



**BOARD OF COUNTY COMMISSIONERS
WARREN COUNTY, OHIO**

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***TOM GROSSMANN
SHANNON JONES
DAVID G. YOUNG***

**BOARD OF COUNTY COMMISSIONERS
WARREN COUNTY, OHIO**

MINUTES: Regular Session – October 26, 2021

The Board met in regular session pursuant to adjournment of the October 19, 2021, meeting.

David G. Young – present

Shannon Jones – present

Tom Grossmann – present

Tina Osborne, Clerk – present

Minutes of the October 19, 2021, meeting were read and approved.

- 21-1429 A resolution was adopted to designate extended illness leave for Katie Taylor within the Department of Job and Family Services, Children Services Division. Vote: Unanimous
- 21-1430 A resolution was adopted to approve leave donation for Katie Taylor, Clerical Specialist, within the Warren County Department of Job and Family Services, Children Services Division. Vote: Unanimous
- 21-1431 A resolution was adopted to hire Kelly Monk as Case Aide, within the Warren County Department of Job and Family Services, Children Services Division. Vote: Unanimous
- 21-1432 A resolution was adopted to hire Tiffany Kitchen as Protective Services Caseworker I, within the Warren County Department of Job and Family Services, Children Services Division. Vote: Unanimous
- 21-1433 A resolution was adopted to approve a demotion and a salary decrease for Courtney Wilson, Eligibility Specialist III within Warren County Department of Job and Family Services, Human Services Division. Vote: Unanimous
- 21-1434 A resolution was adopted to promote Shannon Oxley to the position of Eligibility Specialist III within the Warren County Department of Job and Family Services, Human Services Division. Vote: Unanimous

- 21-1435 A resolution was adopted to accept resignation, due to retirement, of Gary Hardwick, Communication Systems Supervisor, with the Telecommunications Department, effective February 28, 2022. Vote: Unanimous
- 21-1436 A resolution was adopted to approve end of 365- day probationary period and approve a pay increase for Kimberly McKinney within the Warren County Department of Telecommunications. Vote: Unanimous
- 21-1437 A resolution was adopted to approve end of 365- day probationary period and approve a pay increase for Paige Barton within the Warren County Department of Emergency Services. Vote: Unanimous
- 21-1438 A resolution was adopted to approve end of 365- day probationary period and approve a pay increase for Brady Cooper within the Warren County Department of Emergency Services. Vote: Unanimous
- 21-1439 A resolution was adopted to cancel regularly scheduled Commissioners' Meeting of Thursday, October 28, 2021. Vote: Unanimous
- 21-1440 A resolution was adopted to declare various items within Board of Developmental Disabilities, Board of Elections, Child Support Enforcement Agency, Common Pleas Court, Drug Task Force, Facilities Management, Sheriff's Office, Telecom, and Water Department and authorize the disposal of said items through internet auction. Vote: Unanimous
- 21-1441 A resolution was adopted to amend Warren County Assigned Counsel Fee Schedule to establish Capital Case rate of \$125 per hour pursuant to Ohio Revised Code Section 120.33 (D). Vote: Unanimous
- 21-1442 A resolution was adopted to approve and authorize Board to enter into a Memorandum of Understanding with the Warren County Career Center for the Project Search Program. Vote: Unanimous
- 21-1443 A resolution was adopted to approve maintenance and support agreement with JAVS (Justice AV Solutions). Vote: Unanimous
- 21-1444 A resolution was adopted to approve Change Order #1 with Brumbaugh Construction for the Springboro Road Bridge #1-2.49 Rehabilitation Project. Vote: Unanimous
- 21-1445 A resolution was adopted to enter into a consulting agreement with Jonathan Marker, Weather Vue Pro LLC on behalf of the Warren County Engineer's Office. Vote: Unanimous
- 21-1446 A resolution was adopted to enter into a purchase agreement with Little Miami Conservancy FKA Little Miami, Inc. for the King Avenue Bridge Improvement Project. Vote: Unanimous

- 21-1447 A resolution was adopted to enter into a Right of Entry Agreement with Peter's Cartridge Factory, LLC for the King Avenue Bridge Improvement Project.
Vote: Unanimous
- 21-1448 A resolution was adopted to enter into a Right of Way Entry Agreement with Peter's Cartridge Factory Outparcel Holding, LLC for the King Avenue Bridge Improvement Project. Vote: Unanimous
- 21-1449 A resolution was adopted to enter into a Right of Way Entry Agreement with Peter's Cartridge Factory Outparcel Holding, LLC for the King Avenue Bridge Improvement Project. Vote: Unanimous
- 21-1450 A resolution was adopted to enter into a contract with Ohio Department of Health for the Tuberculosis Funding on behalf of the Warren County Combined Health District. Vote: Unanimous
- 21-1451 A resolution was adopted to authorize the President of this Board to execute an agreement with Modern Office Methods, Inc. on behalf of the Warren County Juvenile Court. Vote: Unanimous
- 21-1452 A resolution was adopted to authorize the President of this Board to execute a service agreement for FY2021-2022 with Forensic Evaluation Service Center for forensic evaluation services on behalf of the Warren County Juvenile Court.
Vote: Unanimous
- 21-1453 A resolution was adopted to enter into an agreement with Fidlar Technologies on behalf of the Warren County Recorder. Vote: Unanimous
- 21-1454 A resolution was adopted to enter into the In- Radio Distribution Agreement with Verizon Wireless on behalf of Warren County Telecommunications for the Warren County Jail. Vote: Unanimous
- 21-1455 A resolution was adopted to authorize acceptance of quote from CentralSquare on behalf of Warren County Telecommunications for Thirty Field OPS Licenses.
Vote: Unanimous
- 21-1456 A resolution was adopted to enter into agreements with F & E PaymentPros and Forte Payment Systems, Inc. relative to credit card processing service on behalf of Warren County Transit Service. Vote: Unanimous
- 21-1457 A resolution was adopted to approve change Order No. 2 to the contract with Building Crafts Inc. for the RAR Water Treatment Plant Membrane Softening Upgrades Project. Vote: Unanimous
- 21-1458 A resolution was adopted to approve professional services agreement with Terran Corporation for a Hydrogeological Evaluation of the South Wellfields.
Vote: Unanimous

- 21-1459 A resolution was adopted to acknowledge payment of bills. Vote: Unanimous
- 21-1460 A resolution was adopted to acknowledge approval of financial transaction. Vote: Unanimous
- 21-1461 A resolution was adopted to approve a subdivision public performance and maintenance security release with Grand Communities, LLC for Grants Frederick, Section Two, Block B, situated in the Village of South Lebanon. Vote: Unanimous
- 21-1462 A resolution was adopted to enter into street and appurtenances (including sidewalks) security agreement with Grand Communities, LLC for installation of certain improvements in Eagle's Pointe, Section 5, Block B situated in Hamilton Township. Vote: Unanimous
- 21-1463 A resolution was adopted to enter into a subdivision public improvement performance and maintenance security agreement with Grand Communities, LLC for installation of certain improvements in Eagle's Pointe, Section 5, Block B, situated in Hamilton Township. Vote: Unanimous
- 21-1464 A resolution was adopted to enter into street and appurtenances (including sidewalks) security agreement with Grand Communities, LLC for installation of certain improvements in Shaker Run, Section Ten, Phase A situated in Turtlecreek Township. Vote: Unanimous
- 21-1465 A resolution was adopted to enter into a subdivision public improvement performance and maintenance security agreement with Grand Communities, LLC for installation of certain improvements in Shaker Run Subdivision, Section 10, Phase A, situated in Turtlecreek Township. Vote: Unanimous
- 21-1466 A resolution was adopted to approve various record plats. Vote: Unanimous
- 21-1467 A resolution was adopted to approve operational transfers of interest earning from Commissioners Fund #11011112 into Water Funds #5510, #5583, Sewer Funds #5580, and #5575. Vote: Unanimous
- 21-1468 A resolution was adopted to approve operational transfer from County Commissioners' Fund #11011112 into Mary Haven Youth Treatment Fund #2270. Vote: Unanimous
- 21-1469 A resolution was adopted to approve supplemental appropriation into Building & Zoning #11012300. Vote: Unanimous
- 21-1470 A resolution was adopted to approve supplemental appropriation into Sheriff's Office Fund #2286. Vote: Unanimous

- 21-1471 A resolution was adopted to approve appropriation adjustment from Commissioners General Fund #11011110 into Sheriff's Office – Corrections Fund #11012210. Vote: Unanimous
- 21-1472 A resolution was adopted to approve appropriation adjustment from Commissioners General Fund #11011110 into Domestic Relations Court Fund #11011230. Vote: Unanimous
- 21-1473 A resolution was adopted to approve appropriation adjustments within General Funds #11011110 and #11011115. Vote: Unanimous
- 21-1474 A resolution was adopted to approve appropriation adjustment within Franklin Municipal Court #11011271. Vote: Unanimous
- 21-1475 A resolution was adopted to approve appropriation adjustment within Facilities Management. Vote: Unanimous
- 21-1476 A resolution was adopted to approve appropriation adjustments within Recorders' Fund #2216. Vote: Unanimous
- 21-1477 A resolution was adopted to approve appropriation adjustment within Juvenile Reclaim Grant Fund #2247. Vote: Unanimous
- 21-1478 A resolution was adopted to approve appropriation adjustment within the Sewer Revenue Fund #5580. Vote: Unanimous
- 21-1479 A resolution was adopted to approve requisitions and authorize County Administrator to sign documents relative thereto. Vote: Unanimous
- 21-1480 A resolution was adopted to approve rezoning application initiated by the Rural Zoning Commission (Case #2021-06), to rezone approximately 36 acres from Light Industrial Manufacturing Zone "I-1" to Single Family Residential (Two-Acres Density) "R1" Franklin Township. Vote: Unanimous
- 21-1481 A resolution was adopted to approve rezoning application of Blanchester DOHP, LLC (Case #2021-07) to rezone approximately 4.3 acres from Rural Residence "RU" to Community Commercial Businesses "B2" in Harlan Township. Vote: Unanimous

DISCUSSIONS

On motion, upon unanimous call of the roll, the Board accepted and approved the consent agenda.

Tammy Whitaker, Benefits Administrator, was present along with representatives from Horan Associates for a work session to discuss the 2022 Healthcare Plan.

Alison Ruehlmann, Horan Associates Account Manager, presented the attached PowerPoint providing a historical analysis of the increase in cost as compared to market trend and presented a recap of the 2021 renewal information and the proposed 2022 projections.

Ms. Ruehlmann discussed the “step-therapy” programs that could provide cost savings in pharmacy claims.

Upon discussion, the Board stated they are not in favor of making changes to the plan that would disrupt current medical treatments.

There was discussion relative to stop loss renewal and the continuation of current wellness programs such as Weight Watchers with the recommendation to open the program to dependents over the age of 18, adding mid-year biometric screening on-site rather than off-site, adding fertility preservation for iatrogenic infertility for medical reasons such as cancer treatments, and continuation of the partnership with Christ Hospital Joint and Spine Center.

