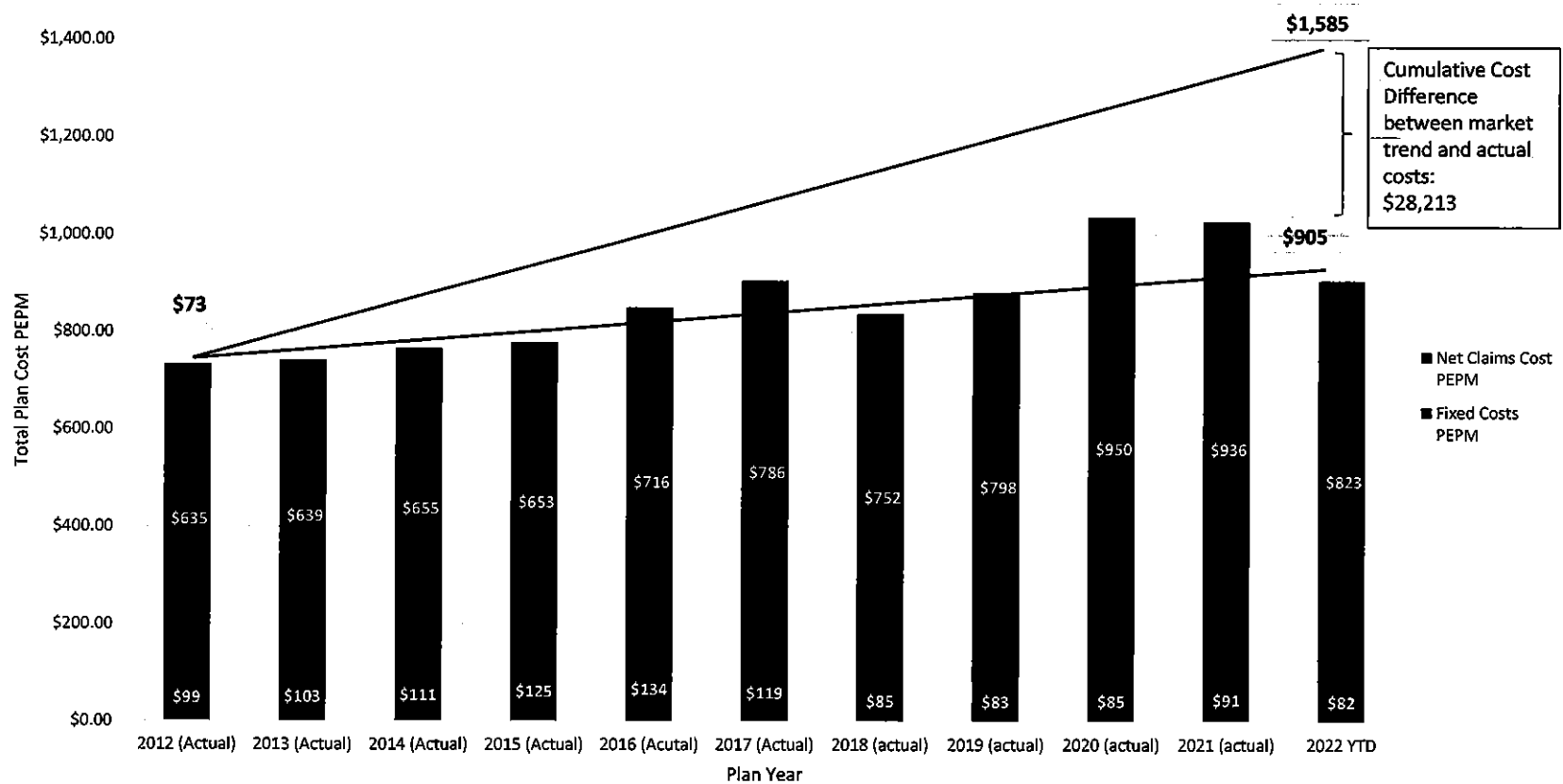




Historical Analysis and 2022 Renewal Recap

Historical Analysis – Plan Costs vs. Trend

- ✓ Trend: 8%
- ✓ Warren County's average change to Fully Insured Equivalent rates: 2%



