

THE BOARD OF COUNTY COMMISSIONERS HELD AN INFORMAL REGULAR SESSION ON WEDNESDAY, OCTOBER 9, 2013, WITH COMMISSIONERS EDWIN H. HUMPHREY, ROBERT L. PROUD AND DAVID H. UIBLE 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 9, 2013 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 began shortly after 11:00 a.m.

THE FOLLOWING ISSUES WERE PRESENTED FOR DISCUSSION:

- 1. Issue - Cincinnati Nature Center (CNC) Planning Update, Bill Hopple, Executive Director, CNC, Kristi Masterson, Director of Marketing & Membership, CNC, Jeff Sperry, Director of Development, CNC, ...131024-001**

Discussion – Mr. Hopple provided a presentation and overview of the Cincinnati Nature Center (CNC), history and the strategies currently being deployed in Clermont County. Mr. Hopple explained how CNC has invested significant time creating initiatives to enhance growth in visitation, membership, education, programming and service highlights and is honored to be one of the five largest nature centers in the country.

Mr. Hopple noted some recent initiatives that the CNC has undertaken to encourage more visitors to become members as well as encouraging the younger generation to become regular visitors:

- The Tri-State Hiking Club visits every Tuesday night with approximately 30 to 50 attendees.
- Substantial time over the last eight to ten years has been spent developing activities that are self-directed and self-led.
- CNC has made great strides promoting the new Nature PlayScape which is a child safe and child friendly play area that opened in 2011.
 - The Schott Nature PlayScape is being used as a model for others around the country.
 - There have been over 35,000 visitors to the PlayScape in the 2 years the PlayScape has been open.
- The Mashburn Family Discovery Trail is a trail that is both wheelchair and stroller accessible.
- Long Branch Farm & Trails in Goshen have made enhancements and developments to improve the five miles of trails in the last three years to handle additional capacity and make this a destination within Clermont County.
- Next in Nature Programming will be working on events to get young adults, primarily ages 20-40 to get the next generation interested in nature.

Mr. Hopple stated that CNC has nearly 1,600 acres and has approximately 115,000 visitors annually and has watched membership increase over 33% in the last three years.

Mr. Hopple provided additional discussion regarding CNC's expansion and improvement plans for the Nature Center properties as well as the programs they intend to implement to better serve the community.

CNC is sponsoring a new school program which is encouraging educators in schools across Clermont County to integrate nature, by partnering with the local school districts and teachers. The school programming focus has shifted directly to educators and getting them involved in incorporating nature frequently into the learning curriculum at school not just taking students to the Nature Center or the park for one field trip per year.

- CNC Earth Kids program, currently working with Clermont County Boys and Girls Club for underserved youth. CNC is researching how to expand this program.
- CNC's Nature Preschool opened last September and is the first pre-school in the area where the children are outside everyday regardless of the weather.
 - Three classrooms for 3 hours a day for 15 children each.
 - Working with 4C to improve the program for kindergarten readiness.

Mr. Hopple reviewed the CNC Capital Improvements Plan. The plans have been approved and are long term improvement plans for 2013 through 2015. Capital plans include a Master Site Plan, which includes improvements to these buildings and programs:

- Enhancements will be made to the Schott PlayScape
- CNC Intern Program: CNC is in the process of renovating the K House at the old Camp Wildwood, with all new windows, heating, air conditioning, and insulation. This program currently supports six interns, when renovations are complete it will be able to support twelve interns per year.
- The former intern house will be repurposed into office space for use by the land and conservation management group.
- New entry gate with additional parking near the Krippendorf Lodge.
- Converting Groesbeck Lodge into the new Center for Conservation & Stewardship.
 - \$2M face lift.
 - Land preservation and conservation easements.
 - CNC would like to see someone in Clermont County start land conservation/land preservation trusts for green space around the Nature Center.
- CNC will be building a New Visitor and Education Center to replace the Rowe Visitor Center.
 - CNC will repurpose and convert the Rowe Visitor Center into a covered pavilion.
 - The new building will be twice the size of the old building and include a new visitor center, six educational classrooms, a community hall auditorium, a viewing area, expanded exhibits, and office space.

Conclusion/Follow-Up Action Needed – Commissioner Proud suggested that Mr. Hopple contact Natural Resources Advisory Committee (NRAC) for Clean Ohio Grant information with regard to the land acquisition.

The Board thanked Mr. Hopple and his team for all of their hard work and leadership with the CNC.