Commissioner Young stated his desire to contact Mercy Hospital relative to a similar partnership due to the current major investment of a new medical treatment facility within Warren County.

The Board concurred with the proposed changes in wellness as recommended.

There was discussion relative to the need for a slight increase in the employee contribution rate due to the increase in claims.

Upon further discussion, the Board stated their concurrence with the recommendations presented except for the “step therapy” recommendation.

PUBLIC HEARING

REZONING APPLICATION INITIATED BY THE RURAL ZONING COMMISSION
(CASE #2021-06) TO REZONE APPROXIMATELY 36 ACRES FROM LIGHT INDUSTRIAL
MANUFACTURING ZONE “I-1” TO
SINGLE FAMILY RESIDENTIAL (TWO ACRES DENSITY) “R1” FRANKLIN TOWNSHIP

The Board met this 26th day of October 2021, in the Commissioners’ Meeting Room to consider the rezoning application initiated by the Rural Zoning Commission (Case #2021-06), to rezone approximately 36 acres (Parcel Numbers 08292010020, 08292010060, 08292010040, 08292760020 and 08292760010) located on the west side of State Route 123 in Union Township

from Light Industrial Manufacturing Zone “I-1” to Single Family Residential (Two Acre Density) “R1”.

Michelle Tegtmeier, Building and Zoning Director, presented the attached PowerPoint Presentation reviewing the history of the property stating that this area was rezoned in 2012 during the Rural Zoning Code Rewrite process and relative map amendment and the properties within the rezoning application were unaware of the change until a property owner attempted to refinance their property. She stated that the bank would not allow the refinance as the property was not zoned for residential use. She then stated the recommendations to approve the rezoning application.

Michael Johnson, State Route 123 in Franklin Township, stated that he resides across the street from this area and stated concerns with speeding and drainage problems.

The Board informed Mr. Johnson that they would reach out to the appropriate authorities to share his concerns.

Upon further discussion, there being no other persons present to speak in favor of or in opposition to said rezoning application, the Board resolved (Resolution #21-1480) to approve the rezoning application.

PUBLIC HEARING

REZONING APPLICATION OF BLANCHESTER DOHP, LLC (CASE #2021-07), TO REZONE APPROXIMATELY 4.3 ACRES FROM RURAL RESIDENCE “RU” TO COMMUNITY COMMERCIAL BUSINESSES “B2” IN HARLAN TOWNSHIP

The public hearing to consider the rezoning application of Blanchester DOHP, LLC (Dollar General) (Case #2021-07), to rezone approximately 4.3 acres (Parcel Number 18033770020) located at 9079 SR 123 in Harlan Township from Rural Residence “RU” to Community Commercial Businesses “B2” was convened this 26th day of October 2021, in the Commissioners’ Meeting Room.

Michelle Tegtmeier, Building and Zoning Director, presented the attached PowerPoint Presentation reviewing the history of the property stating that prior to the 2012 Zoning Code Rewrite, this property was zoned General Business “B2”. She then stated the recommendations to approve the rezoning application.

Derick Spencer, adjacent property owner, stated his objection with the proposed Dollar General being constructed next door. He acknowledged that his property along with the property in question was zoned business prior to 2012.

Commissioner Grossmann explained that the property owner is trying to accommodate his concerns by providing buffering and fencing as well as landscaping and limited lighting after 10:00 p.m.

Commissioner Young explained that the question today is land use and that any specific details on construction will come at a future hearing of which Mr. Spencer will be notified.

Upon further discussion, the Board closed the public hearing and resolved (Resolution 21-1481) to approve the rezoning application.

Chris Brausch, Sanitary Engineer, was present along with Bruce McGary, Assistant Prosecutor, to discuss the Stotler II development in Hamilton Township.

Mr. Brausch provided background information on the subdivision as it relates to sanitary sewer service provided through a settlement agreement from litigation with the previous property owner. He explained that the settlement agreement allowed 371 lots through a cluster zoning. He then stated a condition of the settlement agreement stated that the owner had 36 months from the signing of the settlement to submit a final subdivision plat. He stated the property owner did not file the required final plat. He then stated the purpose for the work session is due to the revised plat being on the Regional Planning Commission agenda for consideration and the request for a letter relative to sanitary sewer.

Bruce McGary provided his legal interpretation of the settlement agreement stating that because the conditions of the settlement agreement were not met, the property is no longer located within the sewer improvement area.

There was much discussion relative to the settlement agreement and effects any changes to the sewer improvement area would have on the other remaining territory of the township.

Commissioner Young stated that in his opinion, the property is no longer located within the sewer improvement area with their lack of compliance with the settlement agreement and he will not vote to amend the sewer improvement area.

Commissioner Jones stated that the only way to allow sewers to this property without changing the sewer improvement area would be through a court mandate.

Commissioner Grossmann discussed the settlement agreement and the legal interpretation with Mr. McGary.

Ken Campbell, Mason resident and developer of the proposed subdivision, discussed the preliminary site plan and stated his desire to amend the settlement agreement in order to accommodate the revised preliminary plan.

Brent Centers, Hamilton Township Administrator, stated that the Hamilton Township Trustees are adamantly opposed to this development and agree with Mr. McGary's legal interpretation that this territory has lost their right to sanitary sewer service.

Ben Yoder, attorney for Hamilton Township, stated he also agrees with Mr. McGary's interpretation of the settlement agreement, stating the 36-month deadline not being met means they lost access to sanitary sewer service for the property. He then stated that should this Board make a decision that is otherwise may result in litigation with Hamilton Township.

A representative from the Village of Maineville stated that this property being developed with sanitary sewer would impact the Village in a negative way.


Upon further discussion, the Board directed Mr. Brausch to not provide an opinion relative to access to sanitary sewer service for the proposed development and the Board would consider this matter at a later date.

Upon motion the meeting was adjourned.




David G. Young, President

Tom Grossmann



Shannon Jones

I hereby certify that the foregoing is a true and correct copy of the minutes of the meeting of the Board of County Commissioners held on October 26, 2021, in compliance with Section 121.22 O.R.C.



Tina Osborne, Clerk
Board of County Commissioners
Warren County, Ohio



Warren County Work Session
October 26, 2021
**Alison Ruehlmann, Account
Manager**

Agenda

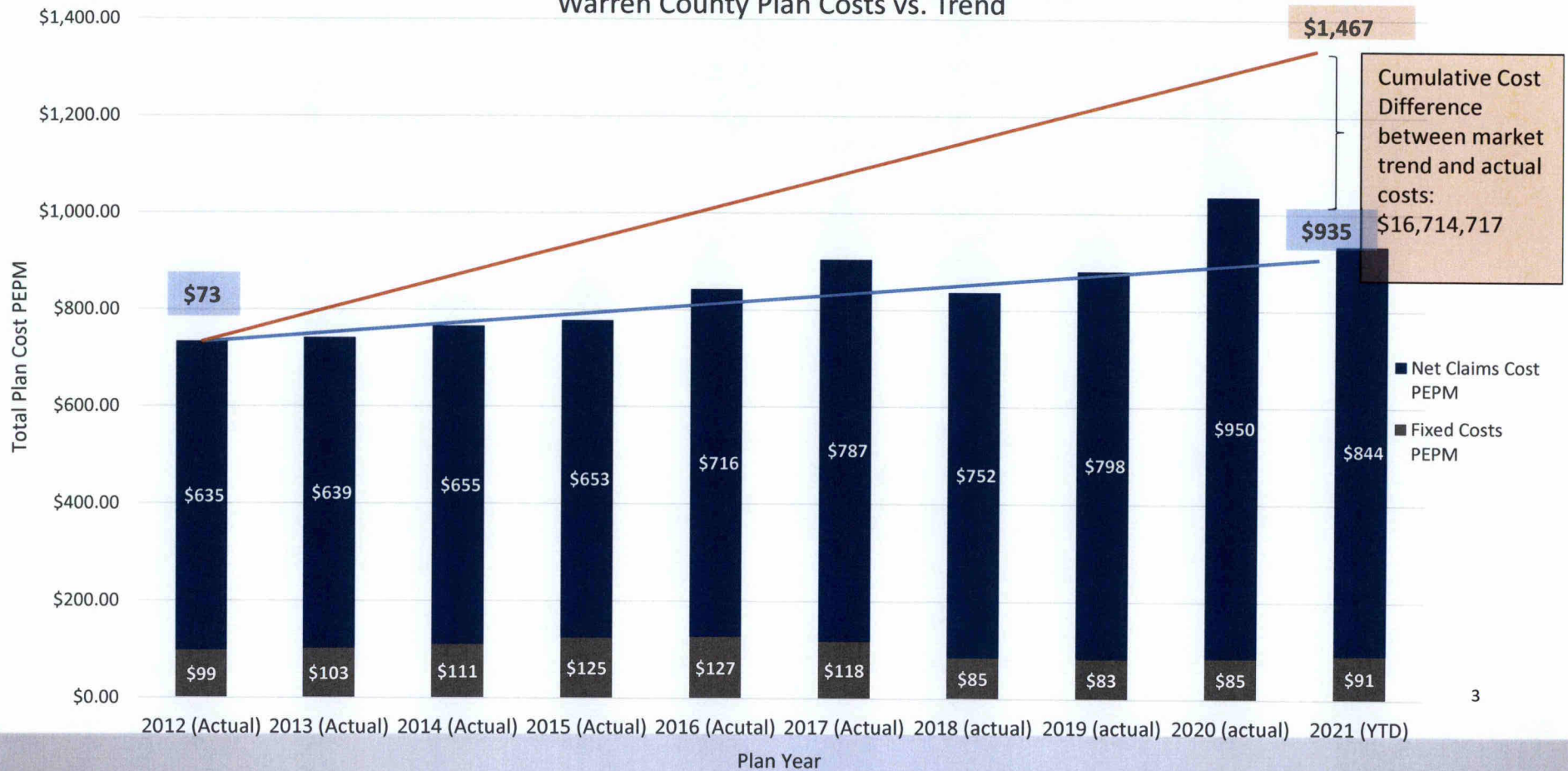
1. Historical Analysis
2. 2021 Renewal Recap
3. 2021 Year To Date Financials
4. 2022 Medical Renewal
5. Stop Loss Request for Proposal (RFP) Update
6. 2022 Total Costs
7. Medical and Rx Plan Discussions
8. Health Management Update
9. 2022 Medical, Dental and Vision Rates/Contributions
10. Other Benefit Renewals
11. Next Steps



Historical Analysis

Warren County's average increase: 5% (compared with market trend average at 8%)

Warren County Plan Costs vs. Trend



2021 Renewal Recap

2021 final projected increase of 10% (\$941k)

Medical and Rx updates:

- Implemented cHc wellness to replace Interactive Health Solutions
- Implemented WW, Relmaged for employees at no cost (replaced Real Appeal)
- Increased base High Deductible Health Plan deductible to \$3,000/\$6,000
- Increased buy-up High Deductible Health Plan deductible to \$1,750/\$3,500
- Continued to educate membership on Christ Hospital Spine and Joint Solution (*1 in 2020 and 1 in 2021 utilized benefit*)