2022 Renewal Recap

Overall, 9% increase (\$955K) to budget

Medical

- ✓ 17.5% decrease to admin rates (\$106k value) for 3 years (3% increase in 2024)
- ✓ Increased wellness funds from \$20k to \$45k
- ✓ Performance guarantees now offered (originally \$10k – increased to \$50k)
- ✓ Increased infertility coverage

Stop Loss:

- ✓ 2.5% (\$8K) increase to premium

Dental:

- ✓ Implemented PPO plan option through Dental Care Plus for out of network coverage
- ✓ Reduced administrative fees (\$2K annually)
- ✓ Enhanced performance guarantees

An aerial, high-angle photograph of a complex highway interchange with multiple lanes and overpasses. The image is in black and white, with a white rectangular box overlaid in the center containing the text. The background shows the intricate patterns of the roads and some surrounding greenery.

2022 Financials Year to Date

UHC Self-Funded Plan

Financials – Calendar Year 2022 through July

- ✓ YTD plan is running 11% (\$701k) under budget
- ✓ Large claimants over \$25k are above benchmark norm of 45-50% by 12%
- ✓ One large claim has exceeded stop loss limits (both Individual and Aggregating Specific); \$823K in SL reimbursements through July

	Employees	Members	Administration	Stop Loss	Warren County Ohio 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-22	864	1,973	\$41,524	\$28,604	\$813,776	\$1,100,988	\$1,073,353	\$147,794	\$1,221,148	\$1,291,276	\$883,904	146%
Feb-22	864	1,974	\$41,524	\$28,664	\$815,440	\$1,102,831	\$498,189	\$133,300	\$631,489	\$701,677	\$885,627	79%
Mar-22	858	1,961	\$41,235	\$28,480	\$810,044	\$1,095,658	\$561,689	\$197,774	\$759,463	\$829,178	\$879,760	94%
Apr-22	852	1,948	\$40,947	\$28,327	\$805,473	\$1,089,407	\$519,313	\$249,622	\$768,935	\$838,209	\$874,746	96%
May-22	845	1,920	\$40,611	\$28,009	\$796,795	\$1,077,815	\$732,266	\$175,215	\$907,481	\$976,100	\$865,414	113%
Jun-22	849	1,938	\$40,803	\$28,220	\$802,611	\$1,085,361	\$476,648	\$217,112	\$693,761	\$762,784	\$871,635	88%
Jul-22	848	1,915	\$46,290	\$27,936	\$789,343	\$1,076,334	\$556,101	\$217,388	\$773,489	\$847,716	\$863,570	98%
Aug-22												
Sep-22												
Oct-22												
Nov-22												
Dec-22												
Total	5,980	13,629	\$292,934	\$198,239	\$5,633,481	\$7,714,592	\$4,417,560	\$1,338,206	\$5,755,766	\$6,246,939	\$6,124,655	102%
Avg. / PEPM	854	1,947	\$49	\$33	\$942	\$1,290	\$739	\$224	\$963	\$1,045	\$1,024	102%

ISL Loss Ratio (ISL reimbursements / ISL Premium):

477%

Less Estimated Stop Loss Reimbursements:

\$823,777

Net Total Plan Cost:

\$4,931,988

\$5,423,161

\$6,124,655

89%

Over/Under Claims Budget: \$701,493

Frequency of Large Claimants

Claim Level	Prior Period: 08/01/2020 - 07/31/2021	Current Period: 08/01/2021 - 07/31/2022	Benchmark Expected
\$25,000	82	74	66
\$50,000	39	38	26
\$75,000	21	20	16
\$100,000	13	10	10
\$125,000	12	8	7
\$150,000	11	4	5
\$175,000	9	3	4
\$200,000	7	2	3
\$250,000	4	2	2
\$300,000	1	2	1
\$500,000	0	1	0
\$1,000,000	0	1	0



An aerial photograph of a complex highway interchange with multiple lanes and ramps. A white rectangular box is superimposed over the center of the image, containing the text '2023 Total Costs and Renewal'.

