



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

406 Justice Drive, Lebanon, Ohio 45036

www.co.warren.oh.us

commissioners@co.warren.oh.us

Telephone (513) 695-1250

Facsimile (513) 695-2054

TOM GROSSMANN

SHANNON JONES

DAVID G. YOUNG

GENERAL SESSION AGENDA

October 31, 2023

- #1 **Clerk — General**
- #2 **9:00 Joel King, Warren County Career Center Superintendent and Cathy McMonigle, Treasurer—Discuss Upcoming Bond Issue**
- #3 **9:15 Executive Session--Pending litigation with Legal Counsel Present Pursuant to Ohio Revised Code Section 121.22(G)(3)**
- #4 **9:45 Work Session—Tammy Whitaker, Benefits Administrator Relative to 2024 Health Insurance Renewal**
- #5 **10:30 Executive Session-- Pending litigation with Legal Counsel Present Pursuant to Ohio Revised Code Section 121.22(G)(3)**

The Board of Commissioners' public meetings can now be streamed live at [Warren County Board of Commissioners - YouTube](#)

APPROVE REQUISITIONS AND AUTHORIZE COUNTY ADMINISTRATOR TO SIGN DOCUMENTS RELATIVE THERETO

BE IT RESOLVED, to approve requisitions as listed in the attached document and authorize Tiffany Zindel, County Administrator, to sign on behalf of this Board of County Commissioners.

M. moved for adoption of the foregoing resolution being seconded by M. Upon call of the roll, the following vote resulted:

M
M
M

Resolution adopted this day of 2023.

BOARD OF COUNTY COMMISSIONERS

Tina Osborne, Clerk

/tao

cc: Commissioners' file

REQUISITIONS

Department	Vendor Name	Description	Amount
ENG	BANSAL CONSTRUCTION	ENG. INTERSECTION WARNING DEV	\$ 118,789.90 Bid Project
FAC	FRED B DE BRA CO	FAC DDC CONTROLS UPGRADE	\$ 321,650.00 State Contract
COR	CINCYAUTOS INC	COR FORD EXPLORER	\$ 51,211.00
ENG	BIGGIE INC	ENG MONTANA POST DRIVER FOR SKID STEER	\$ 11,600.00
ENG	JONATHAN M MARKER	ENG WEATHER CONSULTING SERVICE	\$ 2,500.00

10/31/2023 APPROVED:

Tiffany Zindel, County Administrator

CONSENT AGENDA*

October 31, 2023

Approve the minutes of October 24, 2023, meeting.

PERSONNEL

- 1. Amend Resolution #23-1322 to reflect correct start date for Marquita Hoskins within Children Services*
- 2. Rescind Resolution #23-1348 authorizing the hiring of Mackenzie Henry within Children Services*
- 3. Authorize internal posting of the "Training Supervisor" position within Emergency Services*

GENERAL

- 4. Advertise for Public Hearing #1 for Fiscal Year 2021 Community Development Block Grant Program*
- 5. Approve Notice of Intent to Award Bid to W. E. Smith Construction for the Lower Springboro Rd. Drilled Pier Wall Project*
- 6. Enter into contract with Bansal Construction, Inc. for the Wilmington Rd. & Clarksville Rd. Intersection Warning Device Program*
- 7. Approve home placement agreement with City of Refuge dba One Way Farm on behalf of Children Services*
- 8. Enter into memorandum of understanding with Hope's Closet on behalf of Human Services*
- 9. Approve amended Warren County Prevention, Retention, and Contingency Plan on behalf of Human Services*
- 10. Approve the Healthy Aging grant agreement with Ohio Department of Aging on behalf of Grants Administration*
- 11. Declare various items as surplus and authorize disposal through internet auction*
- 12. Acknowledge payment of bills*
- 13. Transfer performance bond to maintenance bond for Right of Way Dedication, Encore Drive*
- 14. Approve bond reduction for C5 Encore Logistics Center in Turtlecreek Township*
- 15. Approve various record plats*

FINANCIAL

- 16. Approve appropriation decrease within Board of Elections 11011301*
- 17. Approve supplemental appropriations into Board of Elections 11011300 & 11011301, and Commissioners 11011110*
- 18. Approve appropriation adjustments within Board of Elections, Garage, Common Pleas Court, and Grants*

**Please contact the Commissioners' Office at (513) 695-1250 for additional information or questions on any of the items listed on the Consent Agenda*

October 31, 2023

FOR CONSIDERATION NOT ON CONSENT AGENDA

1. Waive water tap fees for the City of Middletown Fire Station No. 2
2. Appoint Susan Walther as alternate to Shannon Jones on the Regional Planning Commission – replacing Tiffany Zindel
3. Create new Tourism and Economic Development Support fund #2213

WAIVE THE WATER TAP FEES FOR THE CITY OF MIDDLETOWN FIRE STATION NO. 82

WHEREAS, the City of Middletown, for the health and welfare of city and county residents, is constructing Fire Station No. 82 at 3515 Atrium Boulevard; and

WHEREAS, the aforementioned station will receive water service from the Warren County Water and Sewer Department and sewer service from the City of Middletown; and

WHEREAS, on September 27, 2023 the City of Middletown provided the County with the attached written request to waiver the water tap-in and inspection fees for the proposed station; and

WHEREAS, it is the desire of this Board to waive the aforementioned fees for the planned improvements; and

NOW THEREFORE BE IT RESOLVED:

1. That the water tap-in, non-participant, and inspection fees and charges at the City of Middletown Fire Station No. 82 are hereby waived.
2. That the City of Middletown shall be responsible for all costs associated with the construction of the water service from the County's existing water lines to the proposed facility.
3. That the installation of the water service shall be inspected by a representative of the Warren County Water and Sewer Department.
4. Once the Fire Station is completed and connected to the water system the City of Middletown shall be responsible for all user fees and charges.

M. moved for adoption of the foregoing resolution being seconded by M. Upon call of the roll, the following vote resulted:

M
M
M

Resolution adopted this Xth day of October 2023.

BOARD OF COUNTY COMMISSIONERS

Tina Osborne, Clerk

cc: Paul Lolli, City Manager, paullo@cityofmiddletown.org



September 27, 2023

Board of Warren County Commissioners
406 Justice Drive
Lebanon, Ohio 45036

Re: Waiver Request for Water Tap-in Fees for the City of Middletown,
Division of Fire Station 82

Dear Board of County Commissioners,

I am writing to formally request a waiver for Water Tap-in fees for Fire Station 82 being constructed at 3515 Atrium Boulevard. Station 82 will receive metered water service through Warren County and sewer service through the City of Middletown. This new fire station is being constructed to better serve the City and Warren County communities. The station will provide fire and EMS coverage around the clock.

The City of Middletown shall be responsible for all costs associated with the construction of the water service from Warren County's existing water main to the proposed facility. The City of Middletown shall also have all work inspected by a representative of the Warren County Water and Sewer Department, and comply with all backflow prevention requirements of Warren County.

I am open to discussing this matter further and providing any necessary documentation to support this request. Your understanding and consideration in this matter are highly appreciated. I can be reached at paullo@cityofmiddletown.org or (513) 425-7836. Thank you for your time and attention.

Sincerely,

A handwritten signature in cursive script that reads 'Paul Lolli'.

Paul Lolli
City Manager

APPOINT SUSAN WALTHER, DEPUTY COUNTY ADMINISTRATOR TO THE WARREN COUNTY REGIONAL PLANNING COMMISSION AS ALTERNATE TO COMMISSIONER SHANNON JONES

WHEREAS, Tiffany Zindel currently serves as alternate to Commissioner Jones on the Warren County Regional Planning Commissioner; and

WHEREAS, due to the upcoming retirement of Mrs. Zindel it is necessary to appoint a replacement to serve as alternate; and

NOW THEREFORE BE IT RESOLVED, to appoint Susan Walther, Deputy County Administrator, to replace Tiffany Zindel as alternate to Commissioner Shannon Jones on the Warren County Regional Planning Commission; and

BE IT FURTHER RESOLVED, that the term for said appointment as alternate has no expiration.

M. moved for adoption of the foregoing resolution being seconded by M. Upon call of the roll, the following vote resulted:

M
M
M

Resolution adopted this 31st day of October 2023.

BOARD OF COUNTY COMMISSIONERS

Tina Osborne, Clerk

cc: Appointment file
RPC (file)
Appointee
L. Lander

CREATE NEW TOURISM AND ECONOMIC DEVELOPMENT SUPPORT FUND #2213

WHEREAS, this Board in collaboration with the State of Ohio, City of Mason and Warren County Port Authority have pledged to support Warren County's largest industry – Tourism; and

WHEREAS, as part of this support, Warren County has pledged funds toward assisting in the infrastructure and economic development needs of the current Lindner Family Tennis Facility located in the City of Mason; and

WHEREAS, it is necessary to create a new fund in order to track the revenue and expenses associated with said assistance; and

NOW THEREFORE BE IT RESOLVED, to create Fund #2213 Tourism and Economic Development Support.

M moved for adoption of the foregoing resolution being seconded by M. Upon call of the roll, the following vote resulted:

M
M
M

Resolution adopted this 31st day of October, 2023

BOARD OF COUNTY COMMISISONERS

Tina Osborne, Clerk

Tz/i/omb/Tourism and Economic Development Support

Cc: Auditor _____
Economic Development (file)
M. Russell
OMB Fiscal

**AUDITOR OF STATE
REQUEST FOR FUND APPROVAL**

NOTE: Attach a copy of the resolution requesting approval to establish the fund.

Entity: Warren County, Ohio

Fiscal Officer: Matt Nolan

Phone No.: 513-695-1101

Request Date: November 1, 2023

Fund Requested: Special Revenue Fund 2213 Tourism & Economic Development Sup

Purpose of Fund: Support Warren County's Largest Industry Tourism

Sources of Revenue: 100% General Revenue

Anticipated Expenditures (Types): Contributions to partner political subdivisions

and Warren County Port Authority to accomplish a variety of projects associated

with supporting the Tourism Industry



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

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

MINUTES: Regular Session – October 24, 2023

This is a summary of actions and discussions of the meeting. You may view this meeting through our YouTube Channel at <https://www.youtube.com/channel/UC1ELh0jGpXd4VV2DTgsuqPA> or by contacting our office.

The Board met in regular session pursuant to adjournment of the October 17, 2023, meeting.

Shannon Jones – absent

Tom Grossmann – present

David G. Young – present

Tina Osborne, Clerk – present

Minutes of the October 12, 2023, and October 17, 2023, meeting were read and approved.