2021 Year To Date Financials

The following chart is the monthly dashboard HORAN provides Warren County in order to track how the plan is performing compared to total expected costs

	Employees	Members	Admin	Stop Loss	HORAN Expected Claims	HCC Max Claims Liability	Medical Paid Claims	Rx Paid Claims	Total Paid Claims	Total Plan Cost	Expected Total Plan Cost	Actual vs Expected Monthly Total Plan Cost (%)
Jan-21	874	1,992	\$50,902	\$28,270	\$743,835	\$1,049,477	\$692,105	\$42,637	\$734,742	\$813,914	\$823,007	99%
Feb-21	872	1,988	\$50,785	\$28,210	\$742,499	\$1,047,226	\$533,356	\$109,295	\$642,651	\$721,647	\$821,495	88%
Mar-21	866	1,981	\$50,436	\$28,060	\$738,766	\$1,041,336	\$456,010	\$134,262	\$590,272	\$668,767	\$817,262	82%
Apr-21	864	1,971	\$50,319	\$27,943	\$735,942	\$1,037,357	\$455,883	\$185,180	\$641,063	\$719,325	\$814,204	88%
May-21	865	1,964	\$50,378	\$27,872	\$734,383	\$1,035,460	\$623,124	\$103,872	\$726,996	\$805,246	\$812,633	99%
Jun-21	868	1,982	\$50,552	\$28,120	\$740,953	\$1,043,587	\$691,155	\$187,328	\$878,483	\$957,155	\$819,625	117%
Jul-21	873	1,991	\$54,998	\$28,197	\$743,136	\$1,047,056	\$715,207	\$201,193	\$916,400	\$999,595	\$822,177	122%
Aug-21	863	1,972	\$50,261	\$27,985	\$737,279	\$1,038,390	\$592,559	\$224,114	\$816,673	\$894,919	\$815,525	110%
Sep-21												
Oct-21												
Nov-21												
Dec-21												
Total	6,945	15,841	\$408,632	\$224,657	\$5,916,793	\$8,817,983	\$4,759,400	\$1,187,880	\$5,947,280	\$6,580,569	\$6,545,927	101%
Avg. / PEPM	868	1,980	\$59	\$32	\$852	\$1,270	\$685	\$171	\$856	\$948	\$943	101%
Individual Stop Loss (ISL) Loss Ratio (ISL reimbursements / ISL Premium):						Less Estimated Stop Loss Reimbursements:		\$0				
						Net Total Plan Cost:		\$5,947,279	\$6,580,568	\$6,545,927	101%	
						Over/Under Claims Budget:		\$34,641				



2022 Projected Total Medical Costs

Following includes administration (medical/dental/vision), stop loss, claims, health savings account (HSA) employer contributions and purchased/consulting services:

	2021	2022
Total Costs	\$10,424,364	\$11,379,375
% Increase	-	9%
\$ Increase	-	\$955,011

Costs provided by Warren County



2022 Medical Renewal

Claims:

- Claims are projected to increase by \$1M due to ongoing high-cost claimants and increased cost of brand drugs
- Rx Rebates expected to be over \$410k in 2022

UHC – Administration: HORAN executed market bid

- 17.5% decrease to admin rates (\$106k value) for 3 years (3% increase in 2024)
- Increased wellness funds from \$20k to \$45k
- Performance guarantees now offered (originally \$10k – increased to \$50k)

Tokio Marine (TM) – Stop Loss:

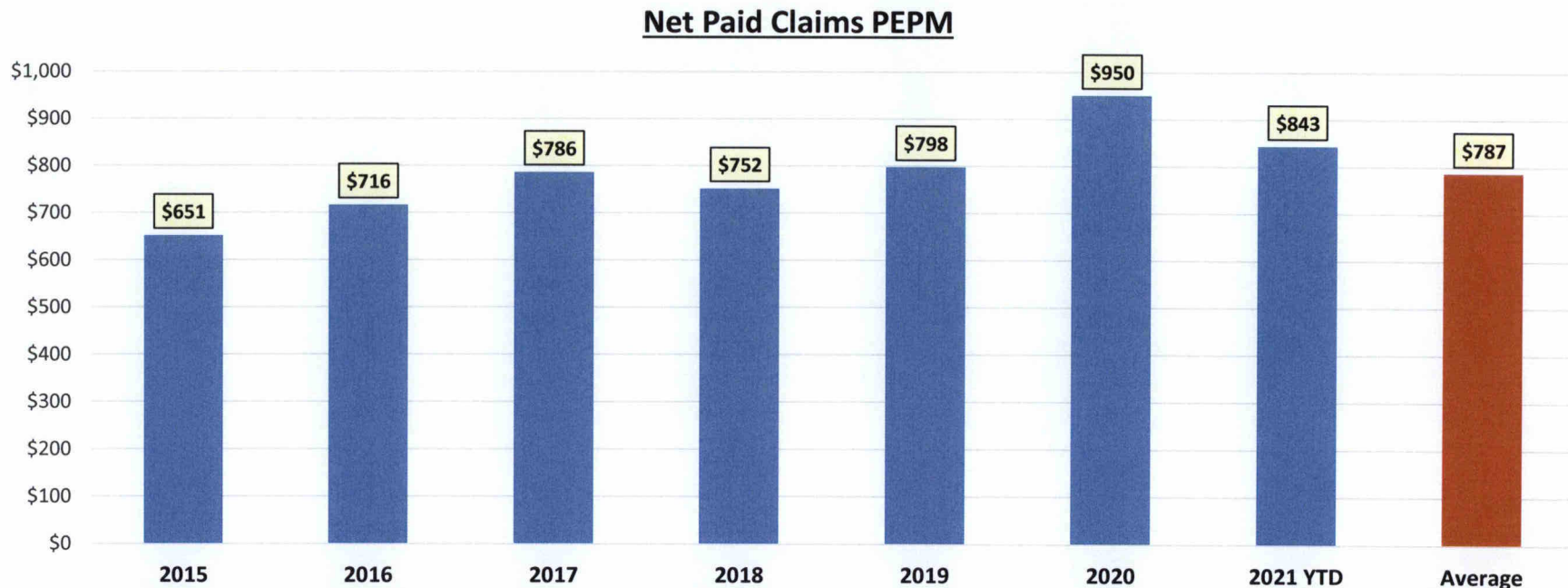
- Released 9.3% increase to stop loss premiums (\$31k increase)
- Due to competitive data, renewal was reduced to 2.5% (\$8k increase)



2022 Projected Total Medical Costs

Four highest claim months since January 2017 followed in Sept 2019 (\$1.0M), Oct 2019 (\$1.01M), Nov 2019 (\$944K) and Dec 2019 (\$1.09M).

2020 plan year followed with additional high claims months: July 2020 (\$1.6M), Nov 2020 (\$1M), December (\$1.3M). All included in 2022 renewal projection:



Large Claim Frequency

Current Period claims are higher than benchmark, while 2021 plan year to date is looking much more favorable:

Claim Level	Prior Period: 08/01/2019 - 07/31/2020	Current Period: 08/01/2020 - 07/31/2021	Plan Year to Date: 01/01/2021 - 07/31/2021	Benchmark Expected
\$25,000	73	82	42	68
\$50,000	39	39	18	27
\$75,000	21	20	10	16
\$100,000	15	13	7	10
\$125,000	9	12	4	7
\$150,000	9	11	4	5
\$175,000	8	9	3	4
\$200,000	6	7	1	3
\$250,000	5	4	1	2
\$300,000	1	1	0	2
\$500,000	0	0	0	0
\$1,000,000	0	0	0	0



Stop Loss

- HORAN conducted stop loss RFP to attempt obtaining competitive stop loss quotes.
- Requested quotes from 11 carriers
 - Majority uncompetitive rates (even after sharing TM's renewal)
 - Leveraged SL proposal to reduce renewal \$23k

Stop Loss	Current	Renewal
Specific Stop Loss Deductible	\$250,000	\$250,000
Aggregating Specific Deductible	\$350,000	\$350,000
Specific Premium		
Composite Rate 873	\$27.78	\$28.85
Annual Specific Premium	\$291,015	\$302,203
Aggregate Premium		
Composite Rate 873	\$4.52	\$4.25
Annual Aggregate Premium	\$47,352	\$44,523
Total Annual Stop Loss Costs	\$338,366	\$346,726

Spec Premium	
\$11,188	3.8%

Agg Premium	
(\$2,829)	-6.0%

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Stop Loss History

Adding Aggregating Specific in 2018 has helped save the County over \$1M in fixed premium the last 4 years:

Stop Loss Premiums vs Reimbursements						
Year - Carrier	Specific Ded. Level	Aggregating Specific	TOTAL Stop Loss Premium	Total Reimbursement	Loss Ratio	# of Claims Over Specific
2011 - CDB/HM Life	\$150,000	N/A	\$695,732	\$1,616,076	232.3%	8
2012 - UHC	\$200,000	N/A	\$393,026	\$95,268	24.2%	2
2013 - UHC	\$200,000	N/A	\$456,825	\$202,178	44.3%	3
2014 - UHC	\$200,000	N/A	\$527,478	\$47,015	8.9%	1
2015 - UHC	\$200,000	N/A	\$620,814	\$163,855	26.4%	3
2016 - Optum	\$200,000	N/A	\$639,644	\$172,227	26.9%	4
2017 - Optum	\$250,000	N/A	\$621,960	\$252,571	80.7%	1
2018 - Tokio Marine	\$250,000	\$300,000	\$271,051	\$0	93.0%	1
2019 - Tokio Marine	\$250,000	\$350,000	\$253,802	\$0	102%	0
2020 - Tokio Marine	\$250,000	\$350,000	\$282,490	\$0	117%	4
2021 (thru July) - TM	\$250,000	\$350,000	\$196,615	\$0	99%	1
Total/Avg	-		\$4,644,572	\$2,723,793	58.6%	23

2018 members met \$5,625 of the aggregating specific
 2020 members met \$168,978 of the aggregating specific
 2021 members met \$197,547 of the aggregating specific



Future Rx Strategies: Pharmacy Premium Formulary

Recommendation:

- Evaluate Premium formulary, including strategic exclusions to support member choice, minimize disruption and deliver client savings

Rationale:

- Current formulary is very open
- Estimated **\$84k** in savings based on current utilization
- Generic utilization decreased from 2019 to 2020
 - Generic % Paid = 13.8% of total Rx paid claims (norm = 19.7%)

Disruption Type	Utilizers	Rxs	Pct of Total Rxs
No Change	1,292	14,400	96.2%
Positive	0	0	0.0%
Negative	0	0	0.0%
Excluded	161	566	3.8%
Total		14,966	100.0%

New Ingredient Cost	Current Ingredient Cost	Pct of Savings
\$2,258,882	\$2,343,132	3.6%

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Future Rx Strategies: Pharmacy Vigilant Drug Program

Recommendation:

- Evaluate Vigilant Drug Program to help effectively manage costs for higher cost drugs lacking additional value

How it Works:

- Removes high-cost, low value drugs including
 - clinical duplicates
 - nonessential/non-FDA approved products
 - newly-launched drugs to market
- *Example drug: Diclofenac topical cream (duplicate drug being offered as generic and brand)*

Rationale:

- Various clinical duplicates offered on current formulary
- Up to **\$58k** in plan savings

Non-FDA Approved Drugs		
9	26	\$3,938
Utilizers	Rxs	Estimated Annual Plan Paid Savings

Clinical Duplicates		
11	12	\$42,271
Utilizers	Rxs	Estimated Annual Plan Paid Savings

Pain Creams & Patches		
1	2	\$258
Utilizers	Rxs	Estimated Annual Plan Paid Savings

High Cost Generics		
4	5	\$3,133
Utilizers	Rxs	Estimated Annual Plan Paid Savings

High Cost Brands w/ Generics		
12	29	\$8,614
Utilizers	Rxs	Estimated Annual Plan Paid Savings

Estimated Annual Plan Paid Savings		\$57,697 ¹³
3.0%		of total



Future Strategies: Health Management

Recommendation:

- Offer WW, Relmaged to all dependents over age 18
- Additional \$7,500 annually if adding dependents

Rationale:

- Good success so far with WW (343 active members on average, 1,396 pounds lost since January)
- Chronic members drive 59% of total claims and are 4.4x more expensive than non-chronic members
- Cardiovascular condition had very high prevalence in 2020 (total paid claims increases 78%)



Future Strategies: Health Management

Recommendation:

Mid-year biometrics screenings on-site at the County, rather than off-site at LabCorp, to increase engagement/participation

- Offsite cost at LabCorp: \$35/screening for mini panel
- Onsite cost at County: \$75/screening, including full 37-panel and medical director review (25 person minimum per day)

Rationale:

- Appropriate age-related screenings are in non-compliant ranges



Future Strategies – Iatrogenic Infertility Coverage

Fertility preservation for iatrogenic infertility is for medical reasons that cause irreversible infertility such as chemotherapy, radiation treatment, and bilateral oophorectomy due to cancer.

Services include:

- Collection of sperm
- Cryo-preservation of sperm
- Oocyte cryo-preservation
- Embryo cryo-preservation
- Ovarian stimulation, retrieval of eggs and fertilization

Services not included:

- Benefits are not available for embryo transfer
- Benefits are not available for long-term storage costs (greater than one year)

UHC has added this coverage to their fully insured block of business. ASO groups have the opportunity to add or decline and can add later if they would like to.

There is a benefit limit of 20,000 for medical services.

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2022 Strategies – Continue to Promote Bundling Solution through Christ Hospital

Why Christ Hospital:

- Reduced hospital readmissions for joint replacement surgeries
 - 22% reduced readmissions for joint replacement surgeries compared to non-participating facilities
 - 10% reduced readmissions for spine surgeries compared to non-participating facilities
- Fewer complications
 - 17% fewer for joint replacement surgeries compared to non-participating facilities
 - 3.4% fewer for spine surgeries compared to non-participating facilities
- Patient Experience:
 - Case Manager to assist through the process
 - One bundled payment

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2022 Medical Employee Contributions

Below are the employee contributions for 2022. Contributions assume employees pay the same percent as they do today on the Buy-Up plan:

Base Plan									
Current					January 1, 2022 Renewal				
Tier	Enrollment	Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	203	\$460.66	\$0.00	0%	\$500.69	\$0.00	0%	\$0.00	-
Family	270	\$1,220.96	\$0.00	0%	\$1,327.06	\$0.00	0%	\$0.00	-

Buy-Up HSA									
Current					January 1, 2022 Renewal				
Tier	Enrollment	Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ
Single	159	\$500.14	\$75.02	15%	\$543.60	\$81.54	15%	\$6.52	8.7%
Family	241	\$1,325.65	\$198.85	15%	\$1,440.85	\$216.13	15%	\$17.28	8.7%

*Continue with the annual HSA Contribution of \$300 single and \$600 All other tiers (\$600 / \$1,200 Sherriff's Office)

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Benchmarking

Plan Design (In-Network only)

- Current plan is richer than benchmark plan design with exception of coinsurance amount

Survey Benchmarks	Base	Buy-Up	National	Regional	State	Industry Group	EE Size Category
Number of Health Plans Reported	1	1	5,340	1,801	639	167	122
In - Network Benefits							
Deductible - Single	\$3,000	\$1,750	\$3,000	\$3,000	\$3,000	\$2,800	\$2,800
Deductible - Family	\$6,000	\$3,500	\$6,000	\$6,000	\$6,000	\$5,600	\$6,000
Plan Coinsurance	90.0%	90.0%	100.0%	100.0%	100.0%	100.0%	80.0%
Out - of - Pocket Maximum - Single	\$5,950	\$3,400	\$5,000	\$4,800	\$4,500	\$4,000	\$5,000
Out - of - Pocket Maximum - Family	\$11,900	\$6,800	\$10,000	\$10,000	\$9,000	\$8,000	\$10,000



Benchmarking

Employee Contributions

- Employee \$ contributions are in line or better than benchmark for each coverage tier

Survey Benchmarks	Base	Buy-Up	National	Regional	State	Industry Group	EE Size Category
Number of Health Plans Reported	1	1	5,340	1,801	639	167	122
Monthly Employee Share of Premiums (\$)							
Single	\$0	\$75	\$143	\$138	\$130	\$102	\$119
Family	\$0	\$198	\$701	\$633	\$539	\$429	\$495
Monthly Employee Share of Premiums (%)							
Single	0.0%	15.0%	28.5%	27.1%	25.2%	17.7%	24.3%
Family	0.0%	15.0%	46.6%	40.7%	35.0%	24.4%	34.3%



Future Option: 4 Tier Rates and/or Spousal Surcharge

Future Recommendation:

- Continue to evaluate implementing a 4-tier contribution strategy as opposed to current 2-tier option
- Potential mid-year discussion outside of Open Enrollment

Rationale:

- Average spousal cost on a Per Member Per Year basis is increasing.
- Implementing EE + Spouse coverage tier, along with current spousal parity, will detract spouses from the County's plan.
 - *Spousal parity provision requires that spouses must be enrolled in any medical, prescription, dental and vision coverage that is available to them through their employer or their retirement. Warren County will then provide secondary coverage.*
- Over 47.6% of all Counties have some type of spousal stipulation for employees whose spouses have other means of acquiring medical coverage.

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2022 Projected Total Dental Costs

Dental Care Plus – Administration: Admin rate guarantee through end of 2024

- Due to recent network, claims processing, and customer service issues, HORAN executed a Request for Proposal to identify alternative vendor partners.

Monthly Fully Insured Equivalent Rates – No Increase:

Funding Rates (Total Projected Cost)			
<u>Tier</u>	<u>Current Enrollment</u>	<u>Current Rates</u>	<u>Renewal Rates</u>
Single	335	\$29.64	\$27.35
Family	574	\$74.10	\$68.37



Recommendation: Renew DCP with Full PPO Replacement

Full PPO Replacement:

- Match current plan design and replace both HMO and Indemnity plan
- Reduced ASO fee of \$3.00 PEPM for 2 years
- Out of Network benefits available (less disruption)

Performance Guarantees:

- Claims Processing Timeliness:
 - 95% of all claims will be accurately adjudicated within 15 business days after receipt of a complete and accurate claim form, including any required attachments and 98% of all claims will be accurately adjudicated within 30 business days after receipt. If one of these thresholds is not met, DCPG will reimburse 3% of annual paid administrative fees.
- Customer Service Guarantee:
 - Average speed to answer will not exceed 30 seconds. If exceeds threshold for the year, DCPG will reimburse 35 of annual paid administrative fees.
- Network Utilization Guarantee:
 - Minimum of 91% of the overall paid claims amount will be paid on an in-network basis. If percentage falls below, DCPG will reimburse 3% of annual paid administrative fees.

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2022 Health Savings Account Request for Proposal

Current Situation

HORAN requested quotes from the following:

	Option 1 Chard Snyder	Option 2 HSA Bank	Option 3 WEX	Option 4 Bank of America
# of Participants	675			
Per Participant Per Month	\$1.75	\$0.00	\$1.25	\$0.75
Debit Card Fee	\$0.00	\$0.00	\$0.00	\$0.00
Minimum Monthly Fee	\$100.00	\$0.00	\$25.00	None
Monthly Fixed Costs	\$1,181.25	\$0.00	\$843.75	\$506.00
Annual Fixed Costs	\$14,175.00	\$0.00	\$10,125.00	\$6,072.00
Fees				
Setup Fee (Group)	\$0.00	\$0.00	\$0.00	\$0.00
Annual Renewal Fee	\$0.00	\$0.00	\$0.00	\$0.00

Recommendation to remain with First National Bank:

- County currently pays no administration fee through First National
- Change in vendors would require transfer/blackout period (employees having no access to funds for a specific period of time)
- HORAN to become broker of record with First National to ensure customer service issues are escalated and resolved

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2022 Projected Total Vision Costs

EyeMed – Administration: Admin rate guarantee through end of 2024

Monthly Fully Insured Equivalent Rates – No Increase:

Funding Rates (Total Projected Cost)			
<u>Tier</u>	<u>Current Enrollment</u>	<u>Current Rates</u>	<u>Renewal Rates</u>
Single	331	\$6.66	\$4.29
Family	582	\$17.66	\$11.38



Other Benefit Renewals

Minnesota Life / Basic and Voluntary Life and AD&D: Rate guarantee through end of 2024

Chard Snyder / Flexible Spending Account (FSA) and Health Reimbursement Account (HRA): No rate change in 2023

ComPsych / Employee Assistance Program (EAP): No rate change in 2023



2022 Stop Loss Request for Proposal Update

	Current	Renewal	Tokio Marine Option 2	Crum & Forster	SA Benefits/Sirius	Crum & Forster
Stop Loss						
Specific Stop Loss Deductible	\$250,000	\$250,000	\$275,000	\$250,000	\$250,000	\$275,000
Aggregating Specific Deductible	\$350,000	\$350,000	\$300,000	\$350,000	\$350,000	\$350,000
Specific Contract Type	36/12	36/12	36/12	24/12	24/12	24/12
Lasers	None	None	TBD	TBD	TBD	TBD
Specific Premium						
Composite Rate 867	\$27.83	\$28.85	\$27.83	\$32.81	\$31.85	\$26.76
Annual Specific Premium	\$289,536	\$302,203	\$289,536	\$341,305	\$331,400	\$278,391
Aggregate Premium						
Composite Rate 867	\$4.52	\$4.25	\$4.52	\$4.33	\$4.83	\$4.50
Annual Aggregate Premium	\$47,026	\$44,523	\$47,352	\$45,049	\$50,251	\$46,818
Total Annual Stop Loss Costs	\$336,562	\$346,726	\$336,562	\$386,354	\$381,651	\$325,209
Stop Loss \$ Change	-	\$8,360	-	\$49,793	\$45,090	(\$11,352)
Stop Loss % Change	-	2.5%	-	14.8%	13.4%	-3.4%