2023 Total Costs and Renewal

2023 Total Projected Costs

Budget to increase 3.7% in 2023

- *Total cost includes:*
 - *Administration (medical/dental/vision)*
 - *Stop loss premium*
 - *Expected claims*
 - *Health savings account (HSA) employer contributions*
 - *Purchased/consulting services*

	2022	2023
Total Costs	\$12,157,243	\$12,598,706
% Increase	-	3.7%
\$ Increase	-	\$441,463

2023 Medical Renewal

Claims

Claims projected to decrease \$100K

- *Warren County Budget numbers*
- *Includes high-cost claimant liability*

UHC Administration

Rate Guarantee – no changes to admin rates in 2023

- *\$45K in wellness funds*
- *Christ Hospital Spine and Joint program (no fee)*
- *Performance Guarantees (\$50K admin fees at risk)*

Stop Loss

Firm renewal: 47% (\$159K) increase

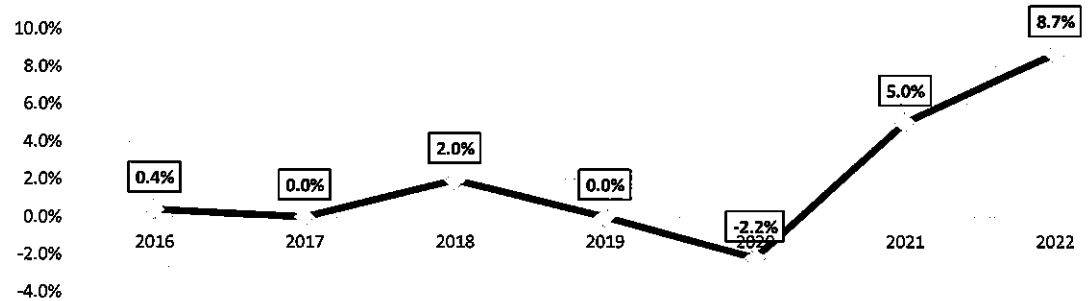
- *No changes to spec or aggregating specific*
- *Laser liability of \$850K*
- *Firm quote if accepted 10/15*



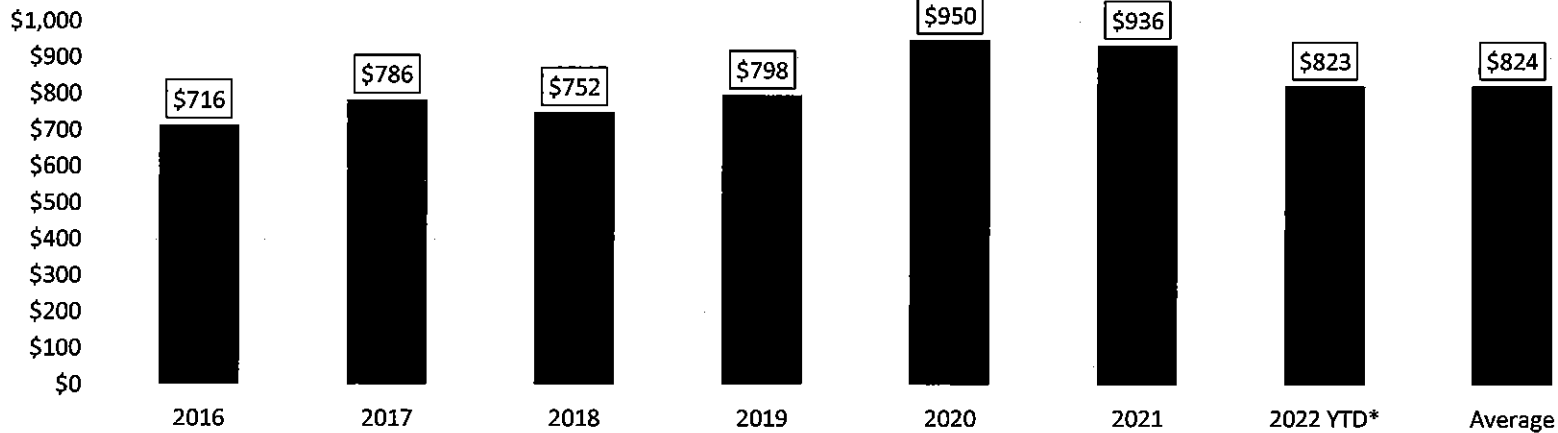
Claims and Renewal History

Average cost increase since 2016: 2%

- Trend 7-9%
- Net cost vs. expected has ran at an average 100.7% last 6 plan years
- 2020 and 2021 – two years of increased large claimant volatility and prevalence