23-1376 A resolution was adopted to adopt classifications and point factor assignments of Water and Sewer GIS Technician within the Water and Sewer Department. Vote: Unanimous

23-1377 A resolution was adopted to amend resolutions #23-1293, approving a pay increase for Jeremy Turnmire with the Warren County Water and Sewer Department. Vote: Unanimous

23-1378 A resolution was adopted to approve the promotion of Jaydon Flannery to the position of Water Treatment Plant Operator I within the Warren County Water and Sewer Department. Vote: Unanimous

23-1379 A resolution was adopted to hire Brian Simpson as Sewer Collections Worker I within the Warren County Water and Sewer Department. Vote: Unanimous

23-1380 A resolution was adopted to approve the end of 365-day probationary period and approve pay increase for Evan Mahle within the Warren County Job and Family Services, Children Services Division. Vote: Unanimous

- 23-1381 A resolution was adopted to accept the resignation of Emmanuel Olorunfemi, Protective Services Caseworker II, within the Warren County Department of Job and Family Services, Children Services Division, effective October 18, 2023. Vote: Unanimous
- 23-1382 A resolution was adopted to amend resolution #23-1297, adopted October 10, 2023, to reflect the new resignation date of Andrew Bolin within Warren County Job and Family Services, Children Services Division. Vote: Unanimous
- 23-1383 A resolution was adopted to hire Austin Powell as a Building and Electrical Inspector I within the Warren County Building and Zoning Department. Vote: Unanimous
- 23-1384 A resolution was adopted to approve a pay increase for Paige Barton within the Warren County Department of Emergency Services. Vote: Unanimous
- 23-1385 A resolution was adopted to accept the resignation of David Sauer, Emergency Communications Operator, within the Warren County Emergency Services Department effective October 20, 2023. Vote: Unanimous
- 23-1386 A resolution was adopted to accept resignation of Jordan Williams, Emergency Communications Operator, within Warren County Emergency Services Department effective October 26, 2023. Vote: Unanimous
- 23-1387 A resolution was adopted to hire Nicholas Orihood as Emergency Communications Operator within the Warren County Emergency Services Department. Vote: Unanimous
- 23-1388 A resolution was adopted to hire Kayla Conger as Emergency Communications Operator within the Warren County Emergency Services Department. Vote: Unanimous
- 23-1389 A resolution was adopted to hire Sarah Hull, as Administrative Assistant, within the Grants/Solid Waste Department. Vote: Unanimous
- 23-1390 A resolution was adopted to cancel the regularly scheduled Commissioners' meeting of Thursday October 26, 2023. Vote: Unanimous
- 23-1391 A resolution was adopted to enter into a contract with Ohio Department of Health for tuberculosis funding on behalf of the Warren County Combined Health District. Vote: Unanimous
- 23-1392 A resolution was adopted to approve extension to the software license agreement with Fidlar Technologies on behalf of the Warren County Recorder. Vote: Unanimous
- 23-1393 A resolution was adopted to transfer vehicle being utilized by the Building & Zoning Department to the Warren County Park Board. Vote: Unanimous

- 23-1394 A resolution was adopted to enter into classroom training agreement on behalf of OhioMeansJobs Warren County. Vote: Unanimous
- 23-1395 A resolution was adopted to enter into classroom training agreements on behalf of OhioMeansJobs Warren County. Vote: Unanimous
- 23-1396 A resolution was adopted to enter into a host agency training agreement on behalf of OhioMeansJobs Warren County. Vote: Unanimous
- 23-1397 A resolution was adopted to approve agreement and addendum with KJ's Brighter Days relative to home placement and related services on behalf Warren County Children Services. Vote: Unanimous
- 23-1398 A resolution was adopted to approve and enter into a Subgrant Agreement between the Warren County Commissioners on behalf of the Warren County Department of Human Services and Warren County Children Services. Vote: Unanimous
- 23-1399 A resolution was adopted to approve and enter into a Subgrant Agreement between the Warren County Commissioners on behalf of the Warren County Department of Human Services and Warren County Children Services. Vote: Unanimous
- 23-1400 A resolution was adopted to authorize Vice President of Board to sign the Mobile Data Office Remodel Proposal for RJE Business Interiors on behalf of Warren County Telecommunications. Vote: Unanimous
- 23-1401 A resolution was adopted to authorize acceptance of quote 26162649 from ESRI, Inc. on behalf of Warren County Telecommunications for ArcGis Desktop Standard Maintenance renewal. Vote: Unanimous
- 23-1402 A resolution was adopted to acknowledge approval of financial transactions. Vote: Unanimous
- 23-1403 A resolution was adopted to acknowledge payment of bills. Vote: Unanimous
- 23-1404 A resolution was adopted to approve a street and appurtenances bond release for Grand Communities, LLC, for completion of improvements of the Widening of Zoar Road associated with Providence Subdivision, Section Twelve, Block A situated in Hamilton Township. Vote: Unanimous.
- 23-1405 A resolution was adopted to accept an amended certificate, create new fund #4461, approve a supplemental appropriation and a cash advance for the Township Line Road Bridge #134-3.76 project. Vote: Unanimous.
- 23-1406 A resolution was adopted to approve supplemental appropriation into Commissioners General Fund #11011111. Vote: Unanimous.

MINUTES
OCTOBER 24, 2023
PAGE 4

- 23-1407 A resolution was adopted to approve supplemental appropriation into Road Infrastructure Fund #4451. Vote: Unanimous.
- 23-1408 A resolution was adopted to approve supplemental appropriation into Jail Improvement Fund #4497. Vote: Unanimous.
- 23-1409 A resolution was adopted to approve appropriation adjustment from Commissioners General Fund #11011110 into Sheriff – Corrections Fund #11012210. Vote: Unanimous.
- 23-1410 A resolution was adopted to approve appropriation adjustment from Commissioners General Fund #11011110 into Juvenile Detention Fund #11012600. Vote: Unanimous.
- 23-1411 A resolution was adopted to approve appropriation adjustment within Economic Development Fund #11011116. Vote: Unanimous.
- 23-1412 A resolution was adopted to approve appropriation adjustment within County Court Fund #11011283. Vote: Unanimous.
- 23-1413 A resolution was adopted to approve appropriation adjustment within the Information Technology Department Fund #11011400. Vote: Unanimous.
- 23-1414 A resolution was adopted to approve appropriation adjustments within Facilities Management #11011600. Vote: Unanimous.
- 23-1415 A resolution was adopted to approve appropriation adjustment within Sheriff's Office Fund #11012200. Vote: Unanimous.
- 23-1416 A resolution was adopted to approve appropriation adjustment within the Building and Zoning Department Fund #11012300. Vote: Unanimous.
- 23-1417 A resolution was adopted to approve appropriation adjustment within Juvenile Court Fund #11012500. Vote: Unanimous.
- 23-1418 A resolution was adopted to approve appropriation adjustments within Telecommunications Department Fund #11012810. Vote: Unanimous.
- 23-1419 A resolution was adopted to approve appropriation adjustments within Engineer's Office Fund #2202. Vote: Unanimous.
- 23-1420 A resolution was adopted to approve appropriation adjustments within Developmental Disabilities Fund #2205. Vote: Unanimous.
- 23-1421 A resolution was adopted to approve appropriation adjustment within Dog and Kennel Fund #2206. Vote: Unanimous.
- 23-1422 A resolution was adopted to approve appropriation adjustments within Juvenile Court Fund #2247. Vote: Unanimous.

- 23-1423 A resolution was adopted to approve appropriation adjustment within the OhioMeansJobs Warren County Fund #2258. Vote: Unanimous
- 23-1424 A resolution was adopted to approve appropriation adjustment within the Sewer Revenue Fund No.5580 Vote: Unanimous
- 23-1425 A resolution was adopted to approve requisitions and authorize Deputy County Administrator to sign documents relative thereto. Vote: Unanimous
- 23-1426 A resolution was adopted to approve and enter into contract with Champlin Architecture for Criteria Architect Services on the new Warren County Criminal Suppression Headquarters Project, on behalf of the Warren County Facilities Management Department. Vote: Unanimous
- 23-1427 A resolution was adopted to authorize the Director of Facilities Management to initiate contract negotiations with HGC Construction & KZF Design for Design-Build Services for the new Warren County Court Project. Vote: Unanimous
- 23-1428 A resolution was adopted to authorize the Water and Sewer Department to enter into negotiations with Environmental Engineering Services, Inc for the design of improvements to the Dale Acres Wastewater Treatment Plant. Vote: Unanimous
- 23-1429 A resolution was adopted to authorize the issuance of a credit card for use by the Warren County Engineer. Vote: Unanimous
- 23-1430 A resolution was adopted to accept the resignation of Matt Fetty, Director of Warren County OhioMeansJobs effective November 3, 2023. Vote: Unanimous
- 23-1431 A resolution was adopted to approve operational transfer from County Commissioners' Fund #11011112 into Mary Haven Youth Treatment Center Fund #2270. Vote: Unanimous
- 23-1432 A resolution was adopted to approve the Warren County Assessment of Fair Housing relative to the Warren County Community Development Block Grant Entitlement Program. Vote: Unanimous

DISCUSSIONS

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

Susanne Mason, Program Manager, was present along with Cameron Goschinski, Regional Planning Commission, for a work session to discuss the Warren County Assessment of Fair Housing Plan.

Mr. Goschinski presented the attached PowerPoint presentation, stating they have revised the plan after the last discussion to better reflect the desires of the Board and to accurately reflect some of the outside agencies' activities.

Upon discussion, the Board resolved (Resolution #23-1432) to approve the Warren County assessment of Fair Housing Relative to the Warren County Community Development Block Grant Entitlement Program.

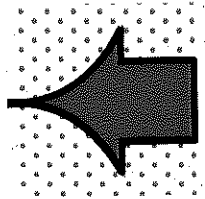
The Board convened to the Commissioners' Conference Room for a work session to discuss the 2024 Budget.

Upon motion the meeting was adjourned.

Shannon Jones, President

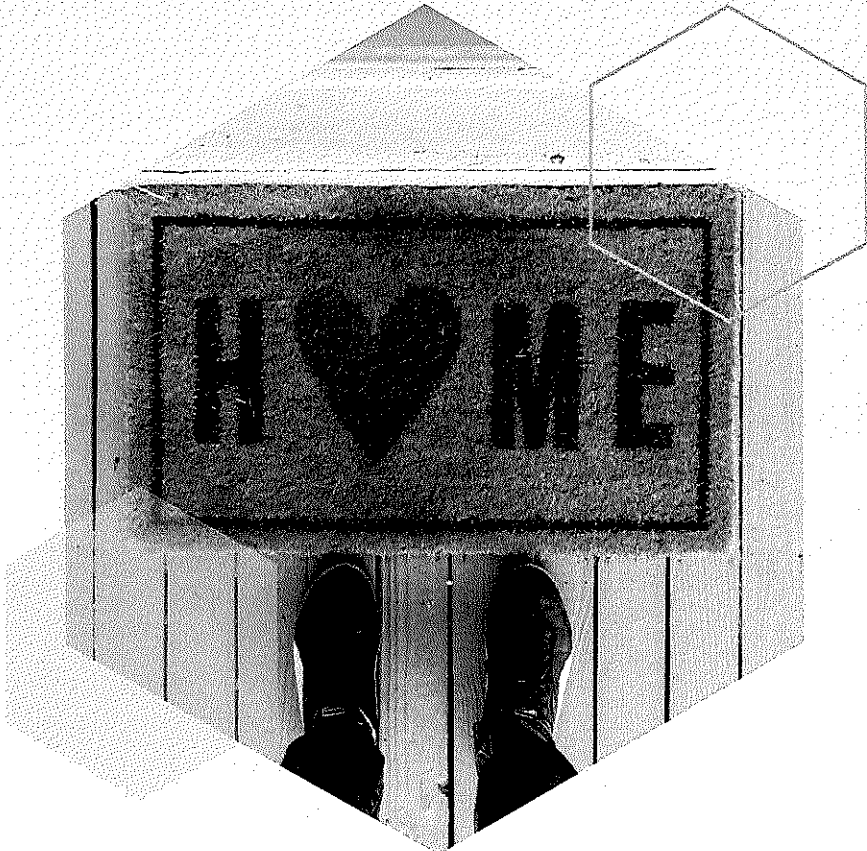
David G. Young

Tom Grossmann



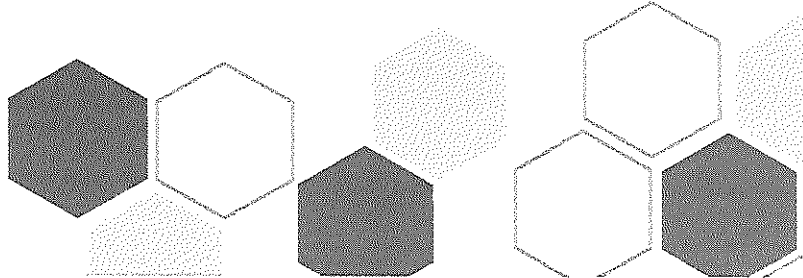
I hereby certify that the foregoing is a true and correct copy of the minutes of the meeting of the Board of County Commissioners held on October 24, 2023, in compliance with Section 121.22 O.R.C.

