



BOARD OF COUNTY COMMISSIONERS

WARREN COUNTY, OHIO

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TOM GROSSMANN

SHANNON JONES

DAVID G. YOUNG

BOARD OF COUNTY COMMISSIONERS WARREN COUNTY, OHIO

MINUTES: Regular Session – October 31, 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/UC1ELh0jGpXd4VV2DTgsugPA> or by contacting our office.

The Board met in regular session pursuant to adjournment of the October 24, 2023, meeting.

Shannon Jones – present

Tom Grossmann – present

David G. Young – present

Tina Osborne, Clerk – present

Minutes of the October 24, 2023, meeting were read and approved.

- 23-1433 A resolution was adopted to amend resolution #23-1322, adopted October 12, 2023, to reflect the correct start date for Marquita Hoskins within Warren County Department of Job and Family Services, Children Services Division.
Vote Unanimous
- 23-1434 A resolution was adopted to rescind resolution #23-1348 which authorized the hiring of Mackenzie Henry as Protective Services Caseworker I within Warren County Department of Job and Family Services, Children Services Division.
Vote Unanimous
- 23-1435 A resolution was adopted to authorize internal posting of the “Training Supervisor” position, within the Emergency Services Department, in accordance with Warren County Personnel Policy Manual, Section 2.02(A). Vote Unanimous
- 23-1436 A resolution was adopted to advertise for public hearing #1 for Fiscal Year 2024 Community Development Block Grant Program. Vote Unanimous
- 23-1437 A resolution was adopted to approve notice of intent to award bid to W.E. Smith Construction for the Lower Springboro Road Drilled Pier Wall Project.
Vote Unanimous

- 23-1438 A resolution was adopted to enter into contract with Bansal Construction Inc for the Wilmington Road and Clarksville Road Intersection Warning Device Project. Vote Unanimous
- 23-1439 A resolution was adopted to approve the agreement and addendum with City of Refuge DBA One Way Farm, relative to home placement and related services on behalf of Warren County Children Services. Vote Unanimous
- 23-1440 A resolution was adopted to approve and enter into a Memorandum of Understanding (MOU) with Hope's Closet on behalf of the Warren County Department of Human Services. Vote Unanimous
- 23-1441 A resolution was adopted to approve the amended Warren County Prevention, Retention, and Contingency Plan (PRC) for the Warren County Department of Human Services, dated October 31, 2023. Vote Unanimous
- 23-1442 A resolution was adopted to approve and authorize the President of this Board to sign the Healthy Aging Grant agreement between Warren County Board of Commissioners and Ohio Department of Aging. Vote Unanimous
- 23-1443 A resolution was adopted to declare various items from the Board of Developmental Disabilities, Engineer's Office, Facilities Management, Probate Court, Recorder's Office, and Soil & Water as surplus and authorize the disposal of said items through internet auction. Vote Unanimous
- 23-1444 A resolution was adopted to acknowledge payment of bills. Vote Unanimous
- 23-1445 A resolution was adopted to transfer performance bond to a maintenance bond for CFPN Ohio, LLC for completion of performance of construction of improvements for Right of Way Dedication Encore Drive situated in Turtlecreek Township. Vote Unanimous
- 23-1446 A resolution was adopted to approve a street and appurtenances (including sidewalks) bond reduction for CFPN Ohio, LLC for completion of performance of construction of improvements and enter into the maintenance security for C5 Encore Logistics Center, Section One, situated in Turtlecreek Township. Vote Unanimous
- 23-1447 A resolution was adopted to approve various record plats. Vote Unanimous
- 23-1448 A resolution was adopted to approve appropriation decreases within Board of Elections Fund #11011301. Vote Unanimous
- 23-1449 A resolution was adopted to approve supplemental appropriations into Board of Elections Funds #11011300 and #11011301. Vote Unanimous