Net Paid Claims PEPM



An aerial photograph of a complex highway interchange with multiple lanes and overpasses. A white rectangular box is superimposed over the center of the image, containing the text "Stop Loss Updates".

Stop Loss Updates

Stop Loss Request for Proposal

- HORAN conducted stop loss RFP to attempt obtaining competitive stop loss quotes
- Requested quotes from 11 carriers; majority uncompetitive rates
 - One carrier (SA Benefits) competitive; however, proposal *still illustrative and need September claims data*

	Current	Renewal (Firm)	HCC Alternate (Firm)
Specific Stop Loss Deductible	\$250,000	\$250,000	\$300,000
Aggregating Specific Deductible	\$350,000	\$350,000	\$350,000
Lasers	None	1 @ \$850K	1 @ \$850K
Specific Premium			
Composite Rate 849	\$28.99	\$44.27	\$31.65
Annual Specific Premium	\$295,343	\$451,023	\$322,446
Aggregate Premium			
Composite Rate 849	\$4.25	\$4.60	\$4.64
Annual Aggregate Premium	\$43,299	\$46,865	\$47,272
Total Annual Stop Loss Costs	\$338,642	\$497,888	\$369,718
Stop Loss \$ Change From Current	-	\$159,246	\$31,077
Stop Loss % Change From Current	-	47.0%	9.2%

	Current	Renewal	SA Benefits	SA Benefits
Specific Stop Loss Deductible	\$250,000	\$250,000	\$250,000	\$300,000
Aggregating Specific Deductible	\$350,000	\$350,000	\$350,000	\$350,000
Lasers	None	1 @ \$850K	TBD	TBD
Spec. Composite Rate 849	\$28.99	\$44.27	\$32.97	\$22.52
Annual Specific Premium	\$295,343	\$451,023	\$335,864	\$229,422
Agg. Composite Rate 849	\$4.25	\$4.60	\$4.28	\$4.60
Annual Aggregate Premium	\$43,299	\$46,865	\$43,605	\$46,865
Total Annual Stop Loss Costs	\$338,642	\$497,888	\$379,468	\$276,287
Stop Loss \$ Change From Current	-	\$159,246	\$40,827	(\$62,355)
Stop Loss % Change From Current	-	47.0%	12.1%	-18.4%

Stop Loss History

Stop Loss Premiums vs Reimbursements						
Year - Carrier	Specific Ded. Level	Aggregating Specific	TOTAL Stop Loss Premium	Total Reimbursement	Total Loss Ratio	# of Claims Over Specific
2011 - CDB/HM Life	\$150,000	N/A	\$695,732	\$1,616,076	232.3%	8
2012 - UHC	\$200,000	N/A	\$393,026	\$95,268	24.2%	2
2013 - UHC	\$200,000	N/A	\$456,825	\$202,178	44.3%	3
2014 - UHC	\$200,000	N/A	\$527,478	\$47,015	8.9%	1
2015 - UHC	\$200,000	N/A	\$620,814	\$163,855	26.4%	3
2016 - Optum	\$200,000	N/A	\$639,644	\$172,227	26.9%	4
2017 - Optum	\$250,000	N/A	\$621,960	\$252,571	80.7%	1
2018 - Tokio Marine	\$250,000	\$300,000	\$271,051	\$0	0%	1
2019 - Tokio Marine	\$250,000	\$350,000	\$253,802	\$0	0%	0
2020 - Tokio Marine	\$250,000	\$350,000	\$282,490	\$0	0%	4
2021 - Tokio Marine	\$250,000	\$350,000	\$336,606	\$0	0%	3
2022 (thru July) - TM	\$250,000	\$350,000	\$198,239	\$823,777	415%	1
Total/Avg	-		\$5,297,667	\$3,372,967	64%	31



An aerial photograph of a complex highway interchange with multiple lanes and ramps. A white rectangular box is superimposed over the center of the image, containing the text. The background is a high-contrast, black and white image of the road and surrounding urban area.