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



Warren County

Assessment of Fair Housing



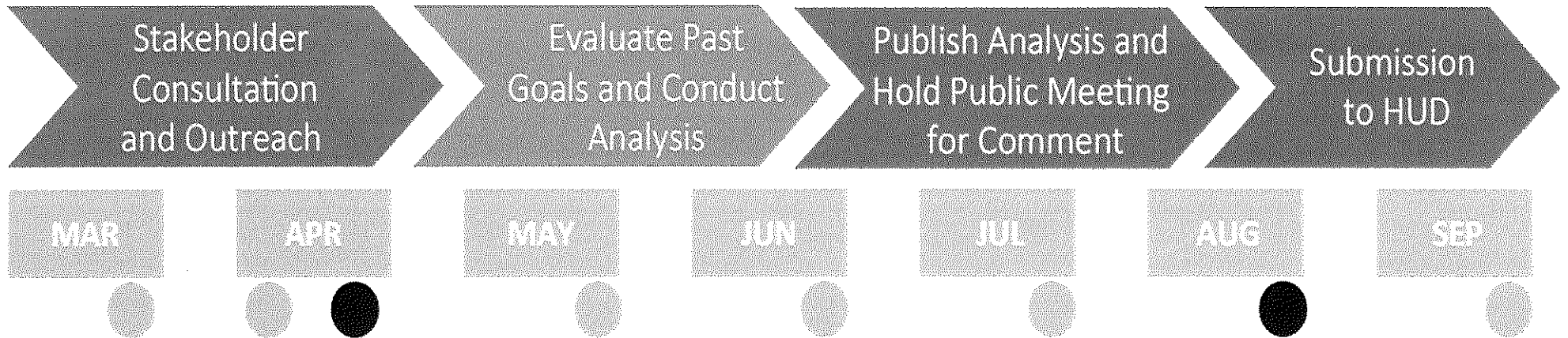


Step 1 | BOCC Resolution

Step 2 | Include in Consolidated Plan



Process Timeline



● Community Meetings ● Organization & Stakeholder Meetings

✓ 9 Focus Groups

✓ 2 Public Meetings

• Public Process Outlined
in HUD Manual

Fair Housing – AFH Goal Progression

Goal	Metrics	Timeframe	Responsible Participants
Update Zoning Codes that have a Disparate Impact on Fair Housing	<p>Within four years, update two local zoning codes to address either of the following:</p> <ol style="list-style-type: none"> 1. Mixed use/cluster development; 2. Wider range of permitted housing types; 3. Reasonable accommodation; 4. Eliminate impediments for group and recovery homes; 5. Accessory dwelling units and intergenerational housing; 6. Upper story residential or the reuse of office space for residential purposes. 	<p>✓ Underway or completed by:</p> <ul style="list-style-type: none"> • Deerfield Twp • Franklin • Lebanon • Mason 	<p>RPC</p>
Expand Fair Housing Training	<p>Host a Fair Housing training for landlords and residents</p>	<p>December 2027</p>	<p>Grants Administration</p>

Fair Housing – AFH Goal Progression

Goal	Metrics	Timeframe	Responsible Participants
Analyze Transit & Transportation Options	Re-establish a Transit Advisory Committee.	✓ Completed Summer 2023	Grants Administration
	Establish a pilot program that involves transportation efficiency within a selected community.	December 2028	Grants Administration
	Communicate opportunities to school districts regarding working with state legislators to discuss the impact of size requirements for vehicles transporting students	✓ Completed Summer of 2023	Mason & Franklin City Schools
Neighborhood Improvements	Work with local planning commissions to develop plans for low opportunity areas	✓ Underway, to be completed by December 2025	RPC
Greater Participation in Advanced Education, Vocational Schools, & Financial Literacy Programs	Reach out to schools and financial institutions to provide resources and brochures for students on advanced educational opportunities, online education, and financial training.	✓ Completed 2023	West Banco, Financial Institutions

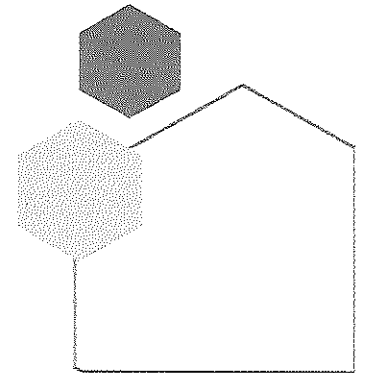
Fair Housing – AFH Goal Progression

Goal	Metrics	Timeframe	Responsible Participants
Address Mental Health Disparities	<p>Coordinate with the Mental Health Recovery Board of Warren and Clinton County to address mental health trends within the region, and among protected classes.</p> <p>Establish a mental health advisory task force to facilitate awareness and coordination among service providers.</p> <p>Continue the Sobriety Treatment and Reducing Trauma (START) program.</p>	<p>✓ Underway 2023</p> <p>✓ Underway</p> <p>✓ Ongoing</p>	<p>Warren County Combined Health Department</p>
Encourage School-Based Health Centers	<p>Establish a new school-based health center in Warren County.</p> <p>Analyze, in coordination with the existing school districts, the positive impacts of school-based health centers.</p>	<p>✓ Completed 2023</p> <p>2024</p>	<p>Clinton-Massie School, Therapeutic Interagency Preschool</p> <p>Warren County Combined Health Department</p>

Fair Housing – AFH Goal Progression

Goal	Metrics	Timeframe	Responsible Participants
Evaluate Scattered Site Public Housing vs Concentrated Public Housing Options	Communicate a preference to housing service providers	December 2026	RPC, Grants Administration, WC Administration
Promote Affordable, Quality Childcare Access	Contract with a childcare service provider to promote affordable and quality childcare access. Encourage a major on-site employer-sponsored childcare facility.	✓ Completed 2023 ✓ Underway 2023	Warren County Human Services Warren County Economic Development
Encourage Accessible Housing for Aging Residents and People with Disabilities	Update two local zoning codes or comprehensive plans to address either of the following: <ol style="list-style-type: none"> 1. Universal Design 2. Visitability 	✓ Completed 2023	City of Franklin, Franklin Twp, Deerfield Twp

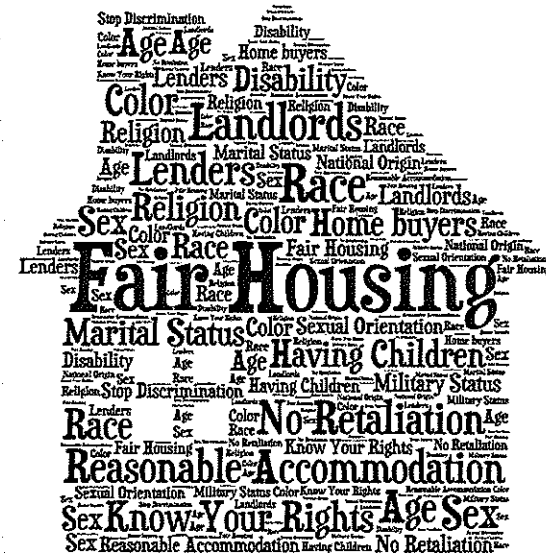
Additional Slides



CIVIL RIGHTS ACT OF 1968

FAIR HOUSING ACT

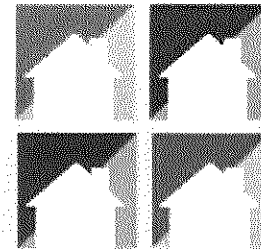
Prohibits discrimination in housing-related activities based on race, color, religion, sex, national origin, familial status, and disability.



The Ohio Fair Housing Act includes military status and ancestry.

AFH REQUIREMENTS

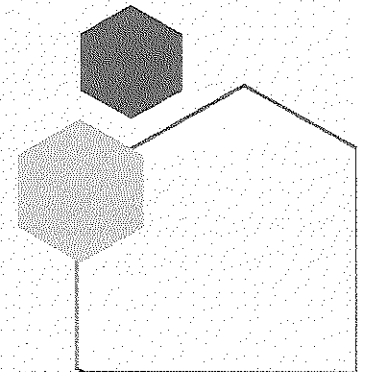
- Determine who lacks access to opportunity and address any inequity among protected class groups.
- Promote integration and reduce segregation.
- Transform racially or ethnically concentrated areas of poverty into areas of opportunity.



Recommendations

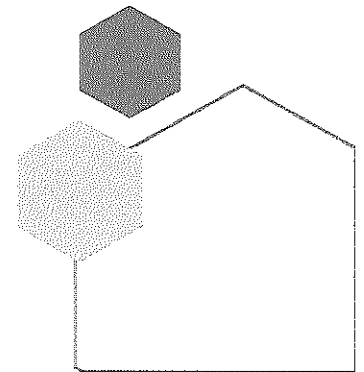
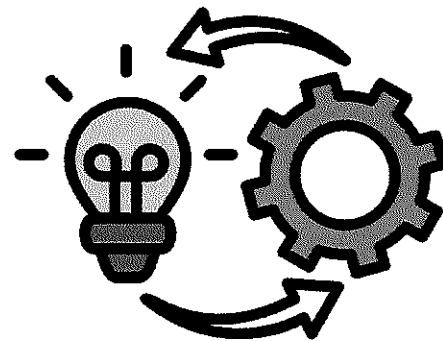