- 23-1450 A resolution was adopted to approve supplemental appropriation into Commissioners General Fund #11011110. Vote Unanimous
- 23-1451 A resolution was adopted to approve appropriation adjustments within Board of Elections Funds #11011301 and #11011300. Vote Unanimous
- 23-1452 A resolution was adopted to approve appropriation adjustment with Warren County Garage Fund #11011620. Vote Unanimous
- 23-1453 A resolution was adopted to approve appropriation adjustment from Court Services #11011223 into Common Pleas #11011220. Vote Unanimous
- 23-1454 A resolution was adopted to approve appropriation adjustment within Grants Administration Fund #2261 – Pass Through Grants. Vote Unanimous
- 23-1455 A resolution was adopted to approve appropriation adjustment within Warren County Garage Rotary Fund #6619. Vote Unanimous
- 23-1456 A resolution was adopted to approve requisitions and authorize the County Administrator to sign documents relative thereto. Vote Unanimous
- 23-1457 A resolution was adopted to waive the water tap fees for the City of Middletown Fire Station No.82. Vote Unanimous
- 23-1458 A resolution was adopted to appoint Susan Walther, Deputy County Administrator to the Warren County Regional Planning Commission as alternate to Commissioner Shannon Jones. Vote Unanimous
- 23-1459 A resolution was adopted to create a new Tourism and Economic Development Support Fund #2213. Vote Unanimous
- 23-1460 A resolution was adopted to enter into a consulting agreement with Empire Weather Consulting on behalf of the Warren County Engineer's Office. Vote Unanimous

DISCUSSIONS

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

Joel King, Warren County Career Center Superintendent, was present along with Cathy McMonigle, Treasurer, and Bobbie Grice, School Board member, to provide an update on the Warren County Career Center and the expansion of services they propose if the permanent improvement levy is approved on the November 7th ballot.

Mr. King provided a video of the student's "why" relative to attending the career center and then stated the following information:

- Permanent improvement levy is for the purpose of constructing a new high school building along with furnishings for each lab
- Construction being co-funded with a 25% grant from the State of Ohio
- Currently turning away students due to lack of capacity
- Adding 4 or 5 new programs
- Centralize all High School programs.
- Double th capacity of the Adult Education program by adding day classes in the former High School Building
- Offering new customized training from companies during the day to the Adult Education curriculum

On motion, upon unanimous call of the roll, the Board entered into executive session at 9:35 a.m. to discuss pending litigation with legal counsel present pursuant to Ohio Revised Code Section 121.22 (G) (3) and exited at 10:06 a.m.

Tammy Whitaker, Benefits Administrator, was present along with Faith Stone, Administrative Assistant, Alison Ruehlmann and Steve Ashe, Hub Horan for a work session relative to the 2024 Benefits Renewal.

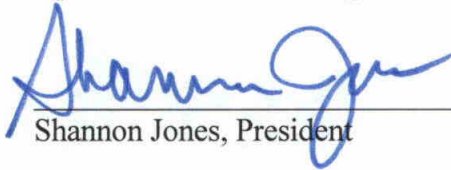
Mrs. Ruehlmann presented the attached PowerPoint presentation providing a historical analysis of plan costs vs. trend as well as a recap of the changes made during the 2023 renewal. She reviewed the 2024 total cost projections as well as the IRS requirement to increase to the required deductible minimum from \$3000/\$6000 to \$3200/\$6400. She then stated the recommendation to increase the minimum deductible to \$3500/\$7000 which will provide an estimated \$358,000 decrease in total county cost.

There was discussion relative to the request to increase the deductible more than the required minimum. Upon discussion, the Board agreed to the requested increase.

There was discussion relative to Stop Loss renewal, the hiring of a company to provide an outside audit of dependents, and a review of the prescription plan utilization. The Board also discussed the dental, vision, and life insurance renewals.

On motion, upon unanimous call of the roll, the Board entered into executive session at 11:39 a.m. to discuss pending litigation with legal counsel present pursuant to Ohio Revised Code Section 121.22 (G) (3) and exited at 12:06 a.m.