Recommendation:
Renew with Tokio Marine's Renewal offer

- Long-term partnership
- Competitive premiums year over year

Observations:

- Illustrative proposals – requesting data through September to firm



Carrier	Total Plan % Increase	Annual \$ Change from Current	Rate Guarantee	Notes
DCP / DCP PPO	0% / -4%	N/A / -\$1,638	3 years	<i>Performance Guarantees: Up to 9% in annual premium at risk</i>
Superior Dental	-3.1%	-\$1,092	3 years	<i>Performance Guarantees: Up to 3% in annual premium at risk</i>
Delta Dental	9.2%	\$3,166	3 years	<i>\$15,000 implementation credit covering first 4 months of admin and 80% of 5th month</i>
UHC	2.2%	\$764	3 years	
Ameritas	-3.8%	-\$1,310	3 years	<i>Performance Guarantees: Up to \$3,500 at risk</i>

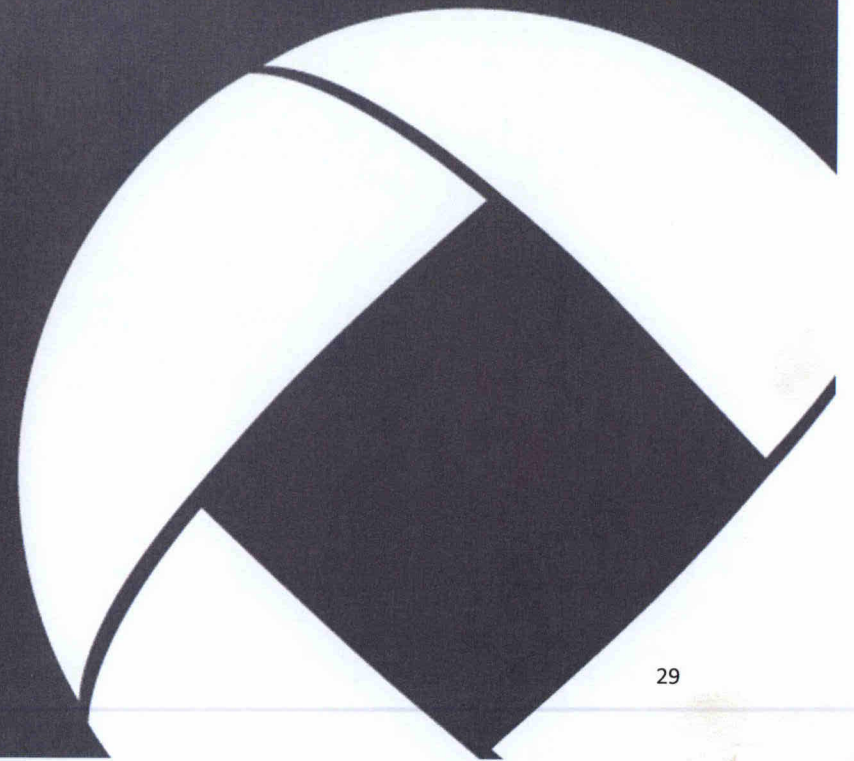
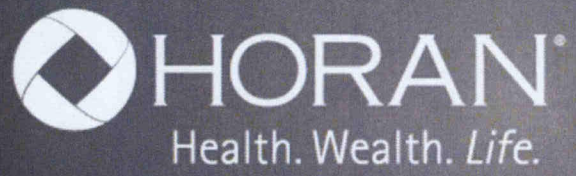
Disruption: total providers currently used by Warren County = 364

Carrier	In-Network	Percentage
DCP	364	95%
Superior Dental	301	79%
Delta Dental PPO/Premier*	141/242	37%/63%
UHC	115	30%
Ameritas	182	48%

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*PPO – Small national network but deeper discount/Premier – Large national network (not as discounted as PPO)







Warren County Rural Zoning Code Map Amendments

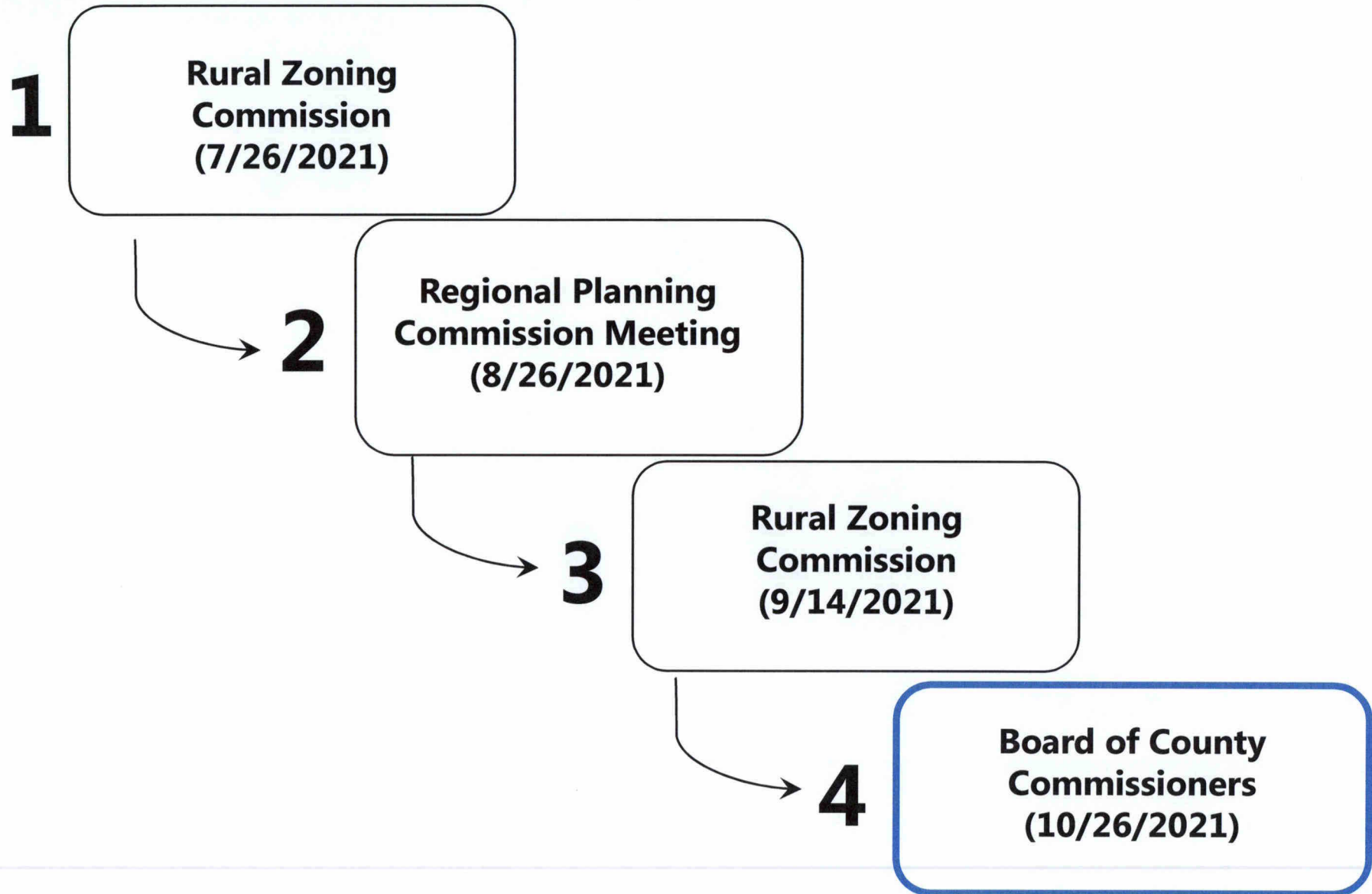
Case # 2021-06

History

- Mr. Byron Hauser contacted staff concerning his zoning. He was unaware of the 2012 map amendment affected his property at 5915 St. Rt. 123 in Franklin Township.
- He notified all neighbors in the I1 Zoning (Light Industrial Manufacturing Zoning) and all property owners want to be returned to R1 (Single Family Residential, 2-acre density.)
- The RZC heard the issue and initiated the request on behalf of the residents on July 26, 2021.



