

REGULAR SESSION

THURSDAY

FEBRUARY 3, 2011

The Board of Huron County Commissioners met this date in Regular Session. Roll being called found the following members present Gary W. Bauer, Joe Hintz, Larry J. Silcox.

IN THE MATTER OF TRAVEL

Joe Hintz moved to approve the following travel request this day. Larry J. Silcox seconded the motion. The roll being called upon its adoption, the vote resulted as follows:

Aye – Gary W. Bauer  
Aye – Joe Hintz  
Aye – Larry J. Silcox

Gary W. Bauer, Commissioner, on February 22, 2011, to Columbus, Ohio, for OSU Extension meeting.

IN THE MATTER OF REQUEST FOR LEAVE

Michael Webb/Dog Warden’s office/sick/12:30 p.m. – 4:30 p.m. January 26, 2011.  
Maria Lyons/Buildings & Grounds/sick/12:00 noon – 2:00 p.m. January 31, 2011.

SIGNINGS

Dog Warden’s evaluation for Michael Webb

PROBATIONARY EMPLOYEE PERFORMANCE EVALUATION

Deputy Dog Warden

Employee Name: Michael Webb      Dept.: Dog Warden

Position Title: Deputy Dog Warden I      DOE: 9/28/2010

Last Day in Probationary Period: 1/20/2011

Instructions to Evaluator: This evaluation is based upon the duties and responsibilities as depicted in the job description for this position along with general performance attributes expected of all employees. Please use the following scale to rate the employee in each of the following categories: 1 = Unacceptable; 2 = Needs improvement; 3 = Satisfactory

JOB DUTY/RESPONSIBILITY	RATING
Supervises departmental operations in absence of Dog Warden. Assigns tasks, coordinates departmental functions; provides direction and ensures work is completed according to quality standards and in compliance with State and local laws and ordinances.	n/a
Answers telephone to respond to questions, provide information and handle complaints for general public. Determines nature of complaint and dispatches personnel to scene. Confer with Dog Warden to coordinate dispatching operations.	2
Performs various clerical and administrative tasks. Maintains records, files documents, types reports, logs phone and radio calls, types pay-ims, completes applications for licenses, etc.	3
Completes necessary forms and documents to receive stray and/or unwanted dogs into dog pound, to place dogs for adoption, and to release dogs to rightful owners.	3
Performs other related duties as directed by supervisor or as needed to assist other departmental personnel.	2
ATTRIBUTES	RATING
Quantity of Work: The extent to which the employee accomplishes assigned work of a specified quality within a specified time period.	3
Quality of Work: The extent to which the employee's work is well executed, thorough, effective, accurate.	2
Knowledge of Job: The extent to which the employee knows and demonstrates how and why to do all phases of assigned work, given the employee's length of time in his/her current position.	2

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EMPLOYEE CERTIFICATION: I hereby certify that I have personally reviewed this report and understand that my signature does not imply agreement or disagreement. I further acknowledge that I have been given the opportunity to read this evaluation, ask questions, and comment in writing.  

Employee's Signature

1-24-11

Date

SUPERVISOR'S CERTIFICATION: I hereby certify that this report constitutes my best judgment of the performance of this employee and is based on personal observation and knowledge of his or her work.  

Supervisor's Signature

1-24-2011

Date

Appointing Authority's Signature

2-3-11

Date

1-24-2011

Date of this Probationary Evaluation

ATTRIBUTES	RATING
Relations with Supervisor: The manner in which the employee responds to supervisory directions and comments. The extent to which the employee seeks counsel from supervisor on ways to improve performance and follows same.	2.5
Cooperation with Others: The extent to which the employee gets along with other individuals. Consider the employee's tact, courtesy, and effectiveness in dealing with co-workers, subordinates, supervisors, and customers.	3
Attendance and Reliability: The extent to which the employee arrives on time and demonstrates consistent attendance; the extent to which the employee contacts supervisor on a timely basis when he/she will be late or absent and submits forms, documents, and reports in a timely manner.	3

Employee Comments (Attach one additional 8.5" x 11" sheet, if necessary):

Evaluator's Comments (Attach additional sheet if necessary):  

Michael is very respectful while working with the public and has a genuine interest with the animals in the shelter. He is learning the geography of the county and manages his time well.  
Michael has had limited opportunities to display his investigative and enforcement abilities. He has shown potential in this area but has not had many opportunities to hone his skills.

