

THE BOARD OF COUNTY COMMISSIONERS HELD AN INFORMAL REGULAR SESSION ON WEDNESDAY, OCTOBER 8, 2014, WITH COMMISSIONERS DAVID H. UIBLE, ROBERT L. PROUD, AND EDWIN H. HUMPHREY IN ATTENDANCE.

ALSO IN ATTENDANCE WERE STEPHEN H. RABOLT, COUNTY ADMINISTRATOR, AND DEBORAH BRITTON, CLERMONT COUNTY COMMISSIONERS' OFFICE. ADDITIONAL ATTENDEES AT THE INFORMAL REGULAR SESSION ARE LISTED ON THE ATTACHED ATTENDANCE SHEET.

LET THE RECORD SHOW THAT THE OCTOBER 8, 2014 INFORMAL REGULAR SESSION WAS VIDEOTAPED AND IS AVAILABLE FOR PUBLIC INSPECTION MONDAY THROUGH FRIDAY BETWEEN THE HOURS OF 8:00 A.M. TO 4:30 P.M. LOCAL TIME. IN ADDITION, THE INFORMAL REGULAR SESSION IS AVAILABLE FOR PUBLIC VIEWING THROUGH THE COUNTY GOVERNMENT WEBSITE AT <http://www.clermontcountyohio.gov/videos-worksession.aspx>.

Informal session started shortly before 10:55

THE FOLLOWING ISSUES WERE PRESENTED FOR DISCUSSION:

- 1. Issue - Health Care Recommendations 2015 – Steve Ashe, HORAN Associates and Robert Sander, Human Resources Consultant, Yvonne Smith, Benefits Coordinator, Board of County Commissioners and were also in attendance...06-1103-011**

Discussion - Mr. Ashe provided a PowerPoint presentation and discussed in detail the following items:

- Final medical renewal numbers for 2015
- Recommended Strategies
 - Plan changes
 - Premium & Health savings account contributions
 - Primary Care Physician (PCP) Program
 - Spousal Surcharge
- Recommended Medical Premium Contributions
- Dental Care Plus Renewal
- EyeMed Renewal
- Voya, Park National, Chard Snyder and EAP Renewals
- COBRA Administration

Mr. Ashe provided a claims update for the 2014 year to date (through August) and explained that HORAN expected to see a health care cost increase for Clermont County of about 7.3% which is below current trend in the market which is currently 10-15%. The original estimate was projected at 7.9% at the beginning of 2014 including claims, Humana's administration and stop loss (specific and aggregate) renewals and Health Care Reform taxes/fees.

Commissioner Uible asked if this increase was the lowest we have seen in years? Mr. Ashe stated that it is indeed very good, however we need to look at a 24 month period. Clermont will continue to pay Health Care Reform taxes and fees in 2015 such as Transitional Reinsurance Plan (TRP) \$43/per member and Patient Centered Outcome Research Institute (PCORI) fee which has increased to \$2.13 per member per year. Mr. Ashe explained that long term HORAN feels these numbers will decrease with the actual costs of claims.

Mr. Ashe stated that slide 6 of his presentation gives an overview of the new changes to Health Care Reform coverage changes that have increased the costs in 2015. Reminding the Board that with the Health Care Reform employees who work 30+ hours a week are now considered full time for health care coverage and must be offered insurance.

Mr. Ashe stated that HORAN will be recommending no increase in the spousal surcharge for 2015, they will however be recommending four changes to the plan. Slight increases in the deductible and emergency room copays as well as the 90 day prescription copays and Proton pump inhibitor coverage. The 90 day supply mail in prescription coverage will continue as before. HORAN will also be recommending the County contribute to the Healthcare Spending Account (HSA) for those employees who switch to the High Deductible Health Plan (HDHP) during the 2015 plan year as follows: \$600 Single, \$1,200 Employee + Child(ren); Employee + Spouse; Family.

Primary Care Physician Program discounts for 2016 employee contributions will be offered for all covered employees who receive 2015 wellness exams/physicals during the appropriate timeframe. See slide 11 of the presentation or contact Ms. Smith in Human Resources for details about date requirements. The discounted contribution rates will be as follows:

\$5 discount per pay for employee only

\$10 discount per pay for Employee + Child(ren); Employee + Spouse; Family.

Mr. Sander stated this is an estimated amount and will be the minimum amount we anticipate discounting in 2016.

Commissioner Humphrey asked if physicals are covered at 100% with our current plan. Mr. Ashe stated preventative care physicals are covered at 100% if they are done by an in-network provider.

Mr. Ashe stated dental projections with Dental Care Plus were expected originally to increase about 5% and that increase has gone up slightly to about 5.8%. EyeMed coverage has gone up about 3% as well in 2015. Mr. Ashe would suggest looking into a four tier enrollment schedule in 2016 to see some additional cost savings in both these areas.

There will be no changes expected to Voya our Basic Life and Accidental Death & Dismemberment (AD&D) and Long Term Disability (LTD) coverage, Park National Bank our HAS provider, or Chard Snyder our flex spending account provider until the contracts renew in 2016.

Mr. Ashe provided some discussion regarding the current state of our COBRA administration. Currently COBRA is currently administered in-house, HORAN has recommended the County implement a contract with P&A Group effective January 1, 2015 for them to administer at a quoted price of \$4630. This will reduce the administrative burden and limit liability.

Mr. Ashe provided detailed discussion as to how Clermont County will be computing the "Look Back" at variable hour employees for full time benefits qualification of averaging 30+ hours for Health Care Reform requirements – see dates and details below:

- For current employees Clermont County has chosen a 12 month measurement period, 2 month administrative period and 12 month stability period.
 - Measurement Period: 11-01-13 thru 10-31-14
 - Administrative Period: 11-01-14 thru 12-31-14
 - Stability Period: 01-01-15 thru 12-31-15

Ms. Smith reiterated that this only relates to medical coverage and does not relate to dental, vision, life, disability.

Mr. Ashe stated he understands this is a very confusing topic and process and he would be glad to explain this process in further detail if necessary.

Mr. Sander stated there are about a dozen employees that fall into this category that fall between 30-35 hours per week and 2 more that fall very close to the 30 hours a week average. We are going to have to be very careful when monitoring these hours.

Commissioner Uible stated he likes the strategies we are looking to put in place for our employees and feels the increase is fair considering the current market.

Commissioner Proud asked how many employees we have in the HDHP. Mr. Sander stated 19% or about 200 of our employees are currently enrolled in the HDHP.

Commissioner Uible stated the number was higher the first year and asked if Mr. Ashe feels that Clermont County is offering a competitive health care package compared to other counties he has worked with through HORAN.

Mr. Ashe stated that HDHP is the fastest growing health care option and that 60% of businesses do offer a HDHP at this point, he feels that the County is offering a very suitable and competitive health benefits plan package.

Conclusion/Follow-Up Action Needed – Commissioners agreed they like the plans selected by HORAN and the Health Care Selection Committee and strategy ideas being implemented and presented for future.

Adjournment

Informal Regular Session was adjourned.

**BOARD OF COUNTY COMMISSIONERS
CLERMONT COUNTY, OHIO**

DAVID H. UIBLE, PRESIDENT

ROBERT L. PROUD, VICE PRESIDENT

EDWIN H. HUMPHREY, MEMBER

STEPHEN H. RABOLT, COUNTY ADMINISTRATOR

10/27/14
DATE APPROVED