Recommended Strategies and Solutions

Medical Plan Recommendations

Align Single/Family Deductible & Out of Network deductible / out of pocket max plan design with In Network

- Consistency among plan design
- Minimal cost impact to employee and the County
- Out of network utilization very minimal (.6%)

In-Network

Deductible - Single	\$3,000	\$1,750
Deductible - Family	\$6,000	\$3,500
Out - of - Pocket Maximum - Single	\$5,950	\$3,400
Out - of - Pocket Maximum - Family	\$11,900	\$6,800



Deductible - Single	\$3,000	\$1,750
Deductible - Family	\$6,000	\$3,500
Out - of - Pocket Maximum - Single	\$6,000	\$3,500
Out - of - Pocket Maximum - Family	\$12,000	\$7,000

Out of Network

Deductible - Single	\$5,400	\$3,000
Deductible - Family	\$10,800	\$6,000
Out - of - Pocket Maximum - Single	\$11,900	\$11,900
Out - of - Pocket Maximum - Family	\$23,800	\$23,800



Deductible - Single	\$6,000	\$3,500
Deductible - Family	\$12,000	\$7,000
Out - of - Pocket Maximum - Single	\$12,000	\$7,000
Out - of - Pocket Maximum - Family	\$24,000	\$14,000

Increase FSA Limit from \$2500 to IRS Maximum of \$2850

- Allows members ability for higher upfront funds day one of plan year
- Immediate increased funds may help pay for high-cost medications
- Majority of employers allow full access to IRS maximum election amount

Medical Cost Share Recommendation

Implement a 4—tier contribution strategy (currently only EE and Family)

- Allows for greater decision-making and appropriate rating among membership
- 94% of employers (through Milliman National Survey) offer 4-tier rates
- No additional cost to County; rate division distributed differently and based upon needed budget

Implement Base and Buy-Up Employer HSA Contribution Incentive \$300 EE only / \$600 Family coverage

- If single, must receive an annual blood draw and physical; if family, applicable spouse must receive annual blood draw and physical
- Day For Life remains in force
- Estimated to cost additional \$400K for County
- Those who are not eligible for HSA may receive funds in either FSA / HRA

Proposed 2-tier rates

Buy-Up HSA

Tier	Enrollment	Current			January 1, 2023 Renewal				
		Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	151	\$543.60	\$81.54	15%	\$576.22	\$86.43	15%	\$4.89	6.0%
Family	229	\$1,440.85	\$216.13	15%	\$1,527.30	\$229.10	15%	\$12.97	6.0%

Buy-Up Cost Summary	Current	Renewal	\$ Change	% Change
Employee Cost	\$741,676	\$786,176	\$44,501	6.0%
Employer Cost	\$4,202,783	\$4,454,950	\$252,167	6.0%

Base Plan

Tier	Enrollment	Current			January 1, 2023 Renewal				
		Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	197	\$500.69	\$0.00	0%	\$530.73	\$0.00	0%	\$0.00	-
Family	272	\$1,327.06	\$0.00	0%	\$1,406.68	\$0.00	0%	\$0.00	-

Base Cost Summary	Current	Renewal	\$ Change	% Change
Employee Cost	\$0	\$0	\$0	-
Employer Cost	\$5,515,155	\$5,846,064	\$330,909	6.0%

Total Cost Summary

	Current	Renewal	\$ Change	% Change
Employee Cost	\$741,676	\$786,176	\$44,501	6.0%
Employer Cost	\$9,717,938	\$10,301,015	\$583,076	6.0%

Enrollment Population 9/2022 Per Pay x 26

Base

Single	197	\$	-
Emp + Child(ren)	64	\$	-
Emp + Spouse	82	\$	-
Family	115	\$	-
	458		

Buy--Up

Single	152	\$	(0.88)
Emp + Child(ren)	38	\$	(38.26)
Emp + Spouse	61	\$	(18.31)
Family	128	\$	11.61
	379		

