

**THE BOARD OF COUNTY COMMISSIONERS HELD AN INFORMAL REGULAR SESSION ON WEDNESDAY, OCTOBER 2, 2013, WITH COMMISSIONERS EDWIN H. HUMPHREY AND ROBERT L. PROUD IN ATTENDANCE DAVID H. UIBLE WAS 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 OCTOBER 2, 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 - CompManagement, Inc. – Workers Compensation**

**Additional Attendees** – Debby Beck, Clermont County Human Resource Coordinator and Bruce Preston, Manager Client Services, CompManagement, Inc.

**Discussion** – Mr. Preston provided an Excel spreadsheet presentation to the Board entitled “Retrospective Rating Analysis” (attached). Detailed discussion was held regarding the specifics as outlined in the presentation provided.

Mr. Preston gave discussion regarding the Board’s history of Bureau of Workers Compensation (BWC) coverage and claims through CompManagement as well as the current premiums. The advantage of the Board choosing a Retro Premium is the State of Ohio offers a discount on the rates dependent upon the Board’s choice of risk level and claim limit. Retrospective claims are paid at the actual cost of the claim over a ten year period following the injury year.

Mr. Preston noted that the Board has chosen individual retrospective rating coverage since 2008 with stop loss coverage of \$200K per claim and a maximum of 150% of the premium exposure at a discounted rate from the State of 60% of the full premium, taking note the total savings to date is approximately \$1.4M over the last five years. Mr. Preston also stated that the deadline for renewal of the individual retrospective rating coverage is due prior to October 31, 2013, should the Board decide to continue with the individual retro rate coverage.

Mr. Preston provided the Board with the information and details of a self-insurance option for workers compensation coverage. Mr. Preston noted that the County Commissioners Association of Ohio (CCAO) has been in negotiations with the State to aggregate stop loss coverage discounts, however there currently is not a discount program in place for this type of coverage. Mr. Preston stated there is no deadline for selecting this type of BWC insurance.

Mr. Preston recommends that the Board continue with the current selection of Individual Retrospective Rating with the \$200K and 150% limits as selected in the past. Commissioner Proud inquired if the County receives a discount for being a drug free workplace. Mr. Preston stated that because the County is already receiving a 60% discount from the full premium, the State does not allow for a drug free discount as well.

**Conclusion/Follow-Up Action Needed** – The Board indicated their concurrence with the recommended continuation of Individual Retrospective Rating 200/150 coverage being the sensible choice. A renewal motion for the Board to approve the retrospective rating will be presented in the next few weeks.

Recommendation to take a brief recess from Informal Work Session.

**LET THE RECORD SHOW:** The Board reconvened Informal Work Session shortly after 11:20 A.M.

## **2. Issue - HORAN Associates, Inc. - Benefit Plan Review**

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

**Discussion** - Robert L. Sander, Clermont County Human Resources Consultant introduced the representatives from HORAN Associates, Inc. A PowerPoint presentation was provided to the Board entitled “Clermont County 2014 Renewals” (attached). Detailed discussion was held regarding the specifics of the following issues as outlined in the presentation provided:

- Update on Large Claims
- Financial Overview on Market Bids
- HORAN Recommendations
- Dental & Ancillary Renewals
- Next Steps in the Process

Ms. Meyer provided an overview of large claims data to include the total paid as well as the prognosis through July of 2013. Explaining the claims prognosis is used to estimate projection costs for 2014.

A detailed financial overview was provided for the 2014 costs for health care as it pertains to the market bids received. Ms. Meyer noted revenue costs for 2013 projections (employee contribution and department funding) were slightly lower than expected and claims are higher than expected in 2013. The revenue and claims projections are actuals through May of 2013. The decrease in revenue was a direct result of more employees selecting the high deductible health care plan than originally projected in 2012.

Ms. Meyer reviewed the network and cost information for all five healthcare carriers, including network disruption, guarantee information, projected savings to claims by selecting a narrow network option. Additionally summarizing the data collected during the interviews that were conducted with each carrier as well as the information the Health Care Advisory (HCA) Committee provided during a meeting on September 30, 2013. Ms. Meyer provided some discussion as to suggested plan options for the Board to evaluate which will best serve the County's needs, the employee's needs and which would also make the increases fiscally reasonable.

Ms. Meyer described Mercy Provider options in partnering with Humana. About 33% of Clermont County members are currently going to Mercy Providers. There are 3 options with Mercy, see slide 11 for details for each option. We could negotiate a Mercy Preferred Network to provide additional discounted services in addition to the Humana Healthcare Plan at a later date if the Board would like to look into this option.

HORAN's Recommendation is to renew with Humana due to the number of large claims liability in addition to this carrier offering the greatest discounts and cost savings. These options are listed on page 12 of the presentation.

Ms. Meyer stated that the plan administrator selection by the Board will need to be made next week and further explained that plan selections will need to be made by October 14, 2013. Ms. Meyer clarified that the plan selection recommendations should develop from the Board after consultation with the Healthcare Advisory Committee.

Ms. Meyer gave some discussion regarding the Health Care Reform (HCR) taxes and fees describing the impact to the County budget. These taxes and fees include the Transitional Reinsurance plan (TRP) and the Patient Centered Outcome Research Institute (PCORI) fees which are paid per member per year (PMPY) basis. There is one new HCR law that has been delayed for one year; it mandates that employees who work more than thirty (30) hours per week be considered "full time" employees.

Ms. Meyer also noted the largest change in 2014 healthcare plans will be to Maximum Out of Pocket (MOOP) or Co-insurance. Traditional plans must now have a true MOOP as required by new HCR laws. The MOOP must now include the deductible, and all copays, including medical copays, drug copays and drug coinsurance. This is what has caused the greatest increase in cost for the plans in 2014 other than the High Deductible Healthcare Plan which is currently set up this way.

Mr. Ashe provided discussion on Dental Care Plus coverage and renewal information for 2014. Dental Care Plus is offering a one year rate hold a small increase in administration fees for both a one year and a three year renewal, however, the actual rates see a slight decrease.

Mr. Ashe gave discussion to the Flexible Spending Account (FSA) with Chard Snyder and Health Care Spending Account (HSA) with Park National, both providers are quoting no increases to rates and no plan changes for renewals for Clermont County in 2014.

Mr. Ashe noted that the Vision plan is rate guaranteed through 2014 and not up for renewal until 2015. The Basic Life/AD&D, Supplemental Life/AD&D and Long Term Disability plans are rate guaranteed through 2015 and are not due for renewal until January 2016.

Ms. Scheetz stated if the county continues to provide the current healthcare plans there will be a 20.8% increase to the employee contribution as well as the employer contribution, which would mean a much larger increase than originally projected to departmental budgets. There is no money left in the HC Reserves due to the high claims this year and the High Deductible contributions to the HAS to cover these additional costs.

**Conclusion/Follow-Up Action Needed** – October 9<sup>th</sup> HORAN will need carrier decisions from the Commissioners so that the systems can be ready for open enrollment by November 1, 2013.

Mr. Rabolt recommended an informal session be held on 10/9 in regard to fiscal impact for 2014 and schedule a regular session on 10/14 to have a decision made on plan options and contribution strategies.

**Adjournment**

Informal Regular Session was adjourned.

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

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**EDWIN H. HUMPHREY, PRESIDENT**

ABSENT  
**DAVID H. UIBLE, VICE PRESIDENT**

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**ROBERT L. PROUD, MEMBER**

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**STEPHEN H. RABOLT, COUNTY ADMINISTRATOR**

10/16/13  
**DATE APPROVED**