Potential Next Steps

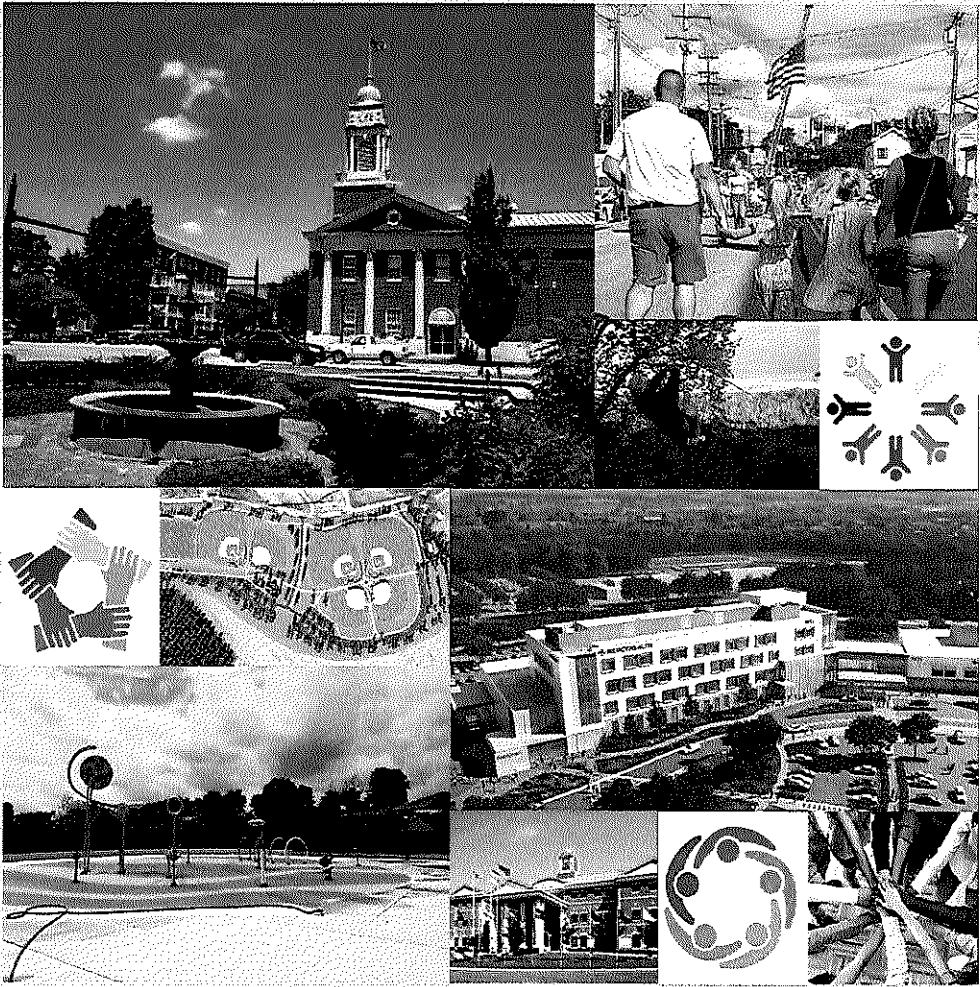


Implementation

- Goals outlined in Assessment of Fair Housing (AFH) are included in Annual Action Plan and Consolidated Plan.
- Warren County Regional Planning Commission (RPC) and Grants Administration will monitor goals and develop two-year work programs to assess implementation of outlined AFH goals.



Conclusion



Implementation

Goal 1

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Update Zoning Codes that have a Disparate Impact on Fair Housing</p>	<ol style="list-style-type: none"> 1. Lack of political will and community support. 2. Unawareness of the impact that certain provisions zoning code have on fair housing. 3. Restricted zoning standards on the variety of housing types. 	<ol style="list-style-type: none"> 1. Lack of housing availability for protected classes. 2. Lack of access to high opportunity areas. 	<p>Within four years, update two local zoning codes to address either of the following:</p> <ol style="list-style-type: none"> 1. Mixed-use/cluster development; 2. Wider range of permitted housing types; 3. Reasonable Accommodation; 4. Eliminate impediments for group and recovery homes; 5. Accessory dwelling units and intergenerational housing; 6. Upper-story residential or the reuse of office space for residential purposes. 	<p>Warren County Regional Planning Commission, Warren County Jurisdictions</p>

Implementation

Goal 2

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Expand Fair Housing Training</p>	<ol style="list-style-type: none"> 1. Insufficient knowledge and awareness regarding fair housing laws. 2. Limited accessibility of fair housing training opportunities. 3. No central or recognized entity to provide fair housing training. 	<ol style="list-style-type: none"> 1. Unintentional housing discrimination 2. Denial of housing based on source of income, in particular income from nonprofit housing providers 	<p>Within the next three years, partner with the Ohio Attorney Generals Office's Civil Rights Section to effectively educate residents and enforce fair housing practices.</p>	<p>Warren County Government Officials, Housing Opportunities Made Equal, Housing Providers, Safe on Main</p>

Implementation

Goal 3

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Analyze Transit and Transportation Options</p>	<ol style="list-style-type: none"> 1. Limited accessibility and opportunity for transportation among residents 2. Segmented transit systems split among multiple organizations and programs 	<p>Lack of reliable, public transit availability for access to employment, opportunity areas, services, and advanced education.</p>	<p>Within six months, re-establish a Transit Advisory Committee.</p> <p>Within five years, establish a pilot program that improves transportation efficiency within a selected community.</p> <p>Within two years, contact state legislators to discuss the impact of size requirement for vehicles transporting students.</p>	<p>Warren County Government Officials, Warren County Grants Administration, Warren County School Districts</p>

Implementation

Goal 4

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Neighborhood Improvement</p>	<ol style="list-style-type: none"> 1. Areas of limited and coordinated public and private improvements. 2. Lack of long-term planning. 	<ol style="list-style-type: none"> 1. Limited access to high opportunity areas. 2. Marginal access to advanced educational services. 3. Access to employment. 	<p>Within two years, develop area or comprehensive plans for areas of low opportunity.</p>	<p>Warren County Regional Planning Commission, Local Planning Commissions</p>

Implementation

Goal 5

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Greater Participation in Advanced Education, Vocational Schools, and Financial Literacy Programs</p>	<ol style="list-style-type: none"> 1. Lack of financial literacy and educational opportunities. 2. Limited higher-educational and vocational schools within the County. 3. Unawareness of financial literacy and debt counseling programs. 	<ol style="list-style-type: none"> 1. Limited employment opportunities for workforce without advanced education. 2. Lack of access to higher education and vocational schools within the County. 3. Limited opportunities for financial stability. 	<p>Within two years, provide resources and brochures for students and parents on advanced educational opportunities, online education, and financial training.</p>	<p>Warren County Government Officials, Warren County Career Center, Sinclair Mason Campus, Warren County Local School Districts, United Way of Warren County, OhioMeansJobs, Local Financial Institutions</p>

Implementation

Goal 6

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Address Mental Health Disparities</p>	<ol style="list-style-type: none"> 1. Increasing population with mental health issues throughout the County 2. Limited access to healthcare resources for all residents. 3. Prominence of health care resources in higher opportunity areas. 4. Segmented coordination and limited public awareness provided by mental health providers 	<p>Marginal healthcare opportunities provided to protected classes.</p>	<p>Within four years, coordinate with the Mental Health Recovery Board of Warren and Clinton County to address mental health trends within the region, and among protected classes.</p> <p>Within five years, establish a mental health advisory task force to facilitate awareness and coordination among service providers.</p> <p>Within three years, strengthen and continue the Sobriety, Treatment and Reducing Trauma (START) program.</p>	<p>Mental Health Recovery Board of Warren and Clinton County, Warren County Combined Health Department, Warren County Board of Developmental Disabilities, Warren County Community Services, Warren County Children Services, Warren County Court and Sheriff's Office, Local Hospitals and Health Centers, Council on Aging of Southwest Ohio</p>

Implementation

Goal 7

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Encourage School-Based Health Centers</p>	<p>1. Concentrated health care resources in higher opportunity school districts.</p>	<p>Limited access of healthcare resources among students of protected classes.</p>	<p>Within five years, establish a new school-based health center or cognitive behavioral therapy program in Warren County.</p> <p>Within one year, analyze, in coordination with the existing school districts, the positive impacts of school-based health centers.</p>	<p>Warren County Government Officials, Warren County Community Service's Early Learning Center, Warren County Local School Districts</p>

Implementation

Goal 8

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Evaluate Scattered Site Public Housing Versus Concentrated Public Housing Options</p>	<ol style="list-style-type: none"> 1. Availability and cost of land. 2. Location based on need. 3. Availability of access to public transit. 4. Uneven distribution of public housing opportunities. 	<ol style="list-style-type: none"> 1. Segregation of protected classes. 2. Limited access to opportunity. 	<p>Within three years, communicate a preference to housing service providers.</p>	<p>Warren County, Government Officials, Housing Service Providers</p>

Implementation

Goal 9

Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Promote Affordable, Quality Childcare Access</p>	<ol style="list-style-type: none"> 1. Insufficient availability of childcare opportunities within the County. 2. Difficulty among parents to remain within the workforce with limited availability of quality, affordable childcare access within the County. 	<p>Limited access to reliable, affordable, quality childcare resources among parents of protected classes.</p>	<p>Within two years, contract with a childcare service provider to promote affordable and quality childcare access.</p> <p>Within three years, work to encourage a major on-site employer-sponsored childcare facility.</p>	<p>Warren County Government Officials, Warren County Division of Human Services, Warren County Community Services, Childcare Providers (Nonprofit and For-Profit), Warren County Economic Development</p>

Implementation

Goal 10

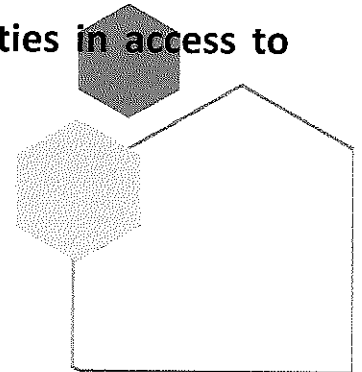
Goals	Contributing Factors	Fair Housing Issues	Metrics, Milestones, and Timeframe Achievement	Responsible Program Participants
<p>Provide Accessible Housing for Aging Residents and People with Disabilities</p>	<p>1. Limited housing availability for aging residents and people with disabilities</p>	<p>Restrictive housing availability and opportunity among protected classes.</p>	<p>Within four years, update two local zoning codes or comprehensive plans to address either of the following:</p> <ul style="list-style-type: none"> 1. Universal Design. 1. Visitability. 	<p>Warren County Regional Planning Commission, Warren County Jurisdictions, Council on Aging of Southwest Ohio, Warren County Board of Developmental Disabilities</p>

Fair Housing and Affordable Housing

“Providing affordable housing is not synonymous with [Affirmatively Furthering Fair Housing] AFFH. Providing affordable housing for low- and moderate-income families is not, in and of itself, sufficient to affirmatively further fair housing. **The delivery of decent, safe, and affordable housing provides a useful service, but by itself does not necessarily fulfill the goals and purposes of affirmatively further fair housing.**”

To affirmatively further fair housing, a program participant must **take steps to ensure that the housing is available regardless of race, color, national origin, sex, disability, or familial status.** The program participant also must consider the location of affordable housing and strategically leverage affordable housing as a means to **overcome patterns of segregation, promote fair housing choice, and eliminate disparities in access to opportunity and disproportionate housing needs.**”

- HUD AFFH Rule Guidebook



Fair Housing - Discrimination

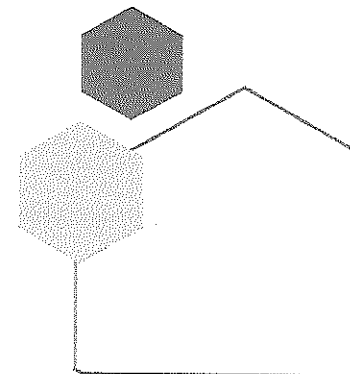
What type of discrimination is illegal?

