

**THE BOARD OF COUNTY COMMISSIONERS HELD AN INFORMAL REGULAR SESSION ON WEDNESDAY, AUGUST 7, 2013, WITH COMMISSIONERS EDWIN H. HUMPHREY AND DAVID H. UIBLE IN ATTENDANCE, LET THE RECORD SHOW THAT ROBERT L. PROUD WAS NOT 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 AUGUST 7, 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 before 11:00 a.m.**

**THE FOLLOWING ISSUES WERE PRESENTED FOR DISCUSSION:**

- 1. Issue - Workforce Investment Board of Southwest Ohio Update – Doug High, Administrator of Workforce Investment Board (WIB) of Southwest Ohio and Brenda Gilreath, Interim Director of Clermont County Department of Job and Family Services**

**Discussion** - Mr. High provided discussion regarding the State mandated changes that will take effect with the passage of Ohio House Bill 1. House Bill 1 mandates the use of a new system titled OhioMeansJobs (OMJ). OMJ is a job matching system that aides employers in finding qualified talent and assists job seekers in locating employment. The rebranding of the name "Workforce One" is also required as a part of the new job placement system. The new name will be OhioMeansJobs Clermont County. Once the bill takes effect we will have six months to implement the rebranding and discontinue the use of the name Workforce One. The State of Ohio will be providing a branding guide at the end of the month for all OMJ facilities to follow.

Mr. High stated that the federal government has asked that all states follow the naming tag line America's Job Center. However, the Governor of Ohio has asked that we use this as a tag line or dual branding along with OhioMeansJobs. That will be taken into consideration when looking into signage, letterhead, and website redesign as well as telephone listings.

Mr. High noted that the State of Ohio has provided \$594K in funding for rebranding. Clermont County is in area 12, which has been allocated \$20K for each of the three location sites. Mr. High further stated that we would not know if the funding would be enough to fulfill the full rebranding and signage as well as all telephone, website and messaging changes until we have received the branding guide from the State of Ohio later this month.

Discussion was also provided regarding House Bill 2. House Bill 2 requires all unemployment insurance (UI) claim recipients to register with OMJ before they are eligible to receive benefits from unemployment. Recipients will be required to report to the OneStop on the eighth week of the claim, which is a new mandate. Mr. High noted this is a concern for the OneStop with regard to the significant amount of increased foot traffic into the three offices located in Clermont County. Mr. High also expressed some concern whether we will be adequately staffed to handle the additional client volume.

Mr. High discussed the Ohio Works Incentive Program (OWIP) and how it related to

Temporary cash Assistance for Needy Families (TANF) and Ohio Works First (OWF) Grant recipients. The Ohio Works First (OWF) program had been designed to assist these recipients in obtaining and maintaining employment and alleviate public or cash assistance.

The OWIP program is being implemented as the State of Ohio's corrective action plan to the U. S. Department of Health and Human Services notification of the State's failure to meet both two-parent and all family work participation rates for FFY2007 and potential penalty to TANF.

Clermont County was notified that we will receive a minimum of \$150K to administer this program. Mr. High noted that OWIP is a performance-based program (See Exhibit B) for OWF placements and retention through the Clermont County One Stop. This new incentive program through the State, will allow us to increase staff and relationships with employers to ensure retention of good employees, as well as getting OWF recipients off assistance and into paying long-term positions. Mr. High also stated this two-year pilot program for these incentives, scheduled to run from 7/1/13 through 6/30/15, would help to offset some of the budget cuts to the initial budget this year.

Mr. High provided an overview of the Workforce Investment Board (WIB) restructuring requirements and plans. On January 17, 2013, the leadership team of the WIB met to review the strategic plan and perform an analysis, and review the sub-committee organization. Mr. High stated that the restructuring committee is meeting the week of August 12, 2013.

Mr. High further noted Clermont County has two business appointment vacancies to the WIB. Mr. High has spoken with several sources for appointment recommendations to fill the vacancies. The hope is to have recommendations to the Board soon.

#### **Conclusion/Follow-Up Action Needed -**

The Board agreed that quarterly updates from Mr. High on the WIB would be sufficient, unless significant business the Board of which the Board needs to be apprised.

Recommendation to take a brief recess from Informal Work Session.

**LET THE RECORD SHOW:** The Board reconvened Informal Work Session shortly after 11:50 A.M.

#### **2. Issue – Medical and Prescription Drug and Onsite Clinic Requests for Proposal Review - HORAN Associates, Inc.**

##### **Discussion -**

Robert L. Sander, Human Resources Consultant introduced representatives from HORAN Associates, Inc. Judi Myers, Vice President and Steve Ashe, Account Manager. Ms. Myers and Mr. Ashe were in attendance to present the Board with the options from the Medical and Prescription Drug and On Site Clinic Requests for Proposals for 2014. Please see the presentation for detailed information.

Mr. Ashe provided a brief summary of claims for Clermont County in 2013, as well as the 2014 medical claims projections. The 2014 projections were based off May 2012 through April 2013 actuals and do not include health care reform taxes or fees such as the Patient-Centered Outcome Research Institute (PCORI) and Transitional Reinsurance Program (TRP). Mr. Ashe noted that May 2013 actual claims came in significantly higher than the original projections.

Mr. Ashe stated that Humana's quote did see a 14.4% increase; however, the rise was specifically due to the increase in the Stop Loss premium. The Stop Loss premium quoted was due to large claimant activity in 2013.

