

THE BOARD OF COUNTY COMMISSIONERS HELD AN INFORMAL REGULAR SESSION ON MONDAY, SEPTEMBER 17, 2012, WITH COMMISSIONERS ROBERT L. PROUD AND EDWIN H. HUMPHREY IN ATTENDANCE. LET THE RECORD SHOW THAT COMMISSIONER UIBLE WAS NOT PRESENT. THE MEETING WAS CALLED TO ORDER SHORTLY AFTER 10:00 A.M. BY THE PRESIDENT OF THE BOARD WITH THE PLEDGE OF ALLEGIANCE TO OUR FLAG.

ALSO IN ATTENDANCE WERE THOMAS J. EIGEL, ASSISTANT COUNTY ADMINISTRATOR, AND CONNIE TIBBE, CLERMONT COUNTY COMMISSIONERS' OFFICE. ADDITIONAL ATTENDEES AT THE INFORMAL REGULAR SESSION ARE LISTED ON THE ATTACHED ATTENDANCE SHEET.

LET THE RECORD SHOW THAT THE SEPTEMBER 17, 2012 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-bcc.aspx>.

THE FOLLOWING ISSUES WERE PRESENTED FOR DISCUSSION:

1. Issue - 2013 Health Insurance Program

Discussion - Representatives from Horan, including Judi Meyer and Stephen Ashe, as well as, Bob Sander and Yvonne Smith of Human Resources, provided the Board with an update regarding the county's Health Insurance Program renewal status for 2013. Detailed documentation was provided and reviewed outlining the following issues impacting the healthcare renewal efforts (attached):

- **Humana Medical Renewal** - It was noted that Horan successful negotiated with Humana to receive a no quote renewal. A breakdown of the fixed costs increase for 2013 based on 1,068 enrolled employees was provided and reviewed.
- **2013 Total Medical Costs** - A breakdown of the 2013 claims projections assuming no changes to the current NPOS1 and NPOS2 plans, based on county claims data through August 2012, was reviewed. Using Horan's claims projection and fixed costs (totaling \$12,130,992), there will be a 9.4% increase to the total medical costs for 2013. Using the county's claims projection and fixed costs (totaling \$11,600,000), there will be a 4.6% increase for the total medical costs for 2013. Total county and employee contribution rates were also reviewed as outlined in the projections provided.
- **High Deductible Healthcare Plan** - An overview of the benefits of offering a High Deductible Healthcare Plan (HDHP) with a Health Savings Account (HSA) was provided as outlined in the documentation provided.
- **2013 Total Medical Costs Adding an HDHP** - A breakdown of the impact on the 2013 total medical costs by adding the third option of an HDHP was provided and reviewed. Using Horan's claims projection and fixed costs for the three option scenario, there will be a 5.2% increase to the total medical costs for 2013. Using the county's claims projection and fixed costs for the three option scenario, the total medical costs for 2013 are slightly reduced (-\$9,006). It was noted that the total county and employee contribution rates are decreased by adding the HDHP healthcare option as outlined in the projections provided.

The proposed contribution rates by the county for a Health Savings Account (HSA) were also included in the projections (based on a four tier program). **It was noted that the strategy for distributing the county's contribution to the county employees' HSAs has not been determined at this time.**

- **Humana 2013 Rx Formulary Changes** - It was noted that, based on the evaluation of the annual changes to the drug formulary list, 436 unique members will be negatively impacted by the changes and 60 unique members will be positively impacted by the changes.

LET THE RECORD SHOW: That the President of the Board of County Commissioners recessed Regular Informal Session at 11:06 a.m. to be reconvened in approximately five minutes.

LET THE RECORD SHOW: The Board reconvened Regular Informal Session at 11:11 a.m.

Discussion of the issues impacting the 2013 healthcare renewal efforts continued as follows:

- **Dental Contributions** - It was noted that the county is under a rate guarantee through 2013. A comparison of the current fully insured equivalent rates and contributions from 2012 to 2013 was provided and reviewed, with a 4.7% decrease in the employee contribution rate and a 2.91% decrease in the family contribution rate.
- **Basic Life/Accidental Death And Dismemberment (AD&D), Supplemental Life/AD&D and Long-Term Disability** - It was noted that, after reviewing competitive proposals for Basic Life/AD&D, Supplemental Life/AD&D and Long-Term Disability, both Horan and Human Resources recommend moving all coverage to ING. An overview of the benefits of changing to ING was provided.
- **Vision, Employee Assistance Program (EAP) and Flexible Spending Account** - An overview of the status the county's Voluntary Vision with EyeMed, the Employee Assistance Program with CONCERN and the Flexible Spending Account with Chard Snyder was provided, with each program having no changes in rates in 2013.
- **Health Care Reform** - An overview of the Health Care Reform changes impacting Clermont County in 2013 was provided as outlined in the documentation provided.

Questions regarding the future provisions of the proposed HDHP were discussed including the continuation of the county's contribution on an annual basis and the continuation of the 100% coverage for services after the deductible is met. In addition, it was questioned if the two traditional plans (NPOS1 and NPOS2) would be eliminated in future years. Ms. Meyers explained that the HDHP needs to be in place for two years to understand the trends impacting the plan before answers to these questions can be determined.

Discussion was held regarding the calculations used by Horan to project the 9.3% increase in medical costs for 2013. It was noted that there are risks built into the projects causing the costs to escalate. It was further noted that, because the county is self-insured, it is hard to predict the exact numbers.

Additional discussion was held regarding the impact of the actual claims costs to the balance of the Healthcare Reserve Fund. It was noted that, if the county's estimate of \$10.6 million for claims is low, the balance of Healthcare Reserve Fund will decrease.

Commissioner Humphrey questioned what the Healthcare Advisory Committee's opinion is regarding the proposed implementation of the HDHP in 2013. Representatives of the committee indicated that the consensus of the Healthcare Advisory Committee is that additional time is needed to educate employees regarding HDHP process and procedures. However, it was further noted that 99% of departments (which are not represented on the Healthcare Advisory Committee) have indicated to Human Resources that they are in favor of implementing a HDHP as a third option, but not as a replacement plan.

Conclusion/Follow-Up Action Needed - The Board indicated that they would take the issues identified in today's discussion under consideration in the Health Insurance Program renewal process for 2013. (DC# 12-0924-001)

IN RE: ADJOURNMENT...APPROVED

Moved by Mr. Humphrey, seconded by Mr. Proud, that the Board of County Commissioners approve the following recommendation:

That the Board of County Commissioners, noting no further business to come before the commission, adjourned this Regular Informal Session at 12:40 P.M. until the next regularly scheduled session to be held at a later date.

Upon roll call on the foregoing motion, the vote was as follows:

Mr. Humphrey, Aye; Mr. Proud, Yea; Mr. Uible, Absent.

Adjournment

Informal Regular Session was adjourned.

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

**ROBERT L. PROUD, PRESIDENT
EDWIN H. HUMPHREY, VICE PRESIDENT
DAVID H. UIBLE, MEMBER**

THOMAS J. EIGEL, ASSISTANT COUNTY ADMINISTRATOR

09/26/12
DATE APPROVED