- Intentional discrimination/disparate treatment
- Policies that have discriminatory effect/disparate impact
 - Incl. zoning laws or decisions
 - HUD issued regulation 2/15/13
- Denial of reasonable accommodation for person with a disability
 - Includes denials by government officials
- Statements indicating preference/limitation

The AFH addresses both disparate impact and disparate treatment (policies that cause systemic inequality in housing, regardless of whether they were adopted with discriminatory intent).

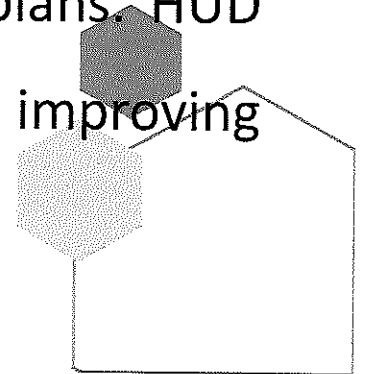
Disparate Impact - unintentional discrimination

Disparate Treatment – intentional discrimination



Fair Housing – AFH Process

- Civil Rights Act of 1968 identifies **protected classes**. HUD mandates fair housing assessments of protected classes every five years for CDBG funding eligibility.
- In **2021**, HUD replaces the Analysis of Impediments to Fair Housing (AI) with the Assessment of Fair Housing (AFH).
- HUD reviews and either **approves** or **denies** submitted AFH plans. HUD also verifies that the AFH recommendations are geared towards improving fair housing conditions for protected groups.



Proclamation

*From the Office of the Board of County Commissioners
Warren County, Ohio*

**HONOR AMY BREEZE ON THE
OCCASION OF HER RETIREMENT AND
PROCLAIM NOVEMBER 30, 2023, AS "AMY BREEZE DAY"
IN WARREN COUNTY**

WHEREAS, Amy Breeze is an outstanding citizen of Warren County who has devoted herself to the service of the citizens of Warren County; and

WHEREAS, Mrs. Breeze began her service with the Warren County Child Support Enforcement Agency on August 10, 1992, and worked many positions within the Agency, such as an investigator in Terminations, Intake, and Enforcement; and

WHEREAS, Amy has spent the last 18 years of her career as a supervisor for the Agency; and

WHEREAS, on November 30, 2023, Amy is retiring from the Warren County Child Support Enforcement Agency after 31 years of loyal and dedicated service to the citizens of Warren County; and

WHEREAS, after her retirement Amy will continue to be of service to the citizens in Warren County through her continued dedication to health and fitness; and

WHEREAS, it is the desire of this Board to make the retirement of Mrs. Breeze a memorable occasion; and

NOW THEREFORE BE IT RESOLVED to honor Amy Breeze on her retirement from the Warren County Child Support Enforcement Agency; and

BE IT FURTHER RESOLVED, in honor of this special occasion, that this Board of Warren County Commissioners does hereby proclaim November 30, 2023, as

"AMY BREEZE DAY"

in Warren County and encourage others to honor her for her dedication to Warren County.

IN WITNESS WHEREOF, we have hereunto subscribed our names and caused the seal of Warren County to be affixed at Lebanon this 31st of October in the year of our Lord, Two Thousand Twenty-Three.

WARREN COUNTY BOARD OF COMMISSIONERS

Shannon Jones, President

David G. Young

Tom Grossmann



**REQUEST FOR AUTHORIZATION TO ATTEND ASSOCIATION MEETING,
CONVENTION OR TRAINING SEMINAR/SESSION**

This form is to be completed by Department Head/Elected Official requesting authorization to attend an Association Meeting or Convention or Training Seminar/Session sponsored by an Association as required by O.R.C. Section 325.20. Additionally, authorization is required for any training seminar/session held more than 250 miles from county campus;

*NAME OF ATTENDEE: MICHELLE TEGTEMEIR DEPARTMENT: BUILDING/ZONING

*POSITION: DIRECTOR DATE: 10/23/23

REQUEST FOR AUTHORIZATION FOR THE ABOVE-NAMED EMPLOYEE/ELECTED OFFICIAL TO ATTEND THE FOLLOWING:

ASSOCIATION MEETING CONVENTION ASSOCIATION SPONSORED TRAINING SEMINAR/SESSION
TRAINING MORE THAN 250 MILES

PURPOSE:

MIAMI VALLEY PLANNING & ZONING WORKSHOP
SHAPING OUR REGION'S FUTURE TOGHER

LOCATION:

SINCLAIR CONFERENCE CENTER (BLDG 12)
444 WEST THIRD STREET, DAYTON, OH 45402

DATE(S): DECEMBER 1, 2023

TYPE OF TRAVEL: (Check one)

AIRLINE STAFF CAR PRIVATE VEHICLE OTHER

LODGING: N/A

ESTIMATED COST OF TRIP: \$150.00 (\$75.00 A PIECE FOR WORKSHOP)

I CERTIFY THAT DIRECTION HAS BEEN GIVEN TO ALL EMPLOYEES ATTENDING THIS FUNCTION, THAT IT IS EXPECTED OF THEM TO ATTEND APPLICABLE SESSIONS.

DEPARTMENT HEAD/ELECTED OFFICIAL REQUESTING AUTHORIZATION:

[Signature] Director 10/23/23
Signature/Title Date

BOARD OF COMMISSIONERS' APPROVAL:

Commissioner Date

Commissioner Date

Commissioner Date

*If additional employees will be attending the Association Meeting, Convention or Training Seminar/Session please list names and positions here:

RAY DRATT



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*NAME OF ATTENDEE: Shawna Jones DEPARTMENT: Children Services

*POSITION: Director DATE: 10/23/23

REQUEST FOR AUTHORIZATION FOR THE ABOVE-NAMED EMPLOYEE/ELECTED OFFICIAL TO ATTEND THE FOLLOWING:

ASSOCIATION MEETING CONVENTION ASSOCIATION SPONSORED TRAINING SEMINAR/SESSION
TRAINING MORE THAN 250 MILES

PURPOSE: PCSAO Executive Meeting

LOCATION: Nationwide Hotel and Conference Center Columbus, OH

DATE(S): 11/30/23-12/1/23

TYPE OF TRAVEL: (Check one)

AIRLINE STAFF CAR PRIVATE VEHICLE OTHER

LODGING: \$150

ESTIMATED COST OF TRIP: \$350 (\$200 registration fee + \$150 lodging)

I CERTIFY THAT DIRECTION HAS BEEN GIVEN TO ALL EMPLOYEES ATTENDING THIS FUNCTION, THAT IT IS EXPECTED OF THEM TO ATTEND APPLICABLE SESSIONS.

DEPARTMENT HEAD/ELECTED OFFICIAL REQUESTING AUTHORIZATION:

Shawna Jones, Director 10-23-23
Signature/Title Date

BOARD OF COMMISSIONERS' APPROVAL:

Commissioner Date

Commissioner Date

Commissioner Date

RECEIVED 10/23/23 RUCVD

RECEIVED 01/03/2023

*If additional employees will be attending the Association Meeting, Convention or Training Seminar/Session please list names and positions here:



**REQUEST FOR AUTHORIZATION TO ATTEND ASSOCIATION MEETING,
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*NAME OF ATTENDEE: Richard Bens DEPARTMENT: Sheriff's Office

*POSITION: Deputy DATE: 8/31/23

REQUEST FOR AUTHORIZATION FOR THE ABOVE-NAMED EMPLOYEE/ELECTED OFFICIAL TO ATTEND THE FOLLOWING:

ASSOCIATION MEETING CONVENTION ASSOCIATION SPONSORED TRAINING SEMINAR/SESSION
TRAINING MORE THAN 250 MILES

PURPOSE:

Attend training related to his job duties.

LOCATION:

Gatlinburg, TN

DATE(S): 11/12/23-11/16/23

TYPE OF TRAVEL: (Check one)

AIRLINE STAFF CAR PRIVATE VEHICLE OTHER

LODGING: The Bearskin Lodge

ESTIMATED COST OF TRIP: \$1100.00

I CERTIFY THAT DIRECTION HAS BEEN GIVEN TO ALL EMPLOYEES ATTENDING THIS FUNCTION, THAT IT IS EXPECTED OF THEM TO ATTEND APPLICABLE SESSIONS.

DEPARTMENT HEAD/ELECTED OFFICIAL REQUESTING AUTHORIZATION:

Sherry Sampson 10/25/2023
Signature/Title Date

BOARD OF COMMISSIONERS' APPROVAL:

Commissioner Date

Commissioner Date

Commissioner Date

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**REQUEST FOR AUTHORIZATION TO ATTEND ASSOCIATION MEETING,
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*NAME OF ATTENDEE: Taylor Bishop DEPARTMENT: Water and Sewer

*POSITION: WWTP Superintendent DATE: 10/24/2023

REQUEST FOR AUTHORIZATION FOR THE ABOVE-NAMED EMPLOYEE/ELECTED OFFICIAL TO ATTEND THE FOLLOWING:

ASSOCIATION MEETING CONVENTION ASSOCIATION SPONSORED TRAINING SEMINAR/SESSION
TRAINING MORE THAN 250 MILES

PURPOSE:

Operations Seminar to receive Ohio EPA contact hours for License Renewal

LOCATION:

Manor House Banquet and Conference Center

DATE(S): 11/16/2023

TYPE OF TRAVEL: (Check one)

AIRLINE STAFF CAR PRIVATE VEHICLE OTHER

LODGING: N/A

ESTIMATED COST OF TRIP: \$90.00

I CERTIFY THAT DIRECTION HAS BEEN GIVEN TO ALL EMPLOYEES ATTENDING THIS FUNCTION, THAT IT IS EXPECTED OF THEM TO ATTEND APPLICABLE SESSIONS.