Recommended Action on Probationary Status:  

Satisfactory completion of probationary period. I recommend this employee become a regular, classified employee.

Probation performance is unacceptable. I recommend termination of this employee.

HCBOC2-20-08

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**REGULAR SESSION****THURSDAY****FEBRUARY 3, 2011**

Mr. Silcox stated that he has looked into the warrant that was held on Tuesday's claims schedule and is satisfied with the explanation from the Auditor and called for a motion to release the warrant for payment.

*Gary W. Bauer moved to release the warrant in the amount of \$430.00 to Graphic Paper Products for Real Property Conveyance forms. Joe Hintz seconded the motion. The roll being called upon its adoption, the vote resulted as follows:*

*Aye – Gary W. Bauer*

*Aye – Joe Hintz*

*Aye – Larry J. Silcox*

**Administrator/Clerk's Report**

Cheryl Nolan asked the board when they would like to work on the budget and presented the budget work sheets. The board agreed to set a budget work session on February 8, 2011.

**OTHER BUSINESS**

The board discussed the following notice received.

All,

As many of you are aware late in 2010 we reinitialized our former quarterly lunch meetings. We started with Commissioners at the first meeting but recently were approached to include our friends - the County Engineers. These meetings can be a great opportunity to become acquainted or reacquainted and discuss in an informal manner the many issues facing all of our counties and constituents.

Please consider this your 2011 standing invitation to attend.

Cost is \$10 per head (payable at meeting times) - all will be held at the Federation Home at 506 Court St. in Fremont.

All meetings will start promptly at 12 noon on:

Feb 15<sup>th</sup>

May 17<sup>th</sup>

Aug 16<sup>th</sup>

Nov 15<sup>th</sup>

Please send me a head count no less than two days prior to the meetings.

Thanks, and on behalf of Dan Polter, Terry Thatcher and Matt Damschroder, we remain,

Yours in good government,

*Warren P. Brown*

Sandusky County Administrator  
622 Croghan St.  
Fremont, Ohio 43420-2415

(419) 334-6111 office

(419) 603-6315 cell

(419) 334-6104 fax

A letter received from Wood County Commissioners in regards to selling the Ohio Turnpike was discussed. Wood County is not in favor of selling the Ohio Turnpike and attached a letter that they have sent to Governor Kasich. Larry Silcox and Cheryl Nolan will put a letter together to send to Governor Kasich requesting that they not sell the Ohio Turnpike.

REGULAR SESSION  
IN THE MATTER OF LETTER

THURSDAY

FEBRUARY 3, 2011

Board of County Commissioners

James F. Carter Tim W. Brown Alvin L. Perkins



February 1, 2011

RECEIVED

FEB 02 2011

Huron County Commissioners  
Gary Bauer, Larry Silcox, Joe Hintz  
180 Milan Avenue, Ste 7  
Norwalk, Ohio 44857-1195

HURON COUNTY  
COMMISSIONERS

Joe Hintz  
Gary Bauer  
Larry Silcox  
Pete Welch  
Cheryl Nolan  
Vickie Ziemba

Dear Commissioners:

It has come to our attention that Governor Kasich is considering the sale or lease of the Ohio Turnpike to assist with addressing the state budget crisis. While we are aware of the state's budget problems and pledge our help in addressing them, we believe the sale or lease of the Ohio Turnpike is an ill-conceived idea.

Attached is a copy of a letter about this proposal that we sent to Governor Kasich, and to our state legislators. As Commissioners of a northern Ohio county, we request that you join with us in voicing objection to Governor Kasich, and communicate with your legislators as well.

We thank you for your assistance. Please contact us at your convenience if you desire additional information.

Sincerely,

BOARD OF COUNTY COMMISSIONERS,  
WOOD COUNTY, OHIO

James F. Carter

Tim W. Brown

Alvin L. Perkins

Attachment  
cc: Larry Long, County Commissioners Association of Ohio  
County Commissioners in Northern Ohio Counties  
BCC CorrespondenceFile

scc:Gina.Courts@cc.woodcountyo.ohio 43402-2431 • phone 419-354-9100 • fax 419-354-1522  
www.cc.wood.oh.us • commissioners@cc.wood.oh.us

Further discussion was had on a budget work session and decided to review the budget numbers on Tuesday, February 8, 2011.