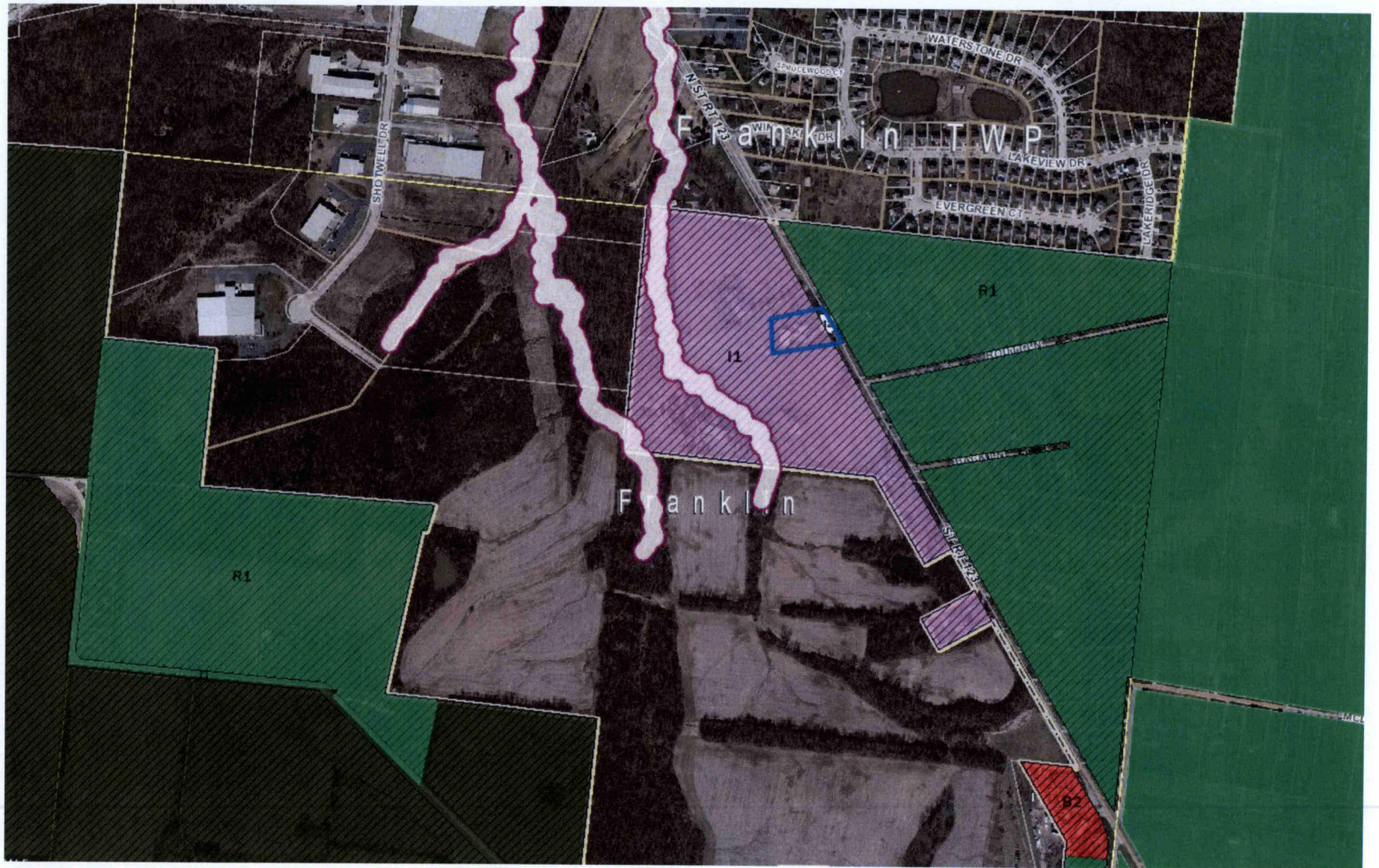
Text Amendment Process



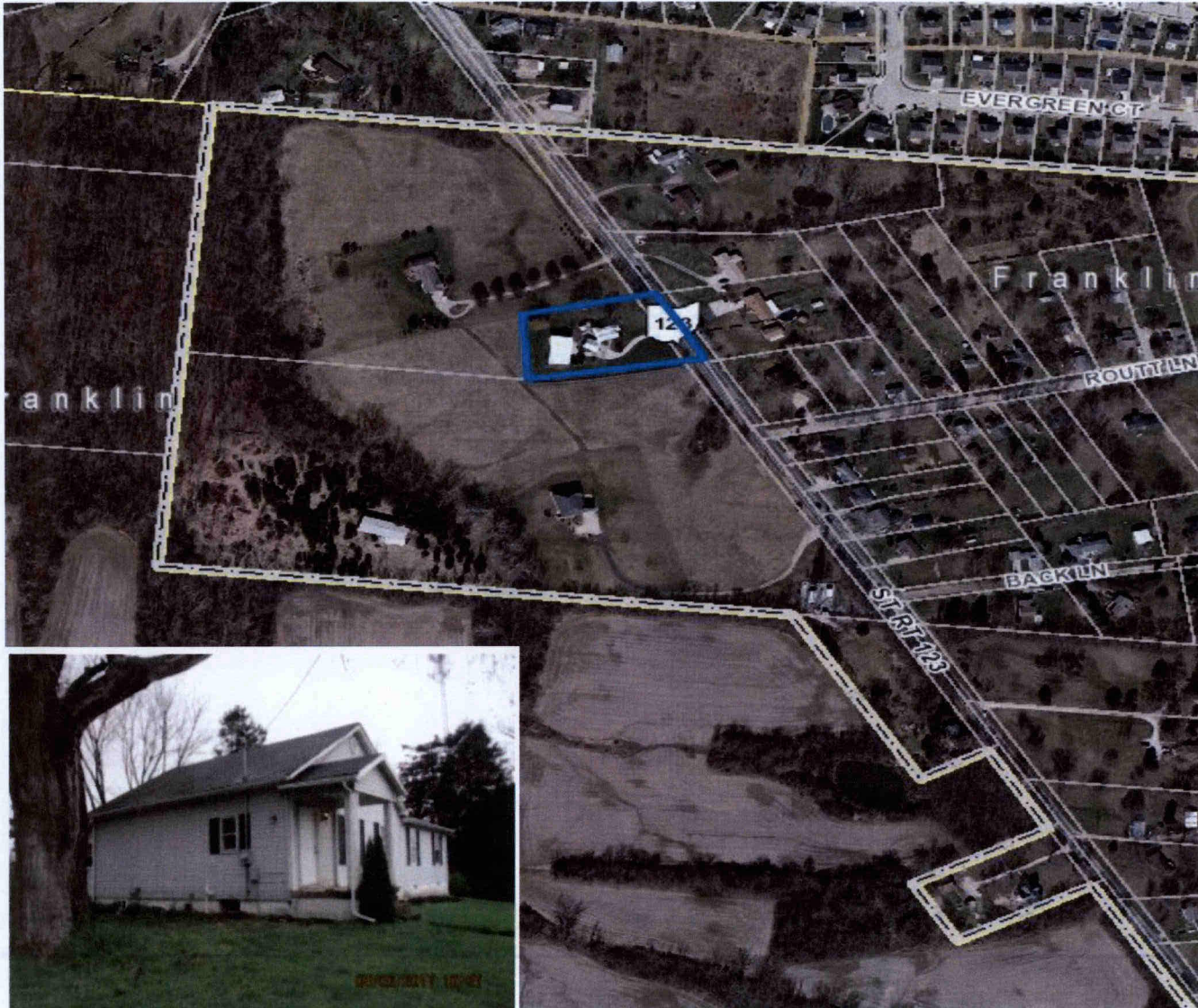
Zoning prior to 2012



2012 Zoning

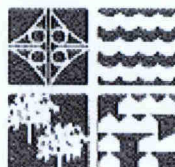


Current Structures



Big Picture





Warren County Regional Planning Commission

WARREN COUNTY ADMINISTRATION BUILDING
406 JUSTICE DRIVE • LEBANON, OHIO 45036
TELEPHONE (513) 695-1223

STANLEY C. WILLIAMS, EXECUTIVE DIRECTOR

Department Comments

April 26, 2021

Ms. Michelle Tegtmeier
Warren County Rural Zoning
406 Justice Drive
Lebanon, OH 45036

Dear Ms. Tegtmeier:

This letter is in regard to the request from the Warren County Rural Zoning Commission for a map amendment to rezone parcel numbers 0829276002, 0829276001, 0829201006, 0829201002, and 08292010040 located off St. Rt. 123 in Franklin Township from I-1 to R-1.

At its meeting on August 26, 2021 the Warren County Regional Planning Commission Executive Committee voted to recommend approval of the map amendment to the Warren County Rural Zoning Commission with a vote of 12 aye, 1 nay, 3 abstain.

A copy of the staff report is attached.

If you have any questions regarding this action, please contact this office.

Sincerely,

Stanley C. Williams, AICP
Executive Director

Rural Zoning Commission Recommendation

Mr. Cesta moved to recommend approval to the Warren County Commissioners, for the map amendment of parcel #'s 08-29-201-002-0, 08-29-201-006-0, 08-29-201-004-0, 08-29-276-002-0, and 08-29-276-001-0 from "I1" Light Industrial to "R1" Single Family Residential in Franklin Township.

Mr. Shaffer seconded the motion.

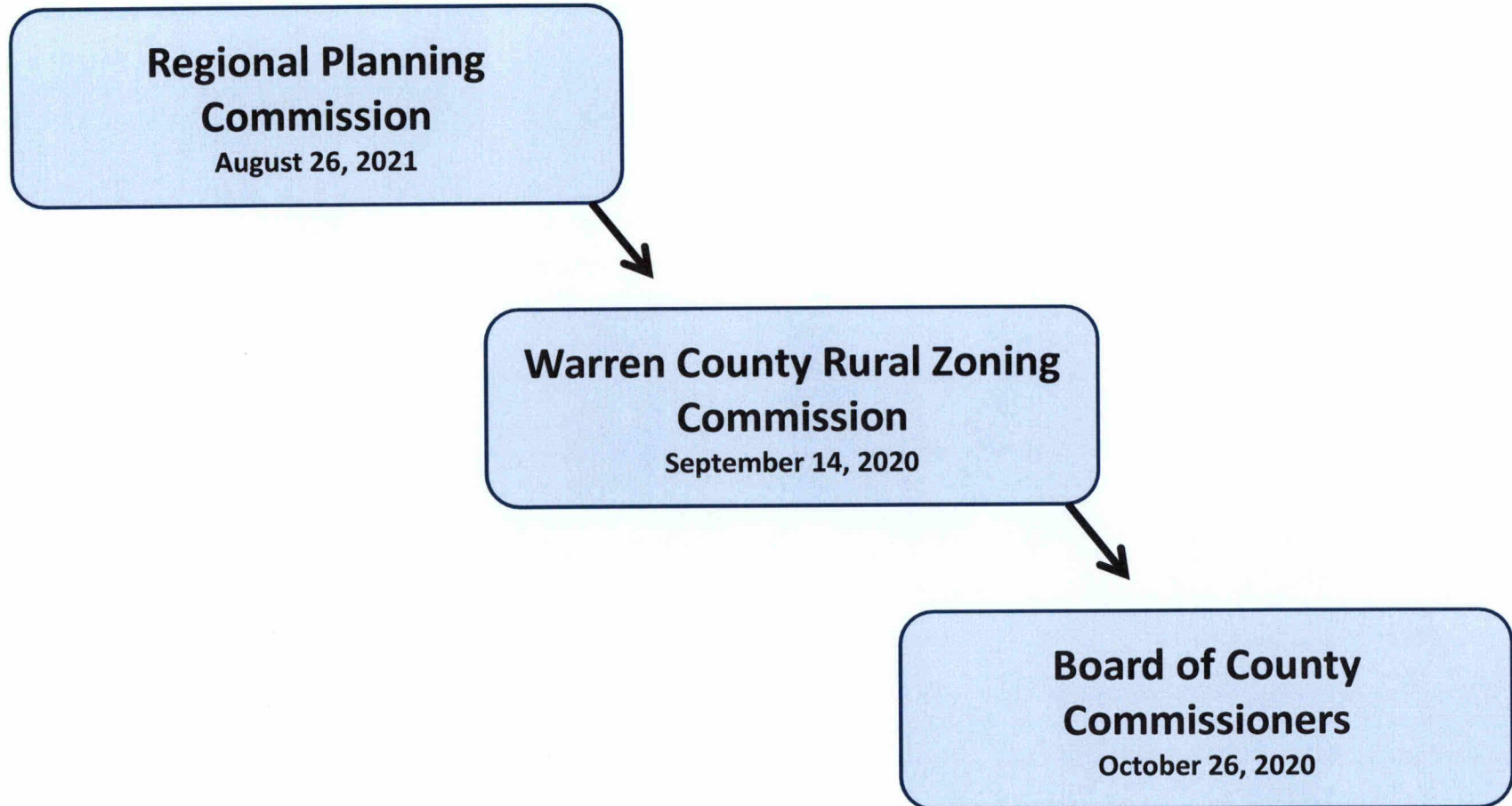
Mike Shaffer	Yes
Joe Cesta	Yes
Jim Gibbs	Yes

ANY
QUESTIONS?



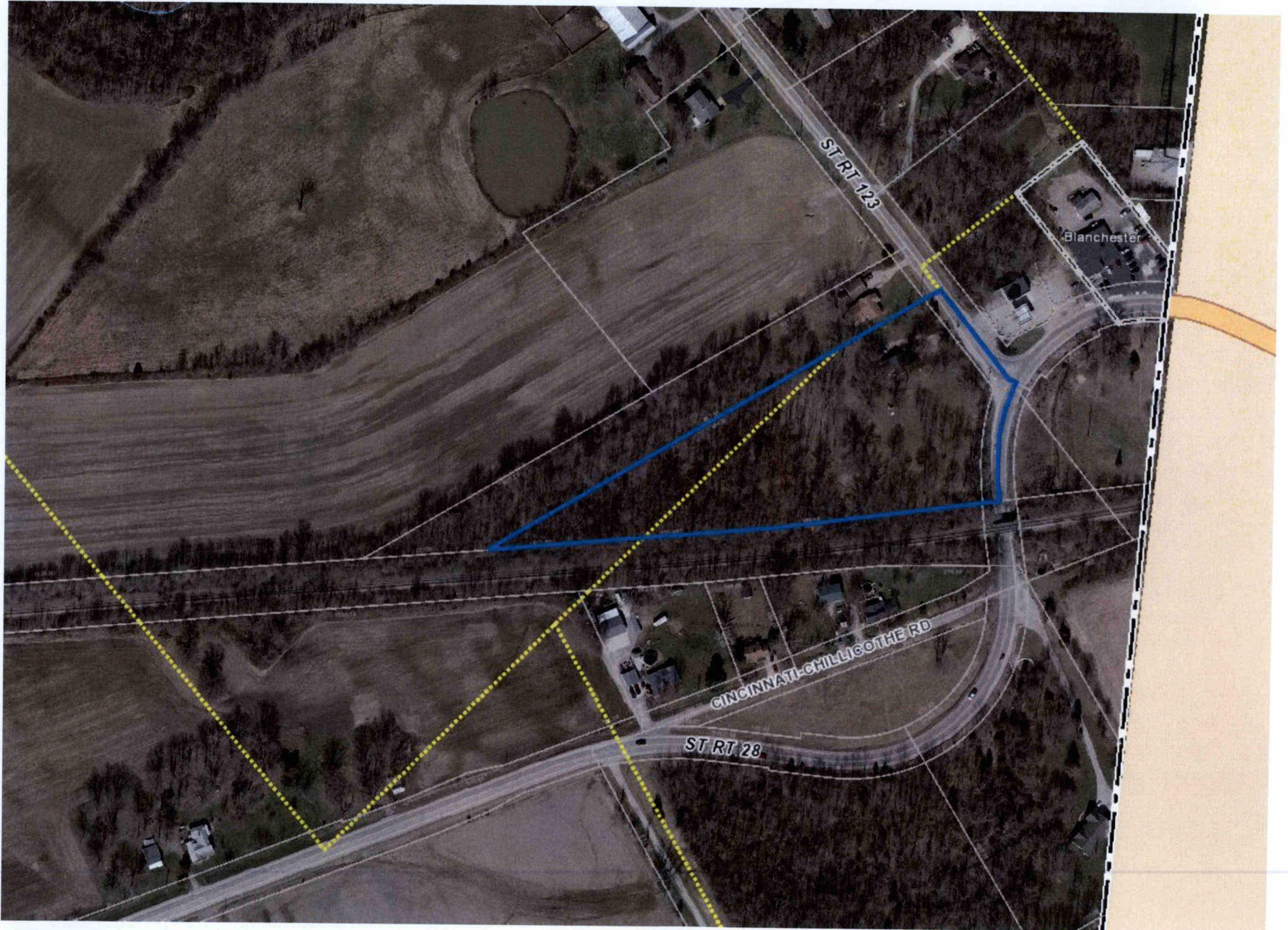
CASE #	2021-07	
APPLICANT/OWNER/AGENT	Blanchester DOHP, LLC. (Dollar General)	
TOWNSHIP	Harlan	
PROPERTY LOCATION	ADDRESS	9079 St. Rt. 123
	PIN	18-03-377-002-0
PROPERTY SIZE	4.3 acres 430 feet of frontage	
CURRENT ZONING DISTRICT	"RU" Rural Residential (5 Acre Density)	
FUTURE LAND USE MAP (FLUM) DESIGNATION	Commercial	
EXISTING LAND USE	Residential	
ZONING REQUESTED	"B2" Community Commercial Business Zone	
ISSUE FOR CONSIDERATION	REZONE from RU Residential to B2 Commercial for a new Dollar General store.	

Rezoning Process

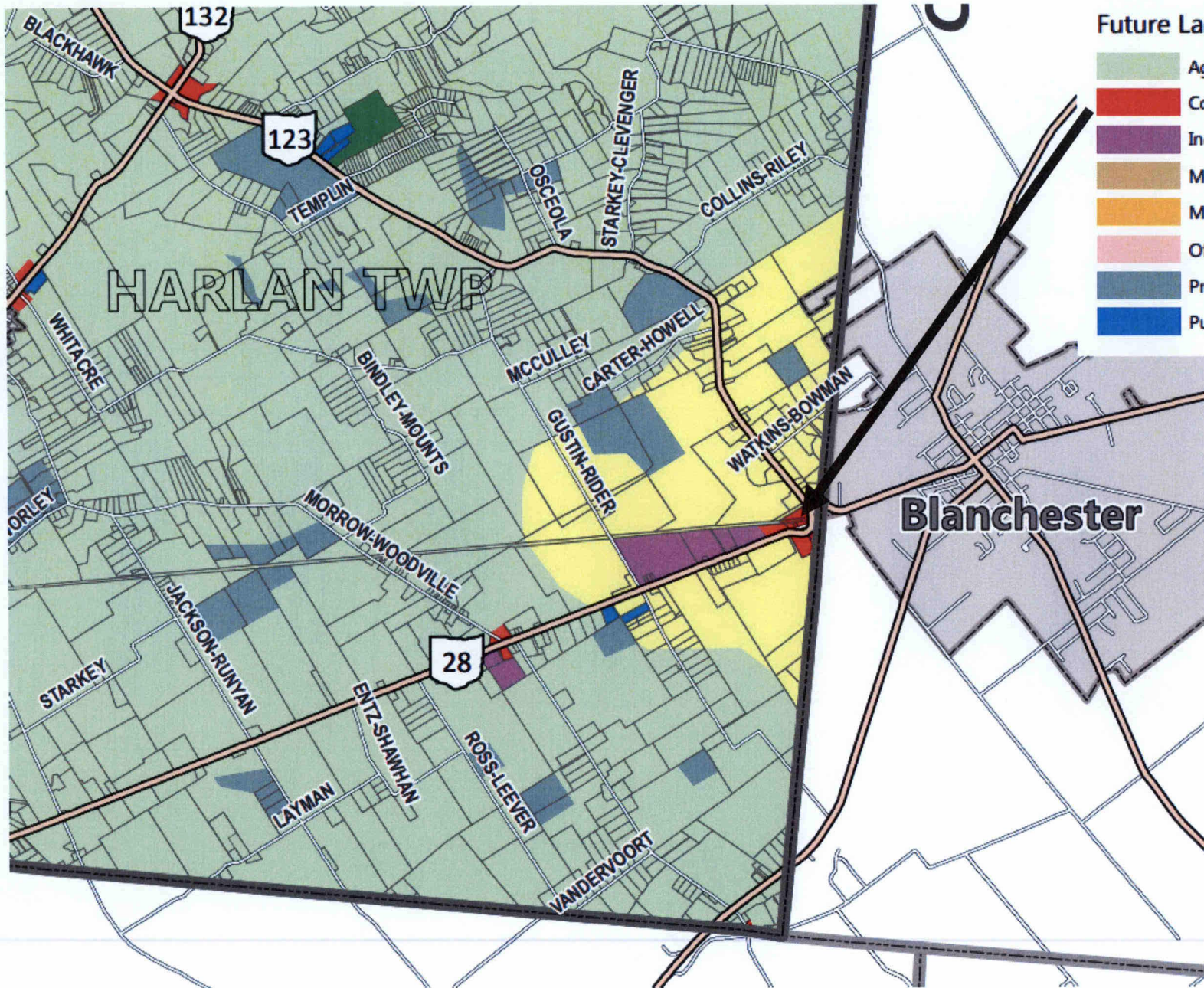


Aerial Map

2021-07



FLUM



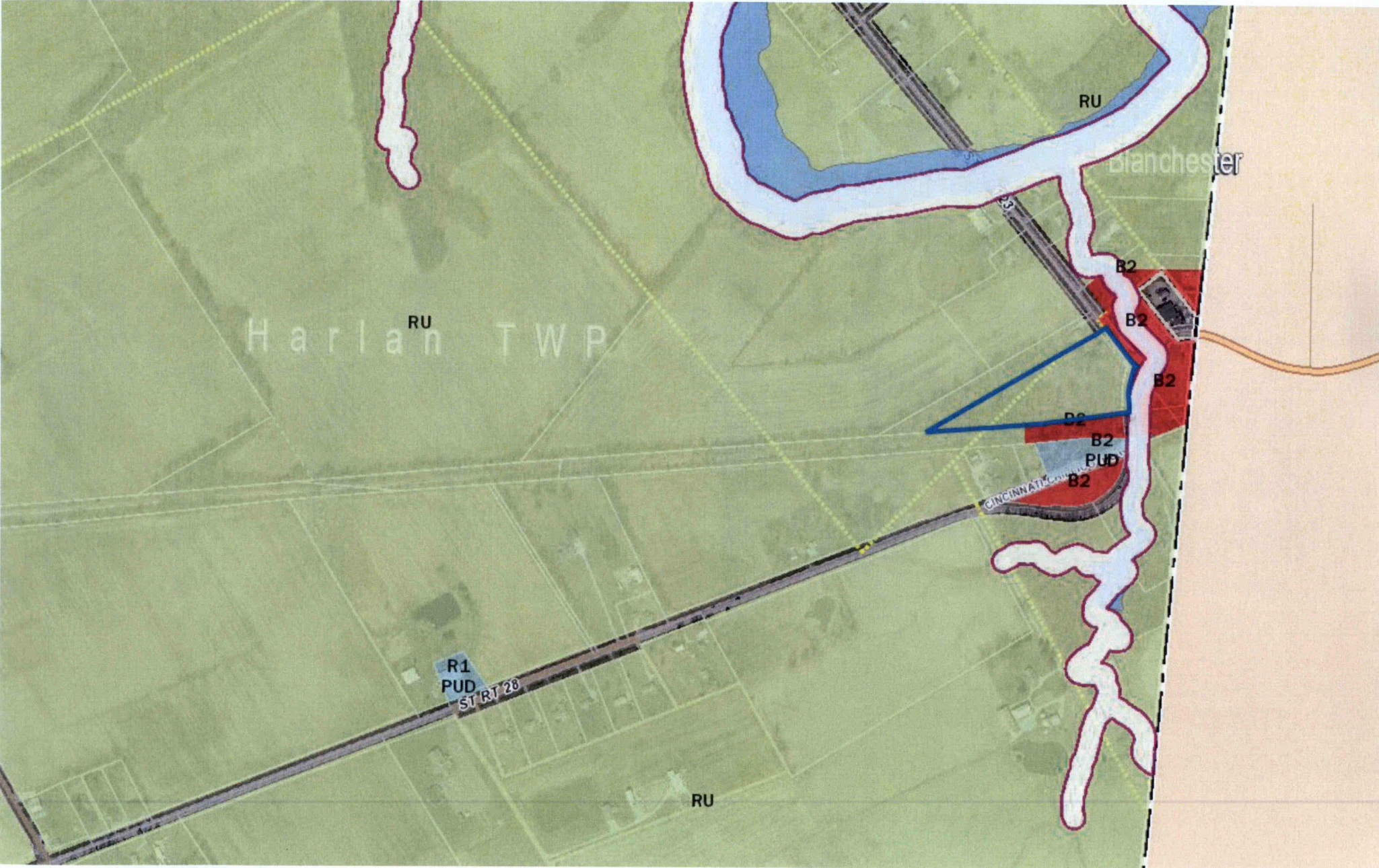
Legend

Future Land Uses

- Agricultural-Rural Residential
- Commercial
- Industrial
- Mixed-Use Neighborhood
- Multi-Family Residential
- Office
- Protection Area
- Public-Semi-Public

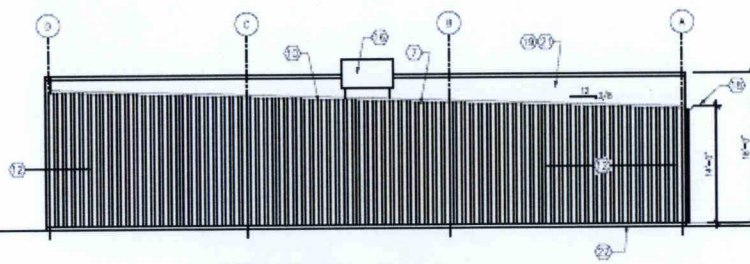
Zoning & Flood Map

2021-07

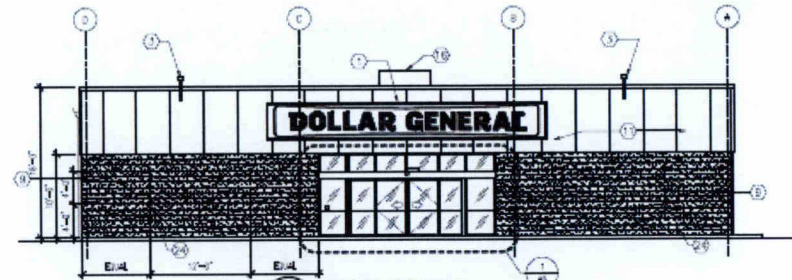


Elevations

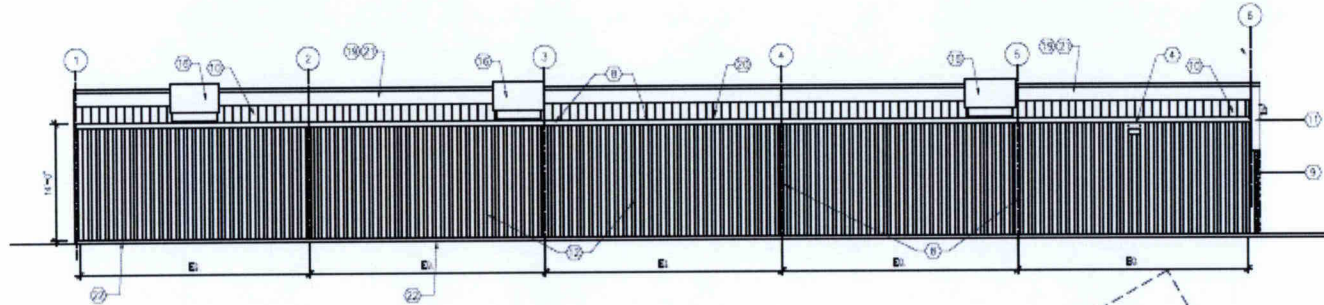
2021-07



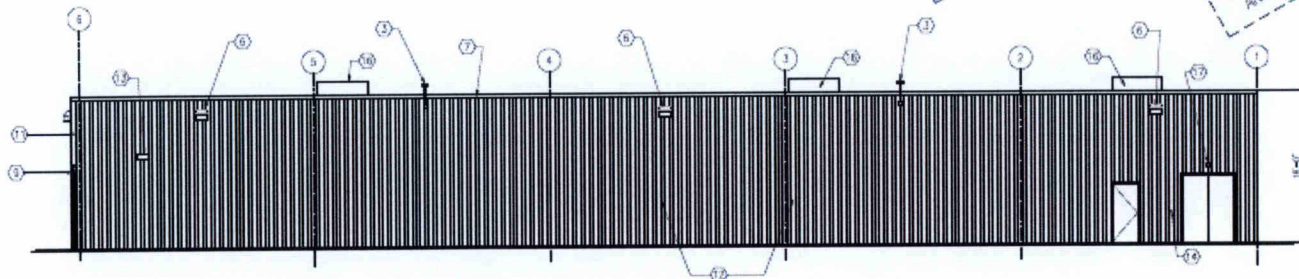
2 REAR ELEVATION
1/8" = 1'-0"



1 FRONT ELEVATION
1/8" = 1'-0"



3 SIDE ELEVATION (NO ACCESS)
1/8" = 1'-0"



4 SIDE ELEVATION (TRUCK SIDE)
1/8" = 1'-0"

DESIGNER NOTE:
IF ADDITIONAL SCREENING IS REQUIRED
FOR ROOF MOUNTED EQUIPMENT PER
LOCAL CODE, CONTACT DOLLAR GENERAL
FOR APPROVAL.

DESIGNER NOTE:
IF JURISDICTION REQUIRES EXTENSIVE
ELEVATION UPGRADES, CONTACT DOLLAR
GENERAL FOR RECOMMENDED DESIGNS
AND APPROVAL.

Submittal Overview



DOLLAR GENERAL

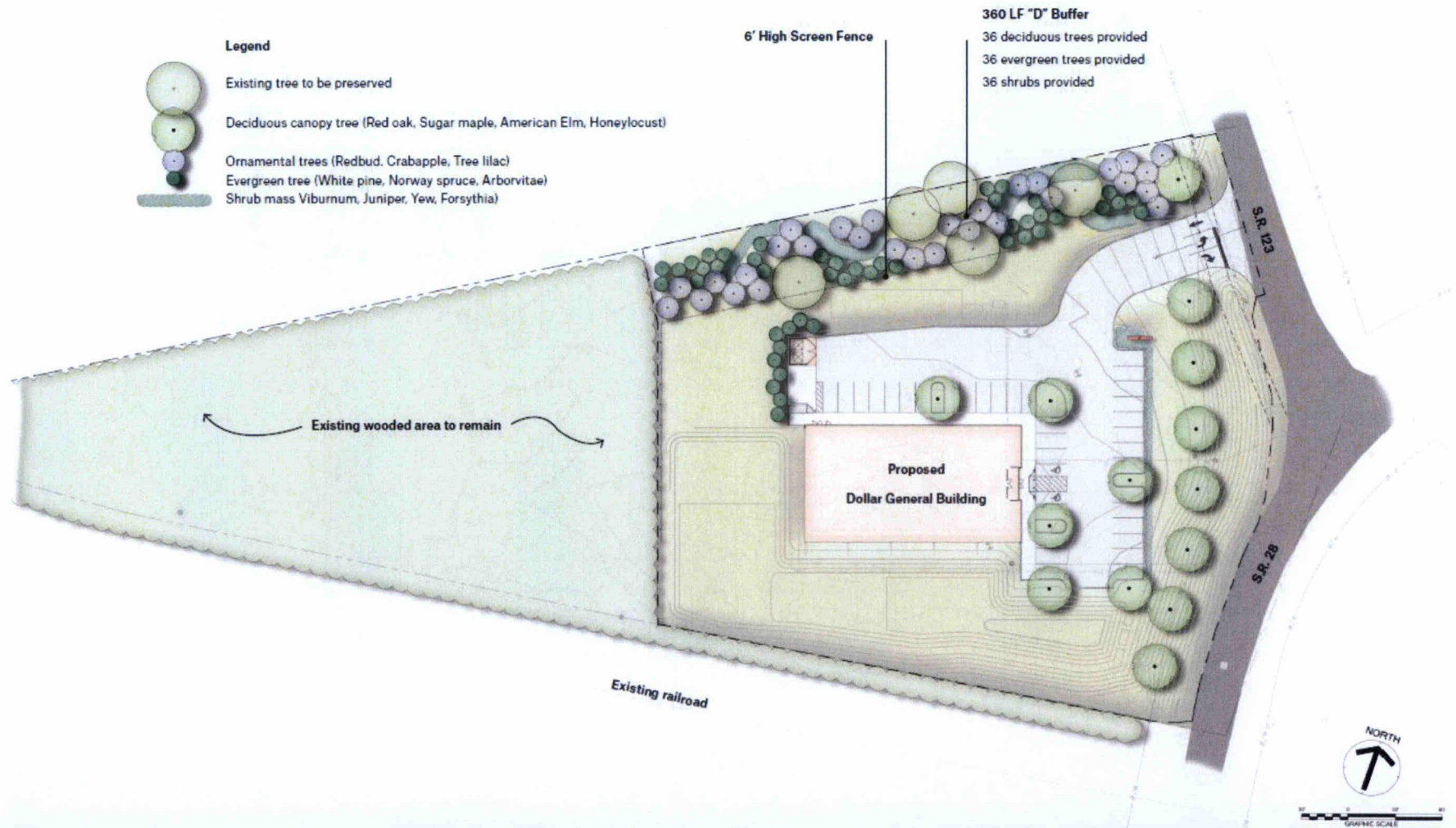
Blanchester, OH

DOLLAR GENERAL

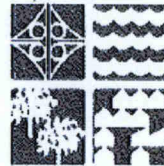


Site Plan

2021-07



Warren County Regional Planning Commission Recommendation:



Warren County Regional Planning Commission

WARREN COUNTY ADMINISTRATION BUILDING
406 JUSTICE DRIVE • LEBANON, OHIO 45036
TELEPHONE (513) 695-1223

STANLEY C. WILLIAMS, EXECUTIVE DIRECTOR

August 26, 2021

Ms. Michelle Tegtmeier
Warren County Rural Zoning
406 Justice Drive
Lebanon, OH 45036

Dear Ms. Tegtmeier:

This letter is in regard to the request for rezoning of the Dollar General from "RU" to "B2" in Harlan Township.

At its meeting on August 26, 2021 the Warren County Regional Planning Commission Executive Committee voted to recommend approval of the Rezoning to the Warren County Rural Zoning Commission with a vote of 13 aye, 0 nay, 3 abstain:

A copy of the staff report is attached.

If you have any questions regarding this action, please contact this office.

Sincerely,

Stanley C. Williams, AICP
Executive Director

Warren County Rural
Zoning Commission
Recommendation:

Mr. Shaffer moved to recommend approval to the Warren County Commissioners, for the map amendment of parcel # 18-03-377-002-0 from “RU” Rural Residential to “B2” Community Commercial in Harlan Township.

Mr. Cesta seconded the motion.

Mike Shaffer	Yes
Joe Cesta	Yes
Jim Gibbs	Yes

ANY
QUESTIONS?