Recommendation to take a brief recess from Informal Work Session.

LET THE RECORD SHOW: The Board reconvened Informal Work Session shortly after 11:40 A.M.

2. Issue - HORAN Associates, Inc. - Benefit Plan Review...061103-001

Additional Attendees – Sukie Scheetz, Director, Clermont County Office of Management and Budget, Robert L. Sander, Human Resources Consultant, Clermont County, Judi Meyer, Vice President, HORAN Associates, Inc. and Steve Ashe, Account Manager, HORAN Associates, Inc.

Discussion – Mr. Sander introduced Ms. Meyer and discussed the challenges facing the County with regard to healthcare in 2014. A powerpoint presentation was provided to the Board entitled *Clermont County 2014 Renewals - October 9, 2014*. Ms. Meyer provided detail in regard to the strategic options discussed with the Health Care Advisory (HCA) Committee:

- Recommendation was to eliminate the NPOS1 and offer NPOS2 and HDHP.
- Implement a spousal surcharge for employee's who have spouses with coverage available through another employer, this is estimated to be a savings of approximately \$300,000. Change the NPOS 2 rates from 2 tier (single and family) to 4 tier (single, employee + spouse or employee + child(ren) and family) to support spousal surcharge strategy.
- Eliminate the County contribution to Health Savings Account (Currently \$1000/single and \$2000/family)
- Evaluate employer and employee contributions.

Spousal surcharge program information is on slide #4. This cost data is only estimated average costs, with the mandated changes many employers are implementing a surcharge for spousal coverage for those employees who's spouse has coverage available through other resources. The range of this surcharge is from \$50 to \$250/month.

Ms. Scheetz, explained slide #5. There are endless possibilities of how to allocate the County contribution for health care increases, which will be approximately 15%. The first option the HCA took into consideration was to cut NPOS1 from the healthcare coverage options and deciding not to offer spousal healthcare coverage or charging a surcharge for spousal healthcare coverage. HCA also deliberated to cut employer contributions to Healthcare Savings Account (HSA) by selecting these options the HCA, and the County administration have managed to cut the increase to about 10%.

The HCA took into consideration county employees as a whole, salary increase actions have not been offered since 2012, and decided of a main goal to limit the increase of employee contribution. The percentage share has actually decreased a little bit for the employee on all levels by going to a four tier structured program in 2014, where in 2013 and past years we have only offered a two tier program. The advantage to employees can be to those who need employee + spouse or employee + child(ren) coverage will no longer have to pay for the full family cost, where previously employees had to either take employee only or family coverage.

Ms. Meyer explained that the NPOS2 new Maximum Out Of Pocket (MOOP) will be \$2,750/\$5,500 medical only, drug \$3,500/\$7,000 and overall \$6,250/\$12,500 total. The HDHC will have a \$2,500/\$5,000 MOOP total.

Ms. Meyer did note that there will still be an opportunity at a later date to negotiate a discount with Mercy Providers for our employees in 2014. However that may not be implemented until sometime in the first quarter. A contract with Mercy Providers and Clermont County for discounts should be pursued especially for the employees that will be selecting the HDHC plans.

The option of paying employees (for example \$10K/year) to go through the exchange to acquire coverage was discussed. Ms. Meyer stated that employee retention and hiring of employees could be affected. Also, in 2015 the Board will be required as an employer to cover 60% of some type of health care coverage or the employee will be required to pay taxes for the coverage and the employer will pay a penalty of approximately \$2000/member.

Mr. Ashe and Ms. Meyer provided the information to the Board that HORAN has negotiated a renewal with Dental Care Plus for an additional one year at a slightly reduced rate to the employee and the same rate for the administrative fee.

Conclusion/Follow-Up Action Needed -

Ms. Meyer stated the Board will need to select a plan administrator as well as the plans on Monday 10/14/13. Selecting a plan administrator as well as the plans that will be provided, by that date will be critical to ensure that implementation, open enrollment and employee education meetings can be held before the open enrollment deadline.

The Board recommendation was to finalize the paperwork and prepare the documentation for the contracts for execution for Monday 10/14/13.

Adjournment

Informal Regular Session was adjourned.

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

EDWIN H. HUMPHREY, PRESIDENT

DAVID H. UIBLE, VICE PRESIDENT

ROBERT L. PROUD, MEMBER

STEPHEN H. RABOLT, COUNTY ADMINISTRATOR

12/04/13
DATE APPROVED