At 9:30 a.m. Public Comment

No public comment

Larry Silcox referred to the list of departments that was received from Erie County as reporting to the board of commissioners on an annual, semi-annual, quarterly, and bi-monthly basis. Mr. Bauer stated that he has wanted to do this type of reporting in Huron County and has talked with Cheryl Nolan about this for about six years and asked her to contact her counter part in this regard. Mr. Bauer stated that he is in favor of doing this and feels that this one may need some changes but this would be a good idea if the board has questions they could ask them during one of these reporting periods. Mr. Silcox stated that he is not sure that they need to report as many times. After further discussion it was decided to keep the amount of times the same.

Mr. Bauer stated that he is planning to go and talk to Dan Frederick about the courthouse project. Mr. Silcox stated that he thought that would be a great idea. Mr. Bauer stated that he hopes that he does not offend Mr. Frederick because he is a good man and so he is assuming that he won't. Mr. Bauer has stated before that he would like to see some creative thinking from additional sources such as college students from surrounding universities studying architecture. Mr. Bauer stated that Mr. Frederick also has a brother Dean Frederick who is an Engineer Architect out of Toledo and has worked with him on the Firelands College \$400,000 restroom project that is now sitting there locked up waiting for spring to arrive so that it can be used. His business is a much broader business than Dan's and he can tell me no but I am going to ask him if he would be willing to talk to his brother about this project and see if they could come up with something creative. Mr. Bauer is adamant that he would like to see some creative thinking put together for this project. Mr. Silcox asked Mr. Bauer if he would be willing to discuss with him these other options that were presented to him by the local group. If you would Mr. Silcox will not go and talk with him Mr. Bauer agreed to do so. Mr. Hintz stated that he agrees and doesn't like what we have got. Mr. Silcox stated that he has a different opinion and he looked at what we have and looked at the picture that was in the newspaper and will state again that he knows when it is completed it is not going to look like what was in the paper. Mr. Silcox stated just like Mr. Frederick has stated when you start this project no one is going to like it and they may not like it at all or they may say once it is complete it doesn't look too bad. That is what he has to go back to is when we reviewed the architects we picked who we felt was the best of the bunch and still feels that way. Mr. Frederick has done other projects for us that have turned out just fine and this is a controversial project. It goes back to the judges wanting courthouse security and the heat and air-conditioning issues. Mr. Hintz stated that he was not a part of this vestibule thing it was before he came on and he just doesn't like it and wants to see what our options are before rushing in to this. We have talked about a lot of different things. Mr. Bauer asked Ms. Nolan about the deadline. Ms. Nolan

**FEBRUARY 3, 2011**

Larry Silcox stated that he had talked to Mr. Ewell in regards to the capsule and the plaque and he has it all ready and was going to present it to Pete Welch so that it can be installed. There is a notation on the plaque in regards to Carol Renna and there is a notation on the capsule about her as well. Mr. Ewell stated that he would take a picture of this and get it to Mr. Renna.

Sue Bommer, HR came before the board presented the annual PERRP report on the job injuries or illnesses that are reportable. Ms. Bommer reviewed a quick summary. Ms. Bommer also referred to the one injury that we have where he has been off for over a year and causing a problem in terms of remaining in the BWC group. Ms. Bommer further explained the situation and stated that he was referred to vocational rehabilitation which is what the Bureau and Comp Management have tried to facilitate to get that person back to their former job or a job to get them off of total temporary. He was put in this program and our friend at the engineer's department had this employee's attorney appeal this order. Ms. Bommer stated that they did not prevail because this employee is eligible but is wondering if they know what voc rehab is all about it is a good thing it is a win win for the employee and the employer. This comes out of the workers comp surplus fund. Ms. Bommer stated that she is just letting the board know the circumstances.

[illegible]

**At 10:00 a.m.** Don Ruffing, Soil & Water Conservation District came before the board in regards to the county ditch maintenance program for 2010. Mr. Ruffing stated that he wanted to speak about the summary of ending balances 1986 – 2010. Mr. Ruffing stated that he has been concerned about their carryover ending balances. The goal is to have an ending balance of 7.5% or \$100,000.00. the 25 year averages are maintenance bases \$1,018,077.54 ending balances \$45,222.57 an % of Maint. Base 4.37%.