DEPARTMENT HEAD/ELECTED OFFICIAL REQUESTING AUTHORIZATION:

Chris Brumby Date 10/24/23
Signature/Title Date

BOARD OF COMMISSIONERS' APPROVAL:

Commissioner Date

Commissioner Date

Commissioner Date

*If additional employees will be attending the Association Meeting, Convention or Training Seminar/Session please list names and positions here:

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Warren County Government 2024 Benefits Renewal Recommendations

October 24, 2023



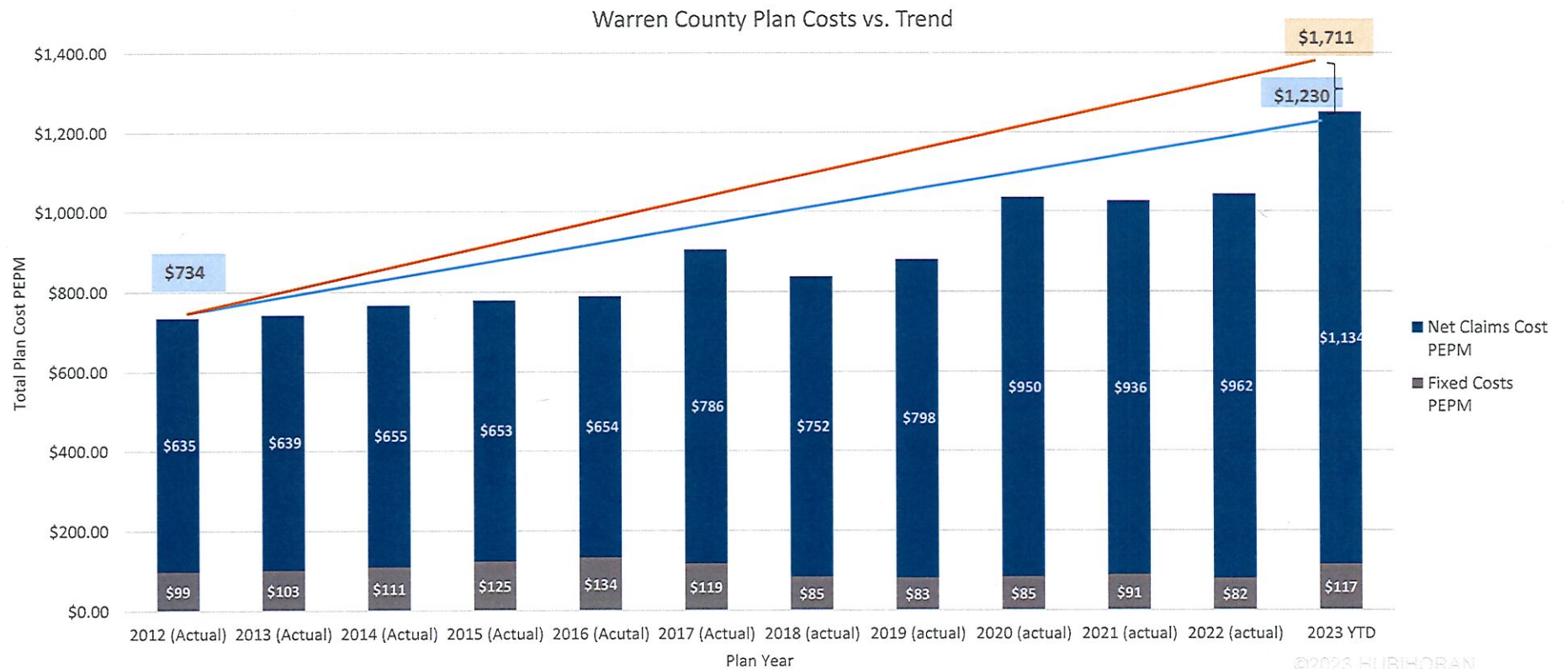
Agenda Topics



Historical Analysis and 2023 Renewal Recap

Historical Analysis – Plan Costs vs. Trend

Cumulative 11 Year Cost Difference between market trend and actual costs: \$32M, averaging \$2.9M/year



2023 Renewal Recap

Medical/Rx:

- ✓ UHC admin rate hold with \$45K wellness in funds
- ✓ Aligned single/family deductibles and out of pocket maximums
- ✓ Implemented 4-tier contribution strategy
- ✓ Implemented HSA contribution incentive as part of current wellness program
- ✓ Implemented expanded Rx preventive medication list (no member cost share to members)

Stop Loss:

- ✓ 9.2% (\$31K) increase to premium
 - ❖ Specific Stop Loss Deductible increased from \$250K to \$300K
 - ❖ Original renewal: 47% (\$160K) increase to premium
- ✓ Lasered liability of \$850K for one large claimant (thru August 2023, claims at \$224K)

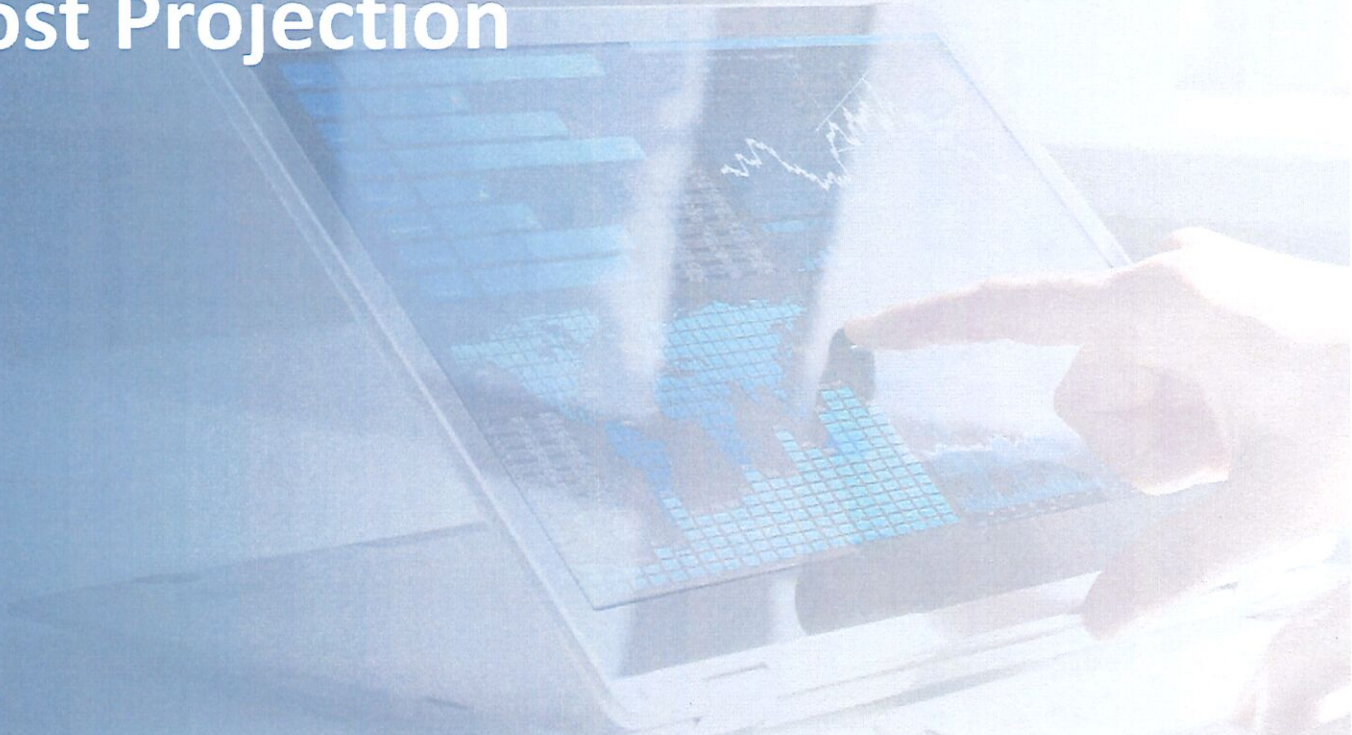
Dental:

- ✓ Increased dental annual maximum from \$1000 to \$1500 per person
 - ✓ 41 members (2%) utilized between \$1,000 - \$1,499
 - ✓ 20 members (1%) have reached \$1,500 annual maximum

Vision:

- ✓ Increased frame allowance from \$130 to \$170

2024 Total Cost Projection



 **HUB** |  **HORAN**

2024 Total Projected Costs

Suggested Increase to Departments on Budget Memo: 4% increase

Total Budget includes – assuming no plan changes

- ✓ Administration (medical/dental/vision)
- ✓ Stop loss premium
- ✓ Expected claims (does not take into account increased Rx rebates)
- ✓ Health savings account (HSA) employer contributions
- ✓ Purchased/consulting services

	2023	2024
Total Costs	\$11,823,000*	\$12,622,540*
% Increase	-	7%
\$ Increase	-	\$799,540

Strategies to follow on following slides to assist with meeting estimated 7% rate increase (plan design changes, cost share, Rx programming changes, etc.)

*2023-year end budget estimated \$1.37M exceeding budget (\$13,193,000)

*2024 budget now anticipated \$13,228,848 (11% increase over 2023 budgeted amount)

2024 Fixed Medical Renewal

UHC Administration

4% increase to admin rates based off 2023 contract

✓ Equates to approximately \$20K annual increase

Stop Loss

10.2% (\$37K) increase to current premium

✓ Alternate, competitive options available

Stop Loss Updates



Stop Loss Request for Proposal

Goal: Leverage competitive pricing to ensure County receives advantageous premium and liability

HUB HORAN received nine declined to quotes for uncompetitive rates and 3 quotes including incumbent
Renewal includes Experience Refund Program, providing premium credit at end of year dependent on performance

	Current	Renewal	HCC Alternate
Specific Stop Loss Deductible	\$300,000	\$300,000	\$325,000
Aggregating Specific Deductible	\$350,000	\$350,000	\$350,000
Lasers	1 @ \$850K	1 @ \$500K	1 @ \$500K
Spec. Composite Rate 849	\$30.91	\$34.33	\$29.78
Agg. Composite Rate 849	\$4.64	\$4.85	\$4.95
Total Annual Stop Loss Costs	\$363,842	\$401,007	\$355,530
Stop Loss \$ Change From Current	-	\$37,165	(\$8,312)
Stop Loss % Change From Current	-	10.2%	-2.3%

	Current	Renewal	One80 Intermediates	SA Benefits
Specific Stop Loss Deductible	\$300,000	\$300,000	\$300,000	\$300,000
Aggregating Specific Deductible	\$350,000	\$350,000	\$350,000	\$350,000
Lasers	1 @ \$850K	1 @ \$500K	1 @ \$850K	1 @ \$875K
Spec. Composite Rate 849	\$30.91	\$34.33	\$32.38	\$30.92
Agg. Composite Rate 849	\$4.64	\$4.85	\$3.86	\$3.88
Total Annual Stop Loss Costs	\$363,842	\$401,007	\$370,949	\$356,222
Stop Loss \$ Change From Current	-	\$37,165	\$7,107	(\$7,620)
Stop Loss % Change From Current	-	10.2%	2.0%	-2.1%

Stop Loss Historical Insights

Stop Loss Premiums vs. Reimbursements

Average Stop Loss Ratio over last 12 years remains 66%

- ✓ Adding Aggregating Specific in 2018 has helped save the County over \$1.8M in fixed premium the last 5.5 years
- ✓ National Trend for Stop Loss: 18-23% year over year

Year - Carrier	Specific Ded. Level	Aggregating Specific	TOTAL Stop Loss Premium	Total Reimbursement	Total 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	0%	1
2019 - Tokio Marine	\$250,000	\$350,000	\$253,802	\$0	0%	0
2020 - Tokio Marine	\$250,000	\$350,000	\$282,490	\$0	0%	4
2021 - Tokio Marine	\$250,000	\$350,000	\$336,606	\$0	0%	3
2022 - Tokio Marine	\$250,000	\$350,000	\$336,834	\$1,195,576	354%	2
2023 (thru Aug) - TM	\$300,000	\$350,000	\$241,824	\$0	0%	1
Average:	-		\$436,776	\$288,059	66%	

Recommendations



Medical Plan Recommendations

Evaluate deductible/out of pocket maximum for both plans

Proposed plan design provides estimated \$358K decrease in total costs to County

- ✓ Due to HDHP minimum deductible thresholds set by IRS, base plan will need to increase deductible from \$3,000/\$6,000 to \$3,200/\$6,400 to remain compliant

Current:	Base	Buy-Up	Proposed:	Base	Buy-Up
Deductible - Single	\$3,000	\$1,750	Deductible - Single	\$3,500	\$2,000
Deductible - Family	\$6,000	\$3,500	Deductible - Family	\$7,000	\$4,000
Out - of - Pocket Maximum - Single	\$6,000	\$3,500	Out - of - Pocket Maximum - Single	\$7,000	\$4,000
Out - of - Pocket Maximum - Family	\$12,000	\$7,000	Out - of - Pocket Maximum - Family	\$14,000	\$8,000