Traditionally prescription drug and medical copays were not included in the maximum out of pocket (MOOP), those costs must now be included in the MOOP limits in accordance under the new health care reform laws. Ms. Myers explained the MOOP set limits would have a dramatic impact on the costs to the County when selecting a medical plan provider. Changes in the regulations for including all copays will also have a bearing on the quoted prices of new health care plans.

Some discussion was held concerning the Medical and Prescription Drug Request for Proposal that HORAN, Inc., distributed on behalf of Clermont County. Five carriers were sent the RFP. Mr. Ashe stated that the fixed costs would vary among carriers based on the coverage quoted. Stop Loss costs make up 61% of our premiums.

Mr. Ashe provided detailed explanation of stop loss coverage. This is insurance protection the County purchases to cover claims cover \$200K maximum cost to the County for each covered member. Mr. Ashe noted the Stop Loss quotes, other than our current carrier, would not be guaranteed until September or October due to required data not being available until such time. Dependent upon the carrier system the Board chooses there may be some slight differences in the services available. Mr. Ashe also noted that if the County should choose to change Stop Loss carriers, the administration fees would be increased for the first year, due to the two types of run-in protection plans quoted by the new carriers. See slides 13-15 for additional details.

Ms. Myers provided discussion on the medical proposals received, as well as outlining the fixed costs, guarantees, and the provider networks. Detailed information was provided on carriers with large networks versus narrow networks and what effects that would have on the disruption of current providers to County employees if the selection of a narrow network carrier were chosen.

Ms. Myers stated that the County would be able to offer the coverage at current plans from all carriers, with the exception of County Employee Benefits Consortium of Ohio (CEBCO). CEBCO would require Clermont County to offer either a two tier or four tier rate structure plan to employees. The Board currently offers both, a 2 tier structure (Employee only or Family) under the NPOS1 and NPOS2 and a 4 tier structure (Employee, Employee+Child, Employee+Spouse, or Family) under the HDHC plan. The option to offer both would no longer be available if CEBCO is selected as the new healthcare medical coverage carrier. CEBCO also requires the County to sign a three-year contract. Ms. Myers noted that the fixed costs came in close from all carriers.

HORAN, Inc. has engaged Milliman, a third party independent consulting firm that specializes in health care analysis, to evaluate the impact of utilizing Healthspan, which is a Mercy Preferred Network. The analysis based on Mercy inpatient and outpatient facilities over the last two years of Clermont County's claims data.

Ms. Myers asked the Board, based on the information presented today, if they would prefer to renew for 2014 with Humana or conduct interviews with all carriers. Commissioner Uible stated that he would like to proceed with interviews. Commissioner Humphrey noted his concerns regarding the risk of changing carriers, and stated that there also does not seem to be a significant cost savings by doing so at this time.

Ms. Myers recommended we select finalist for the interview process. Finalists should re-price claims based on the last 24 months, as well as take into consideration network disruption, detailed benefit analysis and prescription drug coverage analysis. Ms. Myers recommended we interview, UMR a third party administrator owned by UnitedHealthcare, Healthspan and HUMANA.

Mr. Rabolt recommended interviewing the four carriers who provided the lowest quotes,

noting the only additional cost to the County for interviewing the fourth carrier is staff time.

Commissioner Humphrey expressed concern regarding the change in carrier, which may cause approximately half of our staff to change primary care and specialty care providers. He would like to hear what our Health Care Advisory Board has to say about the issue.

Ms. Myers will coordinate the scheduling of those interviews with Mr. Rabolt to occur before the end of August.

Ms. Myers discussed the Onsite Clinic RFP; she noted that this benefit for employees would not be implemented until sometime in 2014. Ms. Myers noted that HORAN sent the RFP to five providers and received four proposals. All carriers except Concentra will promote shared clinic services with other businesses in the area.

Ms. Myers gave some discussion concerning the Mercy Health Solutions approach to the onsite clinic, which is not a true onsite clinic, but a near site clinic. A near site clinic is actually in close proximity to the business location and is a shared resource for many businesses in the area at a reduced rate.

Ms. Myers stated that HORAN would like the Onsite Clinics RFP to be selected after the selection of the Medical and Prescription Drug RFP has been made. Knowing the carrier for Medical and Prescription Drug services will aid in the proper analysis of the onsite clinic proposals.

Commissioner Humphrey stated he would like to see us move more aggressively on the onsite clinic implementation plan and he would like to see the cost analysis for the carriers who submitted proposals.

**Conclusion/Follow-Up Action Needed -**

Ms. Myers will coordinate the scheduling of those interviews with the four finalist proposers for Medical and Prescription Drug RFP plans in the next two weeks. A decision will need to be made to a selected provider by September 12, 2013. Then the Board can proceed to the next steps of contracting with the selected carrier, scheduling the Health Care Advisory Committee and Employee Enrollment Meetings.

Ms. Myers will get some clarification from companies on the onsite clinics - and provide some cost analysis to Commissioner Humphrey. HORAN will also provide the three-year implementation plan recommendation of the Wellness Program for the Board and the Health Care Advisory Committee to review.

Commissioner Uible and Commissioner Humphrey stated they would both like to see a Wellness Program implemented as part of the onsite clinic, which in the long term should effect our costs for Medical and Prescription Drug Costs Administration long term.

**Adjournment**

Informal Regular Session was adjourned.

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

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**EDWIN H. HUMPHREY, PRESIDENT**

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**DAVID H. UIBLE, VICE PRESIDENT**

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**ABSENT**  
**ROBERT L. PROUD, MEMBER**

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**STEPHEN H. RABOLT, COUNTY ADMINISTRATOR**

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**10/16/13**  
**DATE APPROVED**