REGULAR SESSION  
Summary Sheet

THURSDAY

FEBRUARY 3, 2011

HURON SOIL AND WATER CONSERVATION DISTRICT 8 FAIR ROAD, NORWALK, OHIO 44857 419-668-4113 ext. 3			
HURON COUNTY DITCH MAINTENANCE PROGRAM			
SUMMARY OF ENDING BALANCES 1986-2010			
END OF THIS YEAR	TOTAL MAINT. BASE	TOTAL FUND CARRYOVER BALANCE	% OF TOTAL BASE
2010	\$1,393,268.90	\$86,007.41	6.17%
2009	\$1,393,268.90	\$77,483.45	5.56%
2008	\$1,393,268.90	\$47,379.49	3.40%
2007	\$1,348,602.98	\$24,342.50	1.81%
2006	\$1,303,734.35	\$54,123.34	4.15%
2005	\$1,261,674.26	\$53,167.40	4.21%
2004	\$1,242,193.47	\$70,994.64	5.72%
2003	\$1,171,427.56	\$62,582.24	5.34%
2002	\$1,086,000.93	\$51,789.41	4.77%
2001	\$1,047,545.18	\$49,205.83	4.70%
2000	\$955,670.50	\$46,713.95	4.89%
1999	\$946,500.65	\$28,709.61	3.03%
1998	\$946,500.65	\$30,033.22	3.17%
1997	\$946,500.65	\$52,218.59	5.52%
1996	\$946,500.65	\$71,734.92	7.58%
1995	\$919,770.28	\$58,439.13	6.35%
1994	\$912,881.45	\$57,858.03	6.34%
1993	\$818,371.59	\$26,448.59	3.23%
1992	\$818,371.59	\$9,176.44	1.12%
1991	\$806,376.69	\$49,285.96	6.11%
1990	\$806,376.69	\$53,385.53	6.62%
1989	\$785,511.68	\$11,605.09	1.48%
1988	\$762,035.40	\$2,814.87	0.37%
1987	\$783,447.35	\$28,516.10	3.61%
1986	\$656,347.15	\$26,764.53	4.08%
25 YEAR AVERAGES:			
MAINTENANCE BASES:	\$1,018,077.54		
ENDING BALANCES:	\$45,222.57		
% OF MAINT. BASE:	4.37%		
THE TOTAL FUND CARRYOVER ENDING BALANCE OF 7,819,000,000			
THIS REPORT WAS PREPARED BY DON RUFFING ON JANUARY 6, 2011.			

At 10:30 a.m. Doug Brown and John Kovach, Willis came before the board and stated that they are here to talk about the MMO renewal plan which is March 1, 2011 but the open enrollment with any plan changes is May 1, 2011. Mr. Brown explained why the difference in dates. Mr. Brown stated that as far as the employees are concerned they are thinking May 1 but for insurance element stand point you renew on March 1. Mr. Brown gave a quick overview on how the plan operates from an insurance standpoint for new Commissioner Hintz. Mr. Brown stated that the trust fund balance is \$1.4 million which represents a reserve and you need to have around \$800,000 to \$900,000. Mr. Brown stated that it is good at the present but has gone down to \$200,000 at times. Mr. Brown also explained the stop loss plan which is at two levels. You have a specific stop loss for each individual member which is \$125,000 so if any one claims sky rockets you are capped at \$125,000 then you have the overall group umbrella which is set at 120% and you should never hit that in a given year. Mr. Brown stated that their role is to help watch this fund and let you know what the balance is negotiate with MMO and bring that to you and suggest a funding rate for you to bill out to the departments. Mr. Brown stated that they did a projection back in December based on the experience that we had and John Kovach serves as the technician on the county account. Mr. Kovach did a projection that has between an 8% and 9% increase. Mr. Brown stated that last year the county elected not to take the bump as suggested and it turned out that you actually gained some ground. Mr. Bauer stated that we have been very fortunate and it all depends on how sick people get. Mr. Brown stated that today they are bring the more final or official version. Medical Mutual would like to see it over 9% but we have a recommendation closer to the mid 8% and then you can consider where you want to go. Mr. Brown gave a back ground on how they come up with this rate. Mr. Kovach referred to page 4 and Mr. Kovach stated that the county is in the middle of a three year contract with Medical Mutual.