Proposed plan design changes keep buy-up plan within benchmark:

- ✓ Monthly employee cost share significantly rich compared to benchmark

	Warren County Proposed Buy Up Plan	Warren County Proposed Base Plan	State	Industry (Public Sector)
Employee Monthly Contribution	\$86 (15%) \$259 (15%)	\$0 (0%) \$0 (0%)	\$130 (25%) \$539 (35%)	\$102 (18%) \$429 (24%)
Deductible	\$2,000/\$4,000	\$3,500/\$7,000	\$3,000/\$6,000	\$3,000/\$6,000
Out of Pocket Maximum	\$4,000/\$8,000	\$7,000/\$14,000	\$4,500/\$9,000	\$4,000/\$8,000

Medical Plan Cost Share Recommendation

4% increase to Total Rates / Keep current cost % split the same as today

Buy-up HSA										
Current					January 1, 2024 Renewal					
Tier	Enrollment	Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ	Annual EE \$ Change
Single	158	\$576.22	\$86.43	15%	\$599.27	\$89.89	15%	\$3.46	4.0%	\$41.49
Employee + Spouse	65	\$1,296.49	\$194.47	15%	\$1,348.35	\$202.25	15%	\$7.78	4.0%	\$93.35
Employee + Child	60	\$1,008.39	\$151.26	15%	\$1,048.73	\$157.31	15%	\$6.05	4.0%	\$72.61
Family	102	\$1,728.66	\$259.30	15%	\$1,797.81	\$269.67	15%	\$10.37	4.0%	\$124.47
Buy-up HSA Cost Summary										
	Current	Renewal	\$ Change	% Change						
Employee Cost	\$741,848	\$771,524	\$29,675	4.0%						
Employer Cost	\$4,203,848	\$4,372,010	\$168,163	4.0%						

Base HSA										
Current					January 1, 2024 Renewal					
Tier	Enrollment	Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ	Annual EE \$ Change
Single	211	\$530.73	\$0.00	0%	\$551.96	\$0.00	0%	\$0.00	0.0%	\$0.00
Employee + Spouse	58	\$1,194.14	\$0.00	0%	\$1,241.90	\$0.00	0%	\$0.00	0.0%	\$0.00
Employee + Child	83	\$928.78	\$0.00	0%	\$965.94	\$0.00	0%	\$0.00	0.0%	\$0.00
Family	116	\$1,592.19	\$0.00	0%	\$1,655.88	\$0.00	0%	\$0.00	0.0%	\$0.00
Base Cost Summary										
	Current	Renewal	\$ Change	% Change						
Employee Cost	\$0	\$0	\$0	-						
Employer Cost	\$5,316,323	\$5,528,988	\$212,665	4.0%						

Total Cost Summary

	Current	Renewal	\$ Change	% Change
Employee Cost	\$741,848	\$771,524	\$29,675	4.0%
Employer Cost	\$9,520,171	\$9,900,998	\$380,827	4.0%

Medical Plan Cost Share Recommendation

7% increase to Total Rates / Keep current cost % split the same as today

Buy-up HSA										
Current					January 1, 2024 Renewal					
Tier	Enrollment	Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ	Annual EE \$ Change
Single	158	\$576.22	\$86.43	15%	\$616.56	\$92.48	15%	\$6.05	7.0%	\$72.60
Employee + Spouse	65	\$1,296.49	\$194.47	15%	\$1,387.24	\$208.08	15%	\$13.61	7.0%	\$163.35
Employee + Child	60	\$1,008.39	\$151.26	15%	\$1,078.98	\$161.85	15%	\$10.59	7.0%	\$127.06
Family	102	\$1,728.66	\$259.30	15%	\$1,849.67	\$277.45	15%	\$18.15	7.0%	\$217.81
Buy-up HSA Cost Summary										
	<u>Current</u>	<u>Renewal</u>	<u>\$ Change</u>	<u>% Change</u>						
Employee Cost	\$741,848	\$793,778	\$51,929	7.0%						
Employer Cost	\$4,203,848	\$4,498,117	\$294,269	7.0%						

Base										
Current					January 1, 2024 Renewal					
Tier	Enrollment	Current Total Rate	EE Rate (\$)	EE Rate (%)	Renewal Total Rate	EE Rate (\$)	EE Rate (%)	EE Rate \$ Δ	EE Rate % Δ	Annual EE \$ Change
Single	211	\$530.73	\$0.00	0%	\$567.88	\$0.00	0%	\$0.00	0.0%	\$0.00
Employee + Spouse	58	\$1,194.14	\$0.00	0%	\$1,277.73	\$0.00	0%	\$0.00	0.0%	\$0.00
Employee + Child	83	\$928.78	\$0.00	0%	\$993.79	\$0.00	0%	\$0.00	0.0%	\$0.00
Family	116	\$1,592.19	\$0.00	0%	\$1,703.64	\$0.00	0%	\$0.00	0.0%	\$0.00
Base Cost Summary										
	<u>Current</u>	<u>Renewal</u>	<u>\$ Change</u>	<u>% Change</u>						
Employee Cost	\$0	\$0	\$0	-						
Employer Cost	\$5,316,323	\$5,688,466	\$372,143	7.0%						

Total Cost Summary

	Current	Renewal	\$ Change	% Change
Employee Cost	\$741,848	\$793,778	\$51,929	7.0%
Employer Cost	\$9,520,171	\$10,186,583	\$666,412	7.0%

Medical Plan Recommendations

Implement Neonatal Resource Services through UHC

Designed to reduce neonatal intensive care costs for infants admitted to a NICU or special care nursery

- ✓ Provide clinically guided support with the goal of delivering quality outcomes, lower treatment costs and faster time to pregnancy
- ✓ \$1,700 case rate will be charged to plan only when a birth qualifies for the resource needs of the program



NRS has a 99% member satisfaction rate and a demonstrated ROI of 2.5:1 driven by a 6% reduction in length of stay, 6% reduction in NICU related costs, and 30% reduction in readmission rates.

Audit Recommendation

Execute Dependent Eligibility Audit utilizing 3rd party (BMI)

Total audit costs: \$15,210, with projected savings within \$246K - \$618K

- ✓ Fiduciary responsibility to operate according to the terms in the plan documents (including enrollment and eligibility provisions)
- ✓ Increases employee accountability for their benefit elections

Pricing Includes:

- Setup + configuration
- 484 households enrolled in medical*
- Dedicated project manager
- 24/7 access to employee + employer portal
- Multi-lingual, in-house call center
- All postage costs
- Document submission via mail, fax, or web portal
- Spousal surcharge/ carve-out
- Appeals phase
- Post Audit employee resources

Assuming 1,075 enrolled dependents with an average cost of \$5,725 per year:

Savings Scenarios	Ineligible Dependents	Potential Annual Savings
Below Average (4%)	43	\$246,175
Average (5-7%)	54 -75	\$309,150 - \$429,375
Above Average (8-10%)	86 -108	\$492,350 - \$618,300

Rx Plan Utilization Update

Rx plan spend has increased \$57.44 Per Member Per Month compared to 2022 (Year to Date); however, expected rebates anticipated \$450K over minimum rebate guarantee

Rationale:

- ✓ High-cost members and treatments that were not on plan in 2022
- ✓ Disease prevalence now closer to benchmark after being very low compared to benchmark in previous year
- ✓ More prescriptions/increased days' supply
- ✓ Increased diabetic spend:
 - ❖ Implementation of expanded preventive drug list (\$235K increase in overall spend)
 - ❖ Supply shortages resolved
 - ❖ Marketing of GLP-1 medications and other new medications being released

Top Drugs by Plan Paid Increase				
Time Period:	Jan 22 - Aug 22	Jan 23 - Aug 23		
Drug	Paid Amount	Paid Amount	Increase	Claimants
Verzenio	\$0	\$125,139	\$125,139	1
Aubagio	\$0	\$79,182	\$79,182	1
Adempas	\$0	\$78,053	\$78,053	1
Evrysdi	\$0	\$62,531	\$62,531	1
Cimzia	\$0	\$51,576	\$51,576	1
Lenvima	\$0	\$47,483	\$47,483	1
Total:			\$443,964	

6 newly utilized drugs account for almost \$450K in new specialty spend alone

Rx Plan Recommendation

Evaluation of Expanded Preventive Drug List Cost Share

Option for estimated \$125K cost reduction to County:

- ✓ Rx claims bypass deductible
- ✓ Applicable member copays apply
 - ❖ \$10 copay for generics
 - ❖ \$35 for preferred brand
 - ❖ \$50 for non-preferred brand drugs



	Common Utilizers Previous Time Period	Common Utilizers Current Time Period
# Utilizers	512	512
#Rxs	3,683	4,491
Rxs PMPM	0.24	0.29
Total Drug Cost PMPM	\$29.50	\$49.72
Total Plan Paid PMPM	\$18.44	\$49.20

Total cost of these specific drugs increased \$20.22 PMPM

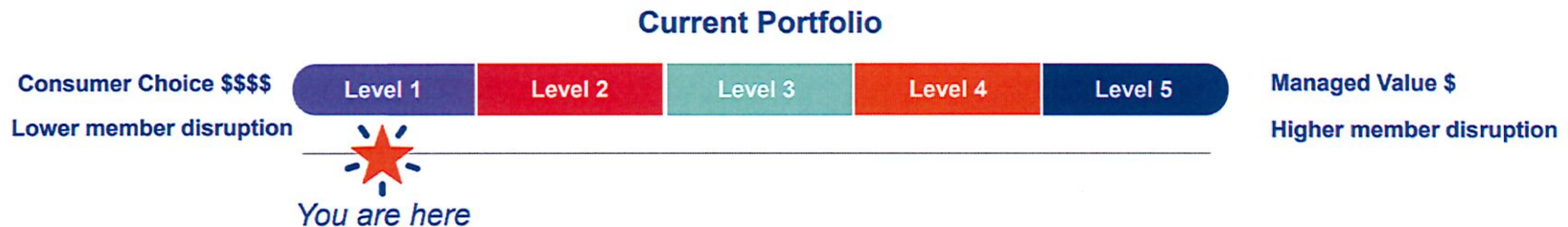
HDHP Preventive Drug List Spend Facts:

- While 190 members dropped from utilization, 274 new members came on, nearly doubling the cost.
- Of the 274, only 29 are new to the plan while 245 are new to therapy – meaning either new diagnosis OR member had a condition but weren’t filling drugs to take care of condition.
- Same people that were on the plan utilizing Rx’s last year compared to this year are filling 22% more Rx’s.

Rx Plan Recommendation

Explore OptumRx programs with minimal member impact

1. Specialty Standards
 - ✓ Estimated \$94K savings
 - ✓ Infuses several specialty-focused strategies to reduce specialty spend and increase clinical rigor, resulting in:
 - ❖ Preferred lower cost products
 - ❖ Optimized dispensing and oversupply prevention
2. Review My Care
 - ✓ Estimated \$53K savings
 - ✓ Targeted specialty evaluation to deliver actionable interventions and drive savings



Future Rx Plan Opportunities

Evaluate Specialty Pharmacy carveout

Remove high-cost drugs off County plan by leveraging direct manufacturer's assistance and international pharmacy options

- ✓ Projected Year 1 savings: \$1.4MM - \$1.8MM (almost 50% of total Rx spend)

Considerations:

- ✓ Currently in 3-year contract with OptumRx
- ✓ Current Optum plan is very open – specialty carveout more on the aggressive end of solutions

Ancillary Benefits



Dental Request for Proposal

Market Results

HORAN evaluated dental market, executing a Request for Proposal for 2024 effective date for ASO services.