837

2022 2-Tier Rates			
2022 FIE Rates	EE Count		Annual Rate Rev
\$ 500.69	198	12	\$ 1,189,639.44
\$ 1,327.06	260	12	\$ 4,140,427.20
\$ 543.60	154	12	\$ 1,004,572.80
\$ 1,440.86	225	12	\$ 3,890,322.00
	837		\$ 10,224,951.44

2023 2-Tier Rate Study															
2022 FIE Rates	2022 ER Mt	2022 EE Mt	2023% Inc	2023 \$ Inc	2023 FIE Rate		Mt Rate Rev	EE Count	Annual Rate Rev	ER Mt	EE Mt	FIE Mt	2023 EE PP x 24	2022 EE PP x 24	% Inc
\$ 500.69	\$ 500.69	\$ -	6%	\$ 30.04	\$ 530.73	12	\$ 6,368.78	198	\$ 1,261,017.81	\$ 530.73	\$ -	\$ 530.73	\$ -	\$ -	6.00%
\$ 1,327.06	\$ 1,327.06	\$ -	6%	\$ 79.62	\$ 1,406.68	12	\$ 16,880.20	260	\$ 4,388,852.83	\$ 1,406.68	\$ -	\$ 1,406.68	\$ -	\$ -	6.00%
\$ 543.60	\$ 462.06	\$ 81.54	6%	\$ 32.62	\$ 576.22	12	\$ 6,914.59	154	\$ 1,064,847.17	\$ 489.78	\$ 86.43	\$ 576.22	\$ 43.22	\$ 40.77	6.00%
\$ 1,440.86	\$ 1,224.72	\$ 216.14	6%	\$ 86.45	\$ 1,527.31	12	\$ 18,327.74	225	\$ 4,123,741.32	\$ 1,298.21	\$ 229.10	\$ 1,527.31	\$ 114.55	\$ 108.07	5.99%
								837	\$ 10,838,459.13						

2023 2-Tier Rates to 4-Tier Rates									
Base	2023 FIE		ER Prem Mt	ER Inc Mt	ER % Inc Mt				
Single	\$ 530.73	\$ 530.73	\$ 530.73	\$ 30.04	6.00%				
Child(ren)	\$ 398.05	\$ 928.78	\$ 928.78	\$ (398.28)	-30.01%				
Spouse	\$ 663.41	\$ 1,194.14	\$ 1,194.14	\$ (132.92)	-10.02%				
Family	\$ 1,592.19	\$ 1,592.19	\$ 1,592.19	\$ 265.13	19.98%				
Buy-Up	2023 FIE		ER Prem Mt	ER Inc Mt	ER % Inc Mt	2023 EE Mt	2023 EE Prem x 26	2022 EE Prem x 24	\$ Diff
Single	\$ 576.22	\$ 576.22	\$ 489.79	\$ 27.73	6.00%	\$ 86.43	\$ 39.89	\$ 40.77	\$ (0.88)
Child(ren)	\$ 432.17	\$ 1,008.39	\$ 857.13	\$ (367.59)	-30.01%	\$ 151.26	\$ 69.81	\$ 108.07	\$ (38.26)
Spouse	\$ 720.28	\$ 1,296.50	\$ 1,102.02	\$ (122.70)	-10.02%	\$ 194.47	\$ 89.76	\$ 108.07	\$ (18.31)
Family	\$ 1,728.66	\$ 1,728.66	\$ 1,469.36	\$ 244.64	19.98%	\$ 259.30	\$ 119.68	\$ 108.07	\$ 11.61

Pharmacy Recommendations

Renew with OptumRx for a 3-year contract

- 3-year contract expires 1/1/2023
- Proposal provides approximately \$1.3MM in savings (\$433K/annually) compared to current contract
 - Savings through increased rebates and overall drug spend
- No disruption to current pharmacy drug list (PDL) or network

Enhance Rx coverage by offering expanded preventive drug list to increase medication adherence

- Provides access to maintenance medications at no cost for membership
- IRS compliant with HDHP plans
- Estimated to cost an additional \$20-30K for County (based off utilization)