**HURON COUNTY HEALTH PLAN**  
Summary of Medical Mutual of Ohio (MMO) Renewal  
February 3, 2011

## I. Background

1. The administrative fees with Medical Mutual of Ohio (MMO) are in the middle of the 2<sup>nd</sup> year of a three year agreement.
2. The rates for the period 8/1/09 through 7/31/11 are as follows:
 

Basic and Standard Plans	\$27.73
Rx Plan	\$ 1.48
HSA Medical and Rx	\$31.23
3. Effective 8/1/11, the rates will be the following rates plus CPU-I (yet to be determined):
 

Basic and Standard Plans	\$39.62 + CPU-I
Rx Plan	\$ 2.12 + CPU-I
HSA Medical and Rx	\$44.62 + CPU-I
4. For purposes of this report, Willis is using CPU-I of 3%. That is what we used in our numbers in this report.
5. The renewal date for MMO stop loss is 3/1/11.
6. **Specific Stop Loss** cap (individual claims) is set at \$125,000. Previous to the current plan year, the specific stop loss cap (individual claims) was set at \$110,000
7. The specific stop loss currently has an annual maximum reimbursement of \$2,000,000 and covers both medical and Rx.
8. For the renewal effective 3/1/11, the specific stop loss coverage will cover claims to \$2,000,000 on an annual basis.
9. Your plan of benefits, which currently has a \$2,000,000 lifetime benefit maximum, will have an annual benefit maximum of \$2,000,000 effective 3/1/11 due to Healthcare Reform. Please see the section in this report that addresses Healthcare Reform.
10. For the current year and the renewal year, everyone on your plan will be subject to the specific stop loss deductible (no one is being set at a higher specific stop loss deductible).
11. **Aggregate Stop Loss** cap (total group) is currently set at 120% of expected paid claims. The group has a maximum reimbursement of \$1,000,000.

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Mr. Kovach explained what the county has been paying Medical Mutual. Mr. Brown gave the background as that Medical Mutual went back to all its self funded clients primary governmental and said we will offer you a reduction in fees because you are facing layoff challenges and we want you to continue to be one of our customers we are an Ohio based company and you are an Ohio based government entity so they gave you three years at a twenty percent discount per year. The options were to take the full 60% in one year or 20% per year. Huron County elected to take the 60% over two year. You have enjoyed the discount now for coming up on the end of two years. August 1 your rates will go back to what they were two years ago and the holiday will be over and that is why you will see the significant jump in administration rates. Mr. Bauer stated that they were hoping that in these two years we would be out of the recession and we would be able to handle it better. Mr. Brown stated that only problem is that it runs out.

12. MMO considers actual claims experience in setting both the stop loss premium requirements and also the total claim liability under aggregate stop loss.
13. Willis did recommend raising the funding rates for the 2010/11 plan year by 8.4% using 83.33% of the aggregate maximum claims liability factor (expected claims per MMO) in determining funding rates.
14. However, Huron County chose to keep the funding rates the same for 2010/11 as the 2009/10 plan year.
15. The fund balance had the following balances:

## II. Snapshot of Renewal Based On 356 Employees

Analysis of Renewal Based On 356 Employees				
Initial	Current Year	Renewal	Difference	
			\$	%
Administration	\$ 126,191	\$ 160,621	\$ 34,430	27.5%
Stop Loss	\$ 376,353	\$ 454,379	\$ 79,026	21.1%
Total Fixed Cost	\$ 501,544	\$ 615,300	\$ 113,756	22.7%
Expected Claims	\$ 4,227,963	\$ 4,263,820	\$ 35,857	0.8%
Total Expected Cost	\$ 4,729,507	\$ 4,879,170	\$ 149,613	3.2%
Maximum Claims	\$ 507,656	\$ 511,584	\$ 43,028	0.8%
Total Maximum Liability	\$ 5,675,100	\$ 5,731,884	\$ 156,784	2.8%

				Difference	
Revised	Current Year	Renewal			%
Administration	\$ 128,191	\$ 160,921	\$	34,730	27.5%
Stop Loss	\$ 375,353	\$ 443,996	\$	68,643	18.3%
Total Fixed Cost	\$ 501,544	\$ 604,917	\$	103,373	20.6%
Expected Claims	\$ 24,227,963	\$ 14,517,167	\$	(70,796)	(0.7%)
Total Expected Cost	\$ 4,729,507	\$ 4,762,084	\$	32,576	1.7%
Maximum Claims	\$ 5,073,556	\$ 4,988,601	\$	(84,955)	(1.7%)
Total Maximum Liability	\$ 55,575,100	\$ 55,993,517	\$	18,417	0.3%

Scan page 5

III. Comments on the MMO Renewal

1. The renewal rates include MMO's Superwell Essential Plan. To get MMO's Superwell Impact Plan, add \$1.00 per employee per month.

2. The renewal from MMO includes no increase to the administrative costs until 8/1/11. Huron County entered into a deal whereby a discounted administrative fee is being paid until 7/31/11.

3. In today's marketplace, increases in administrative fees are typically in the 4%-5% range.

4. The initial renewal from MMO included a stop loss premium increase of 21.1%.

5. Willis was able to negotiate the stop loss renewal increase to +18.3%, a savings of \$10,383 from the initial MMO renewal.

6. Willis had expected an overall stop loss premium increase of 20%-25% made up of primarily of leveraged trend. Therefore, the final result was slightly better than expected.

7. Based on the revised renewal, for overall total fixed cost, the increase is \$103,373, or 20.6%.

8. Willis has requested and received quotes for higher stop loss levels. The results are as follows:

Stop Loss Level	Spec. & Agg. Premium	Savings vs \$125,000
\$125,000	\$443,996	
\$135,000	\$403,250	\$ 40,746
\$150,000	\$361,966	\$ 82,030

9. Based on the above, at the \$135,000 specific stop loss level, if Huron County would have four or less claimants that exceed \$135,000, the County would still be slightly ahead financially.

10. At the \$150,000 level, if Huron County would have three or less claimants that exceed the \$150,000 stop loss level, the County would still be slightly ahead financially.

11. If a change in stop loss levels is being considered, the County should consider the \$135,000 specific stop loss level.

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Mr. Kovach explained that changing the stop loss from \$125,000 to \$135,000 would save \$40,746.

12. Based on the last three underwriting periods, the number of claimants that have exceeded \$110,000 in claims are as follows:

10/11	0
09/10	1
08/09	3

13. For the attachment point (maximum claims liability), MMO used claims experience from 11/1/09 through 10/31/10.

14. Paid claims for the period 11/1/09 through 10/31/10 compare to 11/1/08 to 10/31/09 as follows:

	11/08 – 10/10	11/08 – 10/09
Total Paid Med/ Rx Claims	\$3,509,377	\$3,774,359
Est. Mail Order Claims Zawidow*	N/A	\$ 312,614
Claims Over Specific Limit	\$ 0	(\$ 12,728)
Net Paid Claims	\$3,509,377	\$4,074,445
Average Employees	356	373
Cost Per Employee Per Year	\$ 9,858	\$ 10,623

Increase (Decrease) Over Prior Year -9.8%

\* Mail order Rx began to be administered by MMO on 5/1/09

15. MMO then added a reserve adjustment for claims incurred but not paid to the paid claims amount. In the initial renewal calculation, this amount was an increase of \$47,678.

16. Willis would calculate a decrease in claims reserve as follows:

Claims 08/10	\$3,509,377
Claims 08/09	\$4,087,173
Decrease in Claims	(\$ 577,796)
Claims Lag of 1.75 Months	,1458
Decrease in Claims Reserve	\$ 84,243

17. MMO also added a credibility and risk adjustment amount of \$149,320 to the claims amount. This amount is being added since your experience does not get 100% credibility in the renewal calculation for determining your maximum claim liability.

18. MMO uses a "manual" claims amount based on their pool of business. Assuming your experience was given 70% credibility, the remaining 30% of the pooled amount would be \$4,304,683, or \$11,358 claims per employee per year.

19. This compares to \$11,388 in claims per employee per year used in last year's calculation.

20. Although the amount used this year is slightly lower than what was used in last year's calculation, the amount is significantly higher than what Willis would use. Willis feels that the manual claims amount should be closer to \$10,000 per employee per year.

21. MMO then assumes annual trend of 11.9% (11.9% medical and 11.8% Rx).

22. Both the medical and Rx trend amounts used by MMO in this year's calculation are reasonable.

23. The trend amounts used in last year's renewal by MMO were 11.7% medical and 14.1% Rx.

24. The 11.9% annual trend, when applied to the midpoint of the experience period compared to the midpoint of the renewal period, equals 16.15%.

25. Per MMO's revised renewal calculation, projected net paid claims for the 11/1/2 plan year (based on your current population) equals \$4,157,167, with the maximum claims liability (at 120% of expected claims) of \$4,988,801.

26. If we use the Willis calculation, we arrive at a decrease to the maximum claims liability of about 4.1%. MMO's revised renewal represents a decrease of 1.7%.

27. All of the estimated amounts above are based on the population per MMO of 356 current employees.

28. MMO will determine a minimum attachment point (maximum claim liability).

29. If there were to be a loss of employees throughout the year, although each month's attachment point is calculated based on that month's enrollment, at the end of the year, MMO will only give partial credit for a decrease in employees.

IV. Adjustment to Funding Rates

1. Based on the initial renewal (at the 120% aggregate), the adjustment to the funding rates ranges from:

Percentage of Aggregate Stop Loss	Adjustment to Rates for 10/11 Plan Year	
80%	+245,900	+5.7%
83.3% (MMO expected claims)	+412,200	+9.6%
85%	+495,300	+11.5%

2. The funding rates in this presentation assume a higher rate increase for HSA plan participants and a lower increase for Standard and Basic Plan participants.

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Increase 9.6% or \$412,200 at 83.3% aggregate stop loss. This could go down to 5.7% or 80% of the aggregate.

13. Using the \$135,000 specific stop loss level, the funding rates would be calculated as follows:		
Percentage of Aggregate Stop Loss	Adjustment to Rates for 10/11 Plan Year	
80%	+205,200	+4.8%
83.3% (MMO expected claims)	+371,500	+8.6%
85%	+454,600	+10.5%

14. The net cost increase for Huron County, assuming employees pay 8.6% higher premiums, is \$336,507.

15. As a way of decreasing the net increase payable by Huron County, Willie has asked MMO to price out the following option:

Standard Plan	Current	Optional Renewal
Deductible	\$300 in network \$600 out of network	\$500 in network \$1,000 out of network
Out of Pocket Maximum	\$2,300 in network \$4,800 out of network	\$3,500 in network \$7,000 out of network
Office Co-pay	\$20 in network	\$25 in network
Retail Rx Co-Pay	\$10/\$35/\$55	\$10/\$40/\$60
Mail Rx Co-Pay	\$20/\$40	\$25/\$50
Employee Contributions	Current Standard Plan	Current Standard Plan + 5.4%

  

Basic Plan		
Deductible	\$600 in network \$1,200 out of network	\$800 in network \$1,600 out of network
Out of Pocket Maximum	\$3,600 in network \$7,200 out of network	\$5,600 in network \$11,600 out of network
Office Co-pay	\$30 in network	\$35 in network
Retail Rx Co-Pay	\$10/\$35/\$55	\$10/\$40/\$60
Mail Rx Co-Pay	\$20/\$40	\$25/\$50
Employee Contributions	Current Basic Plan	Current Basic Plan + 5.4%

HSA Plan      Yes      Yes (Same as Current)

16. Assuming all employees stay in their current plans, the expected cost savings for Huron County in making the plan changes above is \$166,180 (compared to keeping the current plans).

17. By making the above changes, and by increasing contributions by 5.4% for the new plan designs, the calculated estimated increase to the funding rates is as follows:

Increase in Funding Rates (at 83.33% of aggregate)	+5.4%
Increase in Estimated Employee Contributions	+5.4%
Increase in net Huron County Expected Cost	+5.4% (+\$212,607)

Mr. Brown explained what health care reform means to you which starts on page 19. Discussion was had in regards what effects in the coming year. Mr. Brown stated that in a nutshell this became law in March 23, 2010. The first plan year beginning after September 23, 2010 which was six months after the law became enacted so technically your effected on March 1, 2011 but since you don’t impact your employees your effective date for this May 1, 2011 your enrollment date. Mr. Brown made the board aware of the 19 quantifiable issues some do not affect Huron County but the board needs to be aware of them. One and two really don’t affect the county nor does number 3. You will under number 4 at some point have to report the self funded costs but right now doesn’t affect the county. Numbers 5 – 10 are the grandfather issues. If you stay grandfathered 5-10 do not apply but if you loose the grandfather status 5-10 will apply. Grandfather status is determined by the plan you had in effect on March 23, 2010 and they give you a minimal amount of deviation. So if the deductibles go up more than a certain designated amount or if the co-pays go up more than a certain amount you loose grandfather status. Whether it is good to have grandfather status or not the thing you need to look at is. Number 5 has to do with uncovered ill children. Two things that will affect Huron County one is the federal health care reform which takes kids up to the age of 26 you have to allow them to come on your plan. If grandfather you can tell kids that have coverage elsewhere you can turn them away. Further explanation of the grandfather statues was explained. Mr. Brown further discussed how you want to set the funding rates. The only one that will apply to Huron County is numbers 5 and 6.