ASO fees remain financially advantageous renewing with DCPG

- ✓ Rate guarantee also extended thru 1/1/2026

	INCUMBENT	RENEWAL	MetLife	SDC	Delta Dental	UHC
	PPO	PPO	PPO	PPO	PPO	PPO
Annual Premium	\$32,868	\$32,868	\$51,165	\$35,607	\$41,523	\$34,511
<i>Difference from Current</i>	n/a	0.0%	55.7% (\$18,297)	8.3% (\$2,739)	26.3% (\$8,655)	5% (\$1,643)

DCPG still remains largest network for Warren County membership – moving carriers could cause additional disruption

- ✓ 94% of subscribers utilized in-network DCP providers in last 12 months

- ❖ In-network dentists within:

- 5 miles of County: 32
- 10 miles of County: 120+

- ✓ 88% of dentists utilized remain in-network with DCP

- ❖ Upon addition of Sun Life dental network, additional dentists will be considered in-network come 2024

Carrier	In-Network	Percentage
Delta Dental	311	88%
DCP	297	84%
Superior Dental Care	292	83%
MetLife	220	62%
UHC	197	56%

Dental Request for Proposal

Future Opportunities

Increasing out of network benefit will provide comparable reimbursement level for both in-network and out-of-network providers

- ✓ Current out of network benefit: OON provider match (patient pays difference for what is charged and what DCP would pay for in-network service)
- ✓ Enhanced OON reimbursement provides member increased benefit with minimal expected claim impact (6%, \$33K) increase

When You visit a:	In-Network Provider	Current OON Provider Match	Option 1 OON Provider 800	Option 2 OON Provider 900	Option 3 OON Provider 90 th UCR
Visit Charged by Dentist	\$236.00	\$236.00	\$236.00	\$236.00	\$236.00
Exam	\$59.00	\$59.00	\$59.00	\$59.00	\$59.00
Cleaning	\$101.00	\$101.00	\$101.00	\$101.00	\$101.00
Bitewing X-rays	\$76.00	\$76.00	\$76.00	\$76.00	\$76.00
Fee DCPG/SL Will Pay Dentist	\$137.28	\$137.28	\$174.84	\$198.68	\$236.00
Exam	\$34.32	\$34.32	\$44.04	\$50.05	\$59.00
Cleaning	\$60.32	\$60.32	\$76.08	\$86.45	\$101.00
Bitewing X-rays	\$42.64	\$42.64	\$54.72	\$62.18	\$76.00
Member Co-insurance Percentage	0%	0%	0%	0%	0%
Patient Pays	\$0.00	\$98.72	\$61.16	\$37.32	\$0.00
Remaining Benefit Maximum (\$1,500 basis)	\$1,362.72	\$1,362.72	\$1,325.16	\$1,301.32	\$1,264.00

HORAN recommends moving to 90th UCR percentile. Reimbursement amount determined by what 90% of dentists in zip code will accept as full payment

Minnesota Life – Basic Life/AD&D

Rate guarantee extended thru 12/31/2026

EyeMed– Vision

Rate guarantee thru 12/31/2025

Claims projected to decrease \$52K

Dental Care Plus - Dental

Rate guarantee thru 12/31/2025

Claims projected to decrease \$20K

APPENDIX



Dental Request for Proposal

Background and Current Situation

- In June 2019, Dental Care Plus (DCP) was acquired by DentaQuest which historically focused on the Medicare/Medicaid and individual plan marketplace, causing frustration among membership.
- HORAN executed Request for Proposal and ultimately, County decided to remain with DCPG due to negotiations to decrease administrative rates, performance guarantees, and ultimately a larger network compared to competition.
- County changed plan design, removing HMO plan option and replacing with full PPO to provide members with out of network reimbursement options.
- Regardless of ASO fees, members still experiencing frustration with out of network reimbursement process, dentists leaving the DCPG network, and administrative hiccups.
- HORAN evaluated dental market, executing a Request for Proposal for 2024 effective date for ASO services.

Financials Year to Date (and Year over Year)

2023 YTD:

	Enrolled Employees	Admin	Stop Loss	Medical	Rx	Total Claims
Jan-23	847	\$40,707	\$30,284	\$591,408	\$265,867	\$857,275
Feb-23	845	\$40,611	\$30,185	\$693,118	\$272,829	\$965,947
Mar-23	848	\$40,755	\$30,104	\$427,832	\$312,145	\$739,977
Apr-23	846	\$40,659	\$29,972	\$789,735	\$310,368	\$1,100,103
May-23	846	\$40,659	\$30,136	\$832,062	\$327,694	\$1,159,756
Jun-23	850	\$40,851	\$30,237	\$542,468	\$303,099	\$845,567
Jul-23	853	\$46,794	\$30,353	\$677,839	\$316,843	\$994,682
Aug-23	859	\$41,284	\$30,553	\$670,339	\$357,733	\$1,028,072
Total	6,794	\$ 332,320	\$241,824	\$5,224,801	\$2,466,579	\$7,691,380
Average EEs	849	Less Estimated Specific Reimbursements (\$300,000):				\$0

2022 YTD:

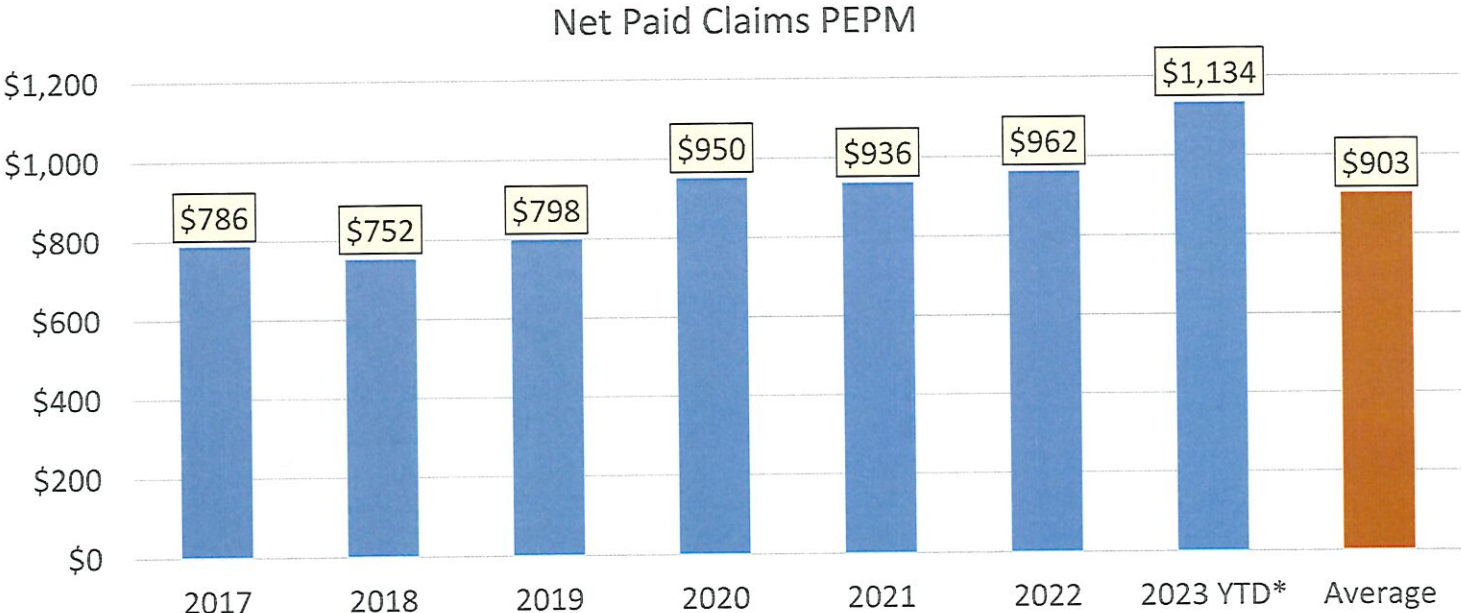
	Employees	Administration	Stop Loss	Medical	Rx	Total	
Jan-22	864	\$41,524	\$28,604	\$1,073,353	\$147,794	\$1,221,148	
Feb-22	864	\$41,524	\$28,664	\$498,189	\$133,300	\$631,489	
Mar-22	858	\$41,235	\$28,480	\$561,689	\$197,774	\$759,463	
Apr-22	852	\$40,947	\$28,327	\$519,313	\$249,622	\$768,935	
May-22	845	\$40,611	\$28,009	\$732,266	\$175,215	\$907,481	
Jun-22	849	\$40,803	\$28,220	\$476,648	\$217,112	\$693,761	
Jul-22	848	\$46,290	\$27,936	\$556,101	\$217,388	\$773,489	
Aug-22	843	\$40,851	\$28,027	\$428,127	\$260,897	\$689,024	
Total	5,980	\$333,785	\$198,240	\$4,845,687	\$1,599,103	\$6,444,790	
Avg. / PEPM	854	ISL Loss Ratio (ISL reimbursements / ISL Premium):				477%	\$823,777

Frequency of Large Claimants

Large claimant frequency remains above benchmark expected

Claim Level	Prior Period: 09/01/2021 - 08/31/2022	Current Period: 09/01/2022 - 08/31/2023	Benchmark Expected
\$25,000	72	94	76
\$50,000	35	45	36
\$75,000	19	32	23
\$100,000	11	20	15
\$125,000	8	17	10
\$150,000	4	13	8
\$175,000	3	7	6
\$200,000	2	7	5
\$225,000	2	6	4
\$250,000	2	5	3
\$275,000	2	4	3
\$300,000	2	3	2
\$350,000	2	2	2
\$400,000	1	2	1
\$500,000	1	2	1
\$600,000	1	1	0
\$700,000	1	0	0
\$750,000	1	0	0
\$1,000,000	1	0	0

Net Paid Claims PEPM



NRS Team – Expertise and Expectations

Non-Clinical Support Staff

- Case prep and assignment
- Requests initial clinical information
- Temp to permanent ID merge

Board-certified neonatologists, average 20 years' experience

- Collaborate on plan of care
- Assure timely procedures and proactive discharge planning
- Supportive peer to peer neonatologist discussions
- Review of all readmissions and non-emergent transfer requests
- Develops and maintains clinical guidelines in collaboration with Expert Panel

Specialized NICU UM Nurses, 8 + years' experience

- Collaborate with facility to progress the plan of care and address barriers to discharge
- Incorporate appropriate NRS clinical guidelines
- Daily bed day management to drive appropriate length of stay and apply appropriate level of care
- Facilitate discharge planning
- Referral to CM, if appropriate

Specialized NICU CM Team: Social Workers, Case Managers, and Complex Case Management, 9 + years' experience

- SDoH: address complex emotional and financial challenges
- Assure safety of home environment
- Pediatrician outreach follow-up as needed
- Monitor infant's health status to reduce readmissions
- Provide ongoing support for up to 12 months of age