Dental and Vision Recommendations

Increase Dental Annual Maximum from \$1000 to \$1500 Per Person

- Richer plan design for membership
- Aligns more within benchmark for public entities
- Claims are projected to decrease in 2023, meaning current rates can offset any increased claims spend due to benefit enhancement

Increase Vision Frame Allowance From \$130 to \$170

- No impact to admin rate guarantee
- Employees spending \$177 on average on frames. Only 31% of members are purchasing frames within \$130 allowance.
- Claims are projected to decrease \$56K, meaning current rates will offset any increased claims spend due to benefit enhancement

An aerial, high-angle photograph of a complex highway interchange with multiple overpasses and ramps. The image is in black and white, with a white rectangular box centered over the middle section. The text 'Ancillary Benefits' is written in a bold, black, sans-serif font within this box. The background shows the intricate patterns of the roadways and surrounding urban or suburban development.

Ancillary Benefits

Dental

Dental Care Plus Group

- Full PPO replacement took effect 1/1/2022
- Rate guarantee through 1/1/2024

Current Performance Guarantees:

- Claims Processing Timeliness:
 - 95% of all claims will be accurately adjudicated within 15 business days after receipt of a complete and accurate claim form, including any required attachments and 98% of all claims will be accurately adjudicated within 30 business days after receipt. If one of these thresholds is not met, DCPG will reimburse 3% of annual paid administrative fees.
- Customer Service Guarantee:
 - Average speed to answer will not exceed 30 seconds. If exceeds threshold for the year, DCPG will reimburse 35 of annual paid administrative fees.
- Network Utilization Guarantee:
 - Minimum of 91% of the overall paid claims amount will be paid on an in-network basis. If percentage falls below, DCPG will reimburse 3% of annual paid administrative fees.



Vision

EyeMed

- Admin rate guarantee through 1/1/2024

Basic Life and Voluntary Life

Minnesota Life

- Rate guarantee through 1/1/2025





THANK YOU



**REQUEST FOR AUTHORIZATION TO ATTEND ASSOCIATION MEETING,
CONVENTION OR TRAINING SEMINAR/SESSION**

This form is to be completed by Department Head/Elected Official requesting authorization to attend an Association Meeting or Convention or Training Seminar/Session sponsored by an Association as required by O.R.C. Section 325.20. Additionally, authorization is required for any training seminar/session held more than 250 miles from county campus;

*NAME OF ATTENDEE: LINDA ODA DEPARTMENT: RECORDER

*POSITION: RECORDER DATE: NOV. 13-16, 2022

REQUEST FOR AUTHORIZATION FOR THE ABOVE-NAMED EMPLOYEE/ELECTED OFFICIAL TO ATTEND THE FOLLOWING:

ASSOCIATION MEETING CONVENTION ASSOCIATION SPONSORED TRAINING SEMINAR/SESSION
TRAINING MORE THAN 250 MILES

PURPOSE: ANNUAL ASSOCIATION CONFERENCE AND CONTINUING EDUCATION

LOCATION: 8700 LYRA DRIVE, COLUMBUS, OHIO = HILTON POLARIS

DATE(S): NOVEMBER 13-16, 2022

TYPE OF TRAVEL: (Check one)

AIRLINE STAFF CAR PRIVATE VEHICLE OTHER

LODGING: \$345 (\$115 X 3)

ESTIMATED COST OF TRIP: \$405 (\$345 LODGING & \$46.50 MILEAGE) PARKING AT HOTEL

I CERTIFY THAT DIRECTION HAS BEEN GIVEN TO ALL EMPLOYEES ATTENDING THIS FUNCTION, THAT IT IS EXPECTED OF THEM TO ATTEND APPLICABLE SESSIONS.

DEPARTMENT HEAD/ELECTED OFFICIAL REQUESTING AUTHORIZATION:

Linda Oda Recorder 10-7-2022
Signature/Title Date

BOARD OF COMMISSIONERS' APPROVAL:

Commissioner Date

Commissioner Date

Commissioner Date

*If additional employees will be attending the Association Meeting, Convention or Training Seminar/Session please list names and positions here:
