



**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 – September 26, 2017

The Board met in regular session pursuant to adjournment of the September 19, 2017, meeting.

Tom Grossmann – present

Shannon Jones – present

David G. Young – present

Tina Osborne, Clerk – present

Minutes of the September 12, 2017, and September 19, 2017 meetings were read and approved.

- 17-1480 A resolution was adopted to hire Shawn Martin as Water Treatment Plant Technician, within the Warren County Water and Sewer Department.
Vote: Unanimous
- 17-1481 A resolution was adopted to hire Tameka Phillips, Protective Services Caseworker II, within the Warren County Department of Job and Family Services, Children Services Division. Vote: Unanimous
- 17-1482 A resolution was adopted to hire Bethany Bird, Alternative Response Caseworker II, within the Warren County Department of Job and Family Services, Children Services Division. Vote: Unanimous
- 17-1483 A resolution was adopted to hire Zachary Thompson as Deputy Dog Warden, within the Warren County Dog and Kennel Department. Vote: Unanimous
- 17-1484 A resolution was adopted to approve end of 365-day probationary period and approve a pay increase for Darrin Sparks within the Warren County Garage.
Vote: Unanimous
- 17-1485 A resolution was adopted to designate Family and Medical Leave of Absence to Robert Russell, Chief Mechanic, within the Warren County Garage.
Vote: Unanimous

- 17-1486 A resolution was adopted to designate Family and Medical Leave of Absence to Jessica Stohlman, Custodial Worker I, within the Department of Facilities Management. Vote: Unanimous
- 17-1487 A resolution was adopted to name Amy Pond Interim Executive Director of the Workforce Investment Board and approve a temporary pay increase. Vote: Unanimous
- 17-1488 A resolution was adopted to appoint Matthew Fetty as the Director for Warren County OhioMeansJobs Department. Vote: Unanimous
- 17-1489 A resolution was adopted to appoint an evaluation committee relative to the procurement request for qualifications associated with architectural services for the Warren County Juvenile Justice Center Roofing Project. Vote: Unanimous
- 17-1490 A resolution was adopted to authorize County Administrator to sign, as collaborative partner, the City of Lebanon's amended grant agreement and an addendum to the grant agreement relative to redevelopment funds made available due to the relocation of the Harness Racing from the Warren County Fairgrounds. Vote: Unanimous
- 17-1491 A resolution was adopted to approve and authorize the President and/or Vice President of this Board to sign a Funding Approval/Agreement between Warren County and the U.S. Department of Housing & Urban Development relative to the Fiscal Year 2017 Community Development Block Grant (CBDG) Entitlement Program. Vote: Unanimous
- 17-1492 A resolution was adopted to approve a Subsidy Grant Agreement Addendum to Ohio Department of Rehabilitation and Correction Modifying the Probation Improvement and Incentive Funding on behalf of the Warren County Common Pleas Court. Vote: Unanimous
- 17-1493 A resolution was adopted to amend the TANF PRC Contract with Interfaith Hospitality Network on behalf of the Warren County Department of Human Services. Vote: Unanimous
- 17-1494 A resolution was adopted to approve agreement and addendum with Royalseed Youth Development Center, Inc. as a Child Placement and Related Service Provider for the Warren County Board of County Commissioners on behalf of Warren County Children Services. Vote: Unanimous
- 17-1495 A resolution was adopted to approve and enter into an Adoption Assistance Agreement [REDACTED] on behalf of Ohio Department of Job and Family Services Children Services Division. Vote: Unanimous

- 17-1496 A resolution was adopted to approve Addendum No. 1 to Real Estate Purchase Agreement amending the acreage amount and purchase price on behalf of the Water and Sewer Department. Vote: Unanimous
- 17-1497 A resolution was adopted to authorize Amendment No. 1 to the Engineering Agreement with Fishbeck, Thompson, Carr & Huber, Inc., increase purchase order no. 21313 for the Simpson Creek and Bear Run Lift Station Upgrade Project. Vote: Unanimous
- 17-1498 A resolution was adopted to approve and enter into an Easement & Agreement for Waterline & Appurtenances with Middletown Property Ventures, LLC. Vote: Unanimous
- 17-1499 A resolution was adopted to approve and enter into Amendment No. 4 to the Intergovernmental Agreement between this Board and the Warren County Transportation Improvement District, designating a change in funding amounts for projects. Vote: Unanimous
- 17-1500 A resolution was adopted to enter into a Temporary Entrance and Work Agreement with William Frazee, Daniel Frazee and Kathryn Hinkel for the Strout Road Bridge Rehabilitation Project. Vote: Unanimous
- 17-1501 A resolution was adopted to enter into a Permanent Highway Easement and a Temporary Easement Agreement with David S. and Melanie R. Howard for the Old SR 122 and Township Line Road Roundabout Project. Vote: Unanimous
- 17-1502 A resolution was adopted to approve and authorize the Vice President of the Board of County Commissioners to enter into a Professional Service Agreement with Southpointe Engineering Systems and the Board of County Warren County Commissioners for the Warren County Water and Sewer Department's KIP wide format printer/copier. Vote: Unanimous
- 17-1503 A resolution was adopted to authorize the President of the Board to enter into Equipment Agreement and Scope of Services Agreement with Woodhull, LLC for the purchase of a Ricoh MP C3004ex Copier on behalf of Warren County Data Processing. Vote: Unanimous
- 17-1504 A resolution was adopted to affirm "Then and Now" requests pursuant to Ohio Revised Code 5705.41 (D) (1). Vote: Unanimous
- 17-1505 A resolution was adopted to approve various refunds. Vote: Unanimous
- 17-1506 A resolution was adopted to acknowledge payment of bills. Vote: Unanimous

- 17-1507 A resolution was adopted to enter into a Subdivision Public Improvement Performance and Maintenance Security Agreement with Trails of Shaker Run Holdings LLC for installation of certain improvements in Trails of Shaker Run, Section Eleven situated in Turtlecreek Township. Vote: Unanimous
- 17-1508 A resolution was adopted to enter into Street and Appurtenances (including sidewalks) Security Agreement with Trails of Shaker Run Holdings, LLC for installation of certain improvements in Trails of Shaker Run, Section Eleven situated in Turtlecreek Township. Vote: Unanimous
- 17-1509 A resolution was adopted to approve various record plats. Vote: Unanimous
- 17-1510 A resolution was adopted to create new fund #208- County and Transit Authority Medicaid Sales Tax Transition. Vote: Unanimous
- 17-1511 A resolution was adopted to accept and Amended Certificate and approve a supplemental appropriation within Fund 449 Various Sewer Assessment Projects. Vote: Unanimous
- 17-1512 A resolution was adopted to approve supplemental appropriation into OhioMeansJobs Fund #258. Vote: Unanimous
- 17-1513 A resolution was adopted to approve appropriation adjustment within the Clerk of Court of Common Pleas Fund #101-1260. Vote: Unanimous
- 17-1514 A resolution was adopted to approve appropriation adjustment from Board of Elections Fund #101-1301 into #101-1300. Vote: Unanimous
- 17-1515 A resolution was adopted to approve appropriation adjustments within Sheriff's Office Fund #101-2200. Vote: Unanimous
- 17-1516 A resolution was adopted to approve appropriation adjustments within Veterans Fund #101-5210. Vote: Unanimous
- 17-1517 A resolution was adopted to approve appropriation adjustments within Board of Developmental Disabilities Fund #205. Vote: Unanimous
- 17-1518 A resolution was adopted to approve an appropriation adjustment within Workforce Investment Board Fund #238. Vote: Unanimous
- 17-1519 A resolution was adopted to approve appropriation adjustments within County Court Fund #253. Vote: Unanimous
- 17-1520 A resolution was adopted to approve appropriation adjustments within Children Services Fund #273. Vote: Unanimous

- 17-1521 A resolution was adopted to approve appropriation adjustment within Telecommunications Department Fund #492. Vote: Unanimous
- 17-1522 A resolution was adopted to approve an appropriation adjustment within County Fairgrounds Construction Fund #498. Vote: Unanimous
- 17-1523 A resolution was adopted to authorize payment of bills. Vote: Unanimous
- 17-1524 A resolution was adopted to authorize the issuance of not to exceed \$129,254.45 of special assessment bonds (Irwin-Simpson Road Sewer Improvements Area). Vote: Unanimous
- 17-1525 A resolution was adopted to authorize Request for Qualifications for Construction Manager at risk services for the Warren County New Jail and Sheriff's Administration Office Project. Vote: Unanimous
- 17-1526 A resolution was adopted to approve the pledging of lodging tax revenue to the payment of bond service charges and administrative expensive related to revenue bonds to be issued by the Warren County Port Authority to finance the acquisition, construction, equipping, and installation of a Multi-Sport Athletic Complex that will be operated by the Warren County Convention & Visitors' Bureau located in the Union Village Development in Turtlecreek Township; and authorizing a Cooperative Agreement and other documents relating to the project site and the above referenced bonds. Vote: Unanimous
- 17-1527 A resolution was adopted to authorize County Administrator to represent the Board and execute closing documents for the acquisition of real property from the City of Franklin for the County Water Department. Vote: Unanimous
- 17-1528 A resolution was adopted to cancel regularly scheduled Commissioners' Meeting of Thursday, September 28, 2017. Vote: Unanimous

DISCUSSIONS

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

Joy Padgett, Ohio Environmental Protection Agency (EPA), was present to discuss the various programs available to local governments, businesses and residents from the non-regulatory branch of the Ohio EPA.

Ms. Padgett reviewed the various program provided brochures including a resources guide to highlight several compliance, technical and financial assistance programs available to help Ohio communities and businesses with their environmental needs.

Neil Tunison, County Engineer, was present to discuss the following matters:

1. Bunnell Hill Road and Lytle Five Points Road Roundabout Project—Mr. Tunison presented the history of the proposed roundabout project and stated that the traffic study shows the intersection to be a grade F in 2032. He then discussed the ability to construct the project now through the Greens of Bunnell Hill RID funds. He explained the timing of the RID dollars and the need to proceed with the project while the funds are available. Mr. Tunison then stated that the Board is in receipt of a letter from Marilyn Harkleroad, Bunnell Hill Road resident, objecting to the construction of a roundabout. He stated that the county purchased road right of way from Mrs. Harkleroad for a permanent draining easement and construction improvement to the berm of the road. He stated the provision in the easement that allows Mrs. Harkleroad to purchase back the property in the event the county has not used it. He requested the Board to deny Mrs. Harkleroad's request and stated the need to discuss the proposed project with the Clearcreek Township Trustees in order to proceed with the project.

Mrs. Harkleroad was present for the discussion and stated she does not see many backups at this intersection. She then stated her concern regarding needing to turn right and proceed through the roundabout in order to go left out of her driveway.

There was discussion relative to the use of available resources to correct a traffic problem before it occurs.

There was discussion relative to the currently constructed roundabouts that are similar to the one proposed. The Board suggested that Mrs. Harkleroad travel to one of the existing roundabouts.

Upon discussion, it was requested Mr. Tunison to send an official response to Mrs. Harkleroad to deny her request to repurchase the easement property.

2. Coalition Against Bigger Trucks—The Board received a request from the Coalition Against Bigger Trucks requesting the Board to write a letter of opposition to the proposed legislation that will raise the truck weights from 80,000 pounds to at first 91,000 pounds.

Mr. Tunison stated his opposition to the proposed truck weight increase and the Board requested he draft a letter for Board signature asking US Congress to reject the legislation.

Tammy Whitaker, Benefits Administrator, was present along with Steve Ash, Horan Associates, for a work session to discuss the 2018 benefit renewal proposal.

Mr. Ash presented the proposed PowerPoint presentation providing background information, 2017 year to date financial, 2018 medical renewal, 2018 total costs, stop loss analysis and recommended plan changes, 2018 dental and vision renewal total costs and the proposed 2018 contribution rates.

There was discussion relative to the 18.9% negotiated down to a 9.9% increase in the stop loss premiums. Commissioner Young discussed the funding of an increased portion of our own stop loss.

Tiffany Zindel, County Administrator, stated that Horan has gone out on the market to shop other providers but companies will not respond until later in the year when they have seen more claims history.

Mr. Ash reviewed the plan design change to increase the deductible to the base plan due to IRS mandated regulations. He then discussed a future 4 tier contribution plan being discussed for 2019.

Upon discussion, it was determined that Ms. Whitaker will provide an update on stop loss premium rates at a later date.

Abbot Thayer, Dinsmore & Shohl, was present to present legislation and closing documents relative to the issuance of \$129,254.45 Special Assessment Bonds (Irwin-Simpson Road Sewer Improvement Area).

Upon discussion, the Board resolved (Resolution 17-1524) to authorize the issuance of not to exceed \$129,254.45 of special assessment bonds (Irwin-Simpson Road Sewer Improvements Area).

Martin Russell, Deputy County Administrator, was present to present the following legislation for adoption:

1. Request for Qualifications (RFQ) for Construction Manager at Risk relative to the New Warren County Jail Project. Upon discussion, the Board resolved (Resolution #17-1525) to issue the RFQ.
2. Port Authority has adopted legislation to authorize their ownership of the Warren County Sports Complex and issue the debt relative thereto. Upon discussion, the Board resolved (Resolution #17-1526) to approve the pledging of lodging tax revenue to the payment of bond service charges and administrative expenses related to revenue bonds to be issued by the Warren County Port Authority to finance the acquisition, construction, equipping, and installation of a Multi-Sport Athletic Complex that will be operated by the Warren County Convention & Visitors Bureau located in the Union Village Development in Turtlecreek Township; and authorizing a Cooperative Agreement and documents relative thereto.

Judges Oda, Peeler and Tepe, Warren County Common Pleas Court, were present along with Jennifer Burnside, Court Administrator, at the request of the Board for a follow up discussion relative to the TCAP grant funds being offered by the Ohio Department of Rehabilitation and Corrections.

There was discussion from the Board relative to budget concerns associated with the decline of the grant funds.

There was discussion relative to the number of prisoners affected by the TCAP funds vs. the amount of money proposed to be received.

The Judges reviewed the various reasons they individually chose to support or not support the acceptance of the TCAP grant funds.

Commissioner Young clarified that his only concern relative to this matter is budget related and stated his understanding that the Judges are required to deal with the criminal offenses and appropriate sentences.

Judge Oda stated he sends the least amount of criminals to prison as possible and presented a list of individuals that have been sentenced to state prison, along with their criminal history.

Commissioner Jones stated that the question that is being posed is "should the County take the resources available now, even though it will be a moot point when the state reclassifies the crimes and offers no funds.

Commissioner Grossmann questioned, with construction of the new jail, what can Warren County do programming wise to help prevent these types of issues, when they are drug or mental health related crimes.

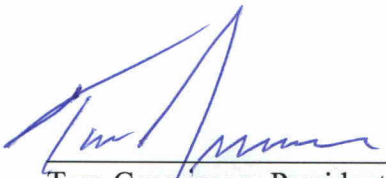
Judge Peeler stated his opinion that in most cases, it is an underlying mental health issue that needs addressed.

Judge Tepe stated his opinion that without prison, they cannot force treatment. He stated that when the State of Ohio tells him he can no longer sentence to prison, he will follow the law. He then stated that until then, he will use the state prison when he determines it is necessary.

Commissioner Young questioned, as a partner in this decision, if the number of Felony 5 criminals sentenced to prison is work the funding that will be lost from taking the TCAP Grant funds.

There was discussion relative to the "Gap Analysis" that has been requested from the State of Ohio and the various needs that are hoped to be addressed upon its completion.

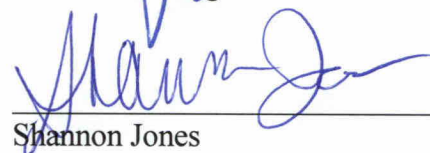
Upon discussion, the Judges stated they will talk amongst themselves and reply back to the Board with a final answer on their willingness to accept TCAP funds.



Tom Grossmann, President



David G. Young



Shannon Jones

I hereby certify that the foregoing is a true and correct copy of the minutes of the meeting of the Board of County Commissioners held on September 26, 2017, in compliance with Section 121.22 O.R.C.



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



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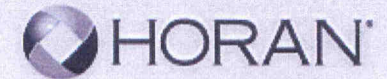
Warren County
Work Session
September 26, 2017
Steve Ashe, CEBS
Director, Employee Benefits

Agenda



1. Background
2. 2017 YTD Financials
3. 2018 Medical Renewal
4. 2018 Total Costs
 - Stop Loss Analysis and Recommendation
 - Plan Changes
5. 2018 Dental Renewal and Total Costs
6. 2018 Vision Renewal and Total Costs
7. 2018 Medical, Dental and Vision Rates/Contributions
8. Additional Benefits

Background



2011 plan year eliminated the medical reserve

2012 changed medical administrators to UHC, changed plans, employee contributions

2012 – 2016 medical costs have remained flat

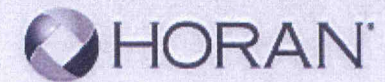
- Consumer Driven Health Plans
- Periodic medical/stop loss/Rx bids
- Robust Wellness plan driven by HR
- HR day-to-day involvement in evaluating plans, offerings (e.g. Real Appeal), etc.

2017 final renewal projected a -0.6% (data available through July 2016)

- Total Projected spend of ~\$8.6MM (based on enrollment of 819)
- Increased specific deductible from \$200k to \$250k

Current State of the medical reserves is 'healthy' at ~\$4.8MM

2017 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	HCR Fees (PCORI & Reinsurance) *	Fixed Cost (Admin, ISL, & ASL)	HORAN Expected Claims	UHC 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-17	839	1,975	\$430	\$92,873	\$579,668	\$785,004	\$770,099	\$15,244	\$785,343	\$878,646	\$672,971	131%	
Feb-17	840	1,987	\$432	\$92,991	\$582,094	\$786,005	\$560,963	\$83,638	\$644,601	\$738,025	\$675,517	109%	
Mar-17	838	1,989	\$433	\$92,754	\$579,282	\$784,002	\$513,467	\$117,178	\$630,645	\$723,832	\$672,469	108%	
Apr-17	844	2,001	\$435	\$93,228	\$581,663	\$788,007	\$292,355	\$132,197	\$424,551	\$518,215	\$675,326	77%	
May-17	843	1,996	\$434	\$93,228	\$578,949	\$788,007	\$412,950	\$158,799	\$571,750	\$665,412	\$672,611	99%	
Jun-17	846	2,001	\$435	\$93,820	\$581,908	\$793,014	\$382,139	\$127,855	\$509,994	\$604,250	\$676,164	89%	
Jul-17													
Aug-17													
Sep-17													
Oct-17													
Nov-17													
Dec-17													
Total	8,780	11,949	\$2,600	\$558,894	\$3,483,564	\$4,724,039	\$2,931,974	\$634,911	\$3,566,885	\$4,128,379	\$4,045,059	102%	
Avg. / PEPM	842	1,992	\$1	\$111	\$690	\$935	\$581	\$126	\$706	\$818	\$801	102%	
ISL Loss Ratio (ISL reimbursements / ISL Premium): 93%						Less Estimated Stop Loss Reimbursements:		\$250,338					
Net Total										Plan Cost: \$3,316,546	\$3,878,041	\$4,045,059	96%
										Over/Under			
										Claims			
										Budget: \$167,018			

UHC – Administration: UHC is offering a 1.7% increase, \$9,824

- Total Annual spend \$580k
- HORAN negotiated an increase to the wellness budget from \$10k to \$15k (used to fund Benefits Fair, Amazing Race and IH blood draw)

UHC / Optum – Specific Stop Loss: UHC is offering a 9.9% increase, \$56,919

- Total Annual spend \$632k
- Initial increase was an 18.9% negotiated down \$54k to the 9.9%
- Warren County still eligible for the premium refund program (\$60k premium refund received based on the 2016 plan performance)

UHC / Optum – Aggregate Stop Loss: UHC is offering an 8.6% increase, \$3,950

- Total Annual spend \$57k

Please note: HORAN is conducting a full request for proposal for Stop Loss

2018 Projected Total Medical Costs



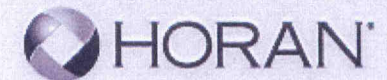
Following includes administration, stop loss, claims, health savings account (HSA) employer contributions and purchased services

	2017	2018
Total Costs	\$8,850,000	\$9,120,000
% Increase	-	3.1%
\$ Increase	-	\$270,000

Costs provided by Warren County

Less employee contributions Warren County's 2018 total costs are \$8,489,163 (\$136,441 increase)

Stop Loss Analysis



Last year Warren County increase the specific deductible from \$200k per covered member to \$250k per covered member. YTD savings of ~\$116k.

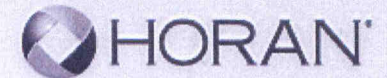
HORAN evaluated increasing the specific deductible for 2018:

Analysis #2: Based on Current 12 Month Period with a Prospective Risk Adjustment				
	Current	Renewal	Option 1	Option 2
Actual Claims over Spec	1	1	1	1
(A) ER Claims Liability	\$250,000	\$250,000	\$275,000	\$300,000
(B) Claims Savings/Loss to Employer	-	\$0	\$25,000	\$50,000
(C) Annual Specific Premium	\$575,372	\$632,291	\$561,496	\$501,944
(D) Premium Change From Current	-	\$56,919	(\$13,875)	(\$73,428)
Total Cost (A + C)	\$825,372	\$882,291	\$836,496	\$801,944
\$ Change from Current	-	\$56,919	\$11,125	(\$23,428)

Number of claims to hit the specific deductible to eliminate savings in Option 1 = 2.8

Number of claims to hit the specific deductible to eliminate any savings in Option 2 = 2.6

Stop Loss Recommendation



Recommendation:

- Remain at the \$250k specific deductible
- Evaluate next year

Rationale:

- Increased last year taking on an additional \$50k per member
- Single digit stop loss renewal is below stop loss trend of 17-20%

Plan Design Changes



IRS Mandated Change:

- Increasing the Base Plan Deductibles keeping the Health Savings Accounts compliant with IRS minimums

Benefit	2017 Base Plan	2018 Base Plan
Deductible	\$2,600 Single \$5,200 Family	<i>\$2,700 Single</i> <i>\$5,400 Family</i>
Co-Insurance	90/10%	90/10%
Out-of-Pocket Maximum	\$5,950 Single \$11,900 Family	\$5,950 Single \$11,900 Family

Plan change represents a \$49k claims savings

Plan Design Changes



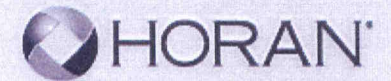
ACA Change:

- Statins will have a \$0 cost share beginning 12/1. Please see flyer for additional information
- Update list of Preventive Services covered at 100%
- E.g. – Lead screenings ages prenatal – 6 years old;
- PCORI will end after 2018 (to be paid in 2019) - \$2.83 per member per month
- Transitional Reinsurance Plan (TRP) fee has ended

UHC Change and Update:

- January prescription drug list updates will be available end of September for a 1/1/18 effective date
- UHC is handling a class action lawsuit against Lipoderm (currently WC not impacted)

2018 Projected Total Dental Costs



Dental Care Plus – Administration: DCP offered a \$.10 per employee per month increase, \$1,087

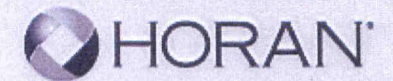
- Rate guaranteed for 3 years

Following includes administration and claims:

	2017	2018
Total Costs	\$585,000	\$595,000
% Increase	-	1.7%
\$ Increase	-	\$10,000

Costs provided by Warren County

2018 Projected Total Vision Costs



EyeMed – Vision: Under rate guarantee until 2021

Following includes administration and claims:

	2017	2018
Total Costs	\$110,000	\$110,000
% Increase	-	0.0%
\$ Increase	-	\$0

Costs provided by Warren County

Medical - Employee Contributions



Below are the employee contributions for 2018. 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, 2018 Renewal				
Tier	Enrollment	Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	194	\$430.32	\$0.00	0%	\$438.71	\$0.00	0%	\$0.00	0.0%
Family	279	\$1,140.64	\$0.00	0%	\$1,162.81	\$0.00	0%	\$0.00	0.0%

Buy-up H.S.A Plan									
Current					January 1, 2018 Renewal				
Tier	Enrollment	Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	146	\$467.24	\$67.24	14%	\$476.33	\$71.45	15%	\$4.21	6.3%
Family	218	\$1,238.38	\$178.02	14%	\$1,262.51	\$189.38	15%	\$11.36	6.4%

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

Medical - Employee Contributions 4 Tier



Below are the employee contributions for 2018 if Warren County decided to move to a 4 Tier contribution strategy:

Recommendation (rates shown monthly):

Base Plan										
Current					January 1, 2018 Renewal					
Tier	Enrollment	Current Total		EE Rate	Renewal Total		EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
		Rate	EE Rate (\$)	(%)	Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ	
Single	194	\$430.32	\$0.00	0%	\$435.27	\$0.00	0%	\$0.00	0.0%	
Employee + Spouse	69	\$1,140.64	\$0.00	0%	\$914.07	\$0.00	0%	\$0.00	0.0%	
Employee + Child(ren)	66	\$1,140.64	\$0.00	0%	\$827.02	\$0.00	0%	\$0.00	0.0%	
Family	144	\$1,140.64	\$0.00	0%	\$1,392.87	\$0.00	0%	\$0.00	0.0%	

Buy-up H.S.A Plan										
Current					January 1, 2018 Renewal					
Tier	Enrollment	Current Total		EE Rate	Renewal Total		EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
		Rate	EE Rate (\$)	(%)	Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ	
Single	146	\$467.24	\$67.24	14%	\$472.59	\$70.89	15%	\$3.65	5.4%	
Employee + Spouse	45	\$1,238.38	\$178.02	14%	\$992.45	\$148.87	15%	-\$29.15	-16.4%	
Employee + Child(ren)	38	\$1,238.38	\$178.02	14%	\$897.93	\$134.69	15%	-\$43.33	-24.3%	
Family	135	\$1,238.38	\$178.02	14%	\$1,512.30	\$226.85	15%	\$48.83	27.4%	

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

Dental & Vision Rates



Below are the rates for 2018. Assumes no employee contribution to dental or vision (better than benchmarks):

Recommendation (rates shown monthly):

Dental Plan

2018 Renewal Rates			
Dental Plan			
<u>Enrollment</u>	<u>Monthly Rates</u>	<u>EE Rate</u>	<u>EE % Contribution</u>
324	\$29.63	\$0.00	0%
575	\$74.09	\$0.00	0%

Vision Plan

2018 Renewal Rates			
Vision Plan			
<u>Enrollment</u>	<u>Monthly Rates</u>	<u>EE Rate</u>	<u>EE % Contribution</u>
324	\$6.66	\$0	\$0.00
575	\$17.66	\$0	\$0.00

Dental & Vision Rates 4 Tier



Below are the rates for 2018 if Warren County decided to move to a 4 Tier contribution strategy. Assumes no employee contribution to dental or vision (better than benchmarks):

Recommendation (rates shown monthly):

Dental Plan			
<u>Enrollment</u>	<u>Monthly Rates</u>	<u>EE Rate</u>	<u>EE % Contribution</u>
324	\$29.07	\$0.00	0%
133	\$58.13	\$0.00	0%
120	\$58.13	\$0.00	0%
322	\$87.20	\$0.00	0%

Vision Plan			
<u>Enrollment</u>	<u>Monthly Rates</u>	<u>EE Rate</u>	<u>EE % Contribution</u>
324	\$6.86	\$0	0%
133	\$13.71	\$0	0%
120	\$13.71	\$0	0%
322	\$20.57	\$0	0%

Other Benefit Renewals



Minnesota Life / Basic Life and Voluntary Life: HORAN negotiated 3 year rate extension

Chard Snyder / Flexible Spending Account (FSA) and Health Reimbursement Account (HRA): Under rate guarantee until 2019

Employee Assistance Program (EAP): Under rate guarantee until 2019

Colonial / Voluntary Benefits: No change

Next Steps



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



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Questions