HARRIS COUNTY HEALTH PLAN 2011			
	Number of Employees	Applicability	Responsibility
1. Measure that 10 Direct Compensation increases annually beginning 2011.	MA - No Relative Benefits	MA - No Relative Benefits	MA
2. Employees receiving Medicare Part 2 monthly cost estimate 2011.	MA - No Relative Benefits	MA - No Relative Benefits	MA
3. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
4. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
5. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
6. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
7. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
8. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
9. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
10. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
11. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
12. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
13. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
14. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
15. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
16. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
17. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
18. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA
19. Employees that the liability is no longer the liability.	MA - No Relative Benefits	MA - No Relative Benefits	MA

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Review and discussion of the summary of funding rates was had on page 15B. Mr. Brown stated that the employee percent is 8.2%. The county can not change that more than 5% you can not take that above 13% and if you do you will loose grandfather status. Mr. Bauer stated that it looks like the advise is if we do not want to raise the cost as much as they are recommending we either have to absorb it in the fund or pass some on to the employee. Mr. Bauer stated that if we raise the cost he is in favor of the employee paying their share as well. So it really comes down to if we want to absorb what we do in the fund or we raise the rates or some combination. Mr. Silcox stated that it would be some combination thereof. Mr. Silcox stated that you are recommending 8.6% and the stop loss to \$135,000. This does not do anything to the grandfather status. Mr. Brown stated this is assuming that your are grandfathered and you are not changing the plan. Mr. Silcox stated that he is listening to what you are saying and thinking ok go to the \$135,000 and increase by 5%. Mr. Bauer stated that is what he is thinking as well. Mr. Silcox stated that in looking at our balance and what it is today. This gives us some risk and we didn't do any increases last year and we came out better but how often are we going stay at this. Mr. Brown stated that he would hate to bet on that two years in a row. Mr. Brown stated that staying conservative you can go down some but still increasing some. Mr. Silcox stated that it is a tough choice but we need to pass some of that increase on. Mr. Silcox stated that looking at this and simplifying it that is where he is at. Mr. Bauer stated that he would not vote on that today but that is where is at as well. Mr. Hintz stated that no one wants the rates to go up but compared to the private sector this is affordable. Mr. Bauer stated that there are people out there with rates going up 15% to 18% so we and our employees are very fortunate. After this discussion the board asked Mr. Kovach to provide an example of 5 and 6 percent increases.

**At 12:16 p.m.** Paul Carrier, Meridian came before the board. Mr. Carrier explained our Novell system. Mr. Silcox asked what the advantage is for changing to Windows from Novell other than the fact that the Novell system is old. Mr. Carrier stated that the version of Novell that you have is no longer supported by Novell and that means that they are not providing any other enhancements and or patches or fixes or updates to that particular version. Mr. Carrier stated that everyone gets to a point where you have to move from one world to another world and if you are going to do any updating or upgrading it is time to move to a windows world. Mr. Carrier explained that they have only one technician to work on the Novell system and that they have four technicians well versed in the windows system and also four people on their help desk that are well versed in the windows system. It is like driving an old car you finally run out of parts. After further discussion Mr. Carrier stated that they use state term pricing. The board agreed to move forward with this. Daivia Kasper discussed what is needed in regards to the law suit and letter received from the attorney with Mr. Carrier. Ms. Kasper read a question as to the fix drive on our computer does the county have a true and correct copy of all the electronic data on that drive including active files and restored version of deleted files and file fragments full directory listings for all directories and subdirectories as of the end of January. Mr. Carrier stated that it is in a constant state of change everyday that you use it and asked how many snapshots you need. Ms. Kasper stated that we only need one snapshot that is as close to January 24,

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2011 as possible. Mr. Kasper asked if that tape would capture the information that she read off. After further discussion it was decided that the saved tape will remain out of rotation.

**At 12:52 p.m.** Joe Hintz moved to adjourn. Gary W. Bauer seconded the motion. The meeting stood adjourned.

**IN THE MATTER OF OPEN SESSION**

The Huron County Commissioners hereby attest that all actions and deliberations of the Board legally required to be public were conducted in an open session on this date and that the foregoing minutes represent the official action of the Board.

**IN THE MATTER OF CERTIFICATION**

The Clerk to the Board does hereby attest that the foregoing is a true and correct record of all actions taken by the Board of Huron County Commissioners on February 3, 2011.

**IN THE MATTER OF ADJOURNING**

The meeting was called to order at 9:00 a.m. With no further business to come before the Board, the meeting was adjourned at 12:52 p.m.

Signatures on File