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 31, 2023, in compliance with Section 121.22 O.R.C.


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

Warren County Government 2024 Benefits Renewal Recommendations

October 24, 2023



Agenda Topics

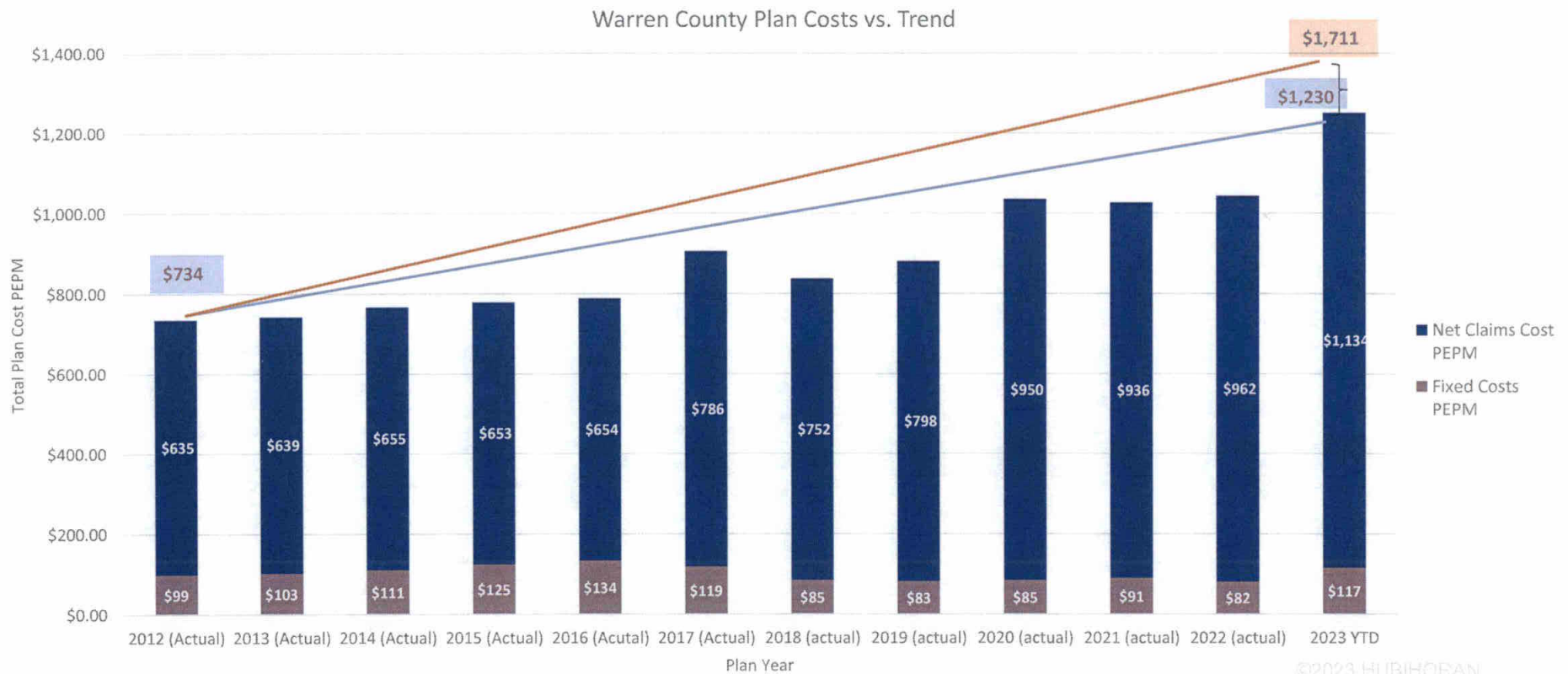


Historical Analysis and 2023 Renewal Recap



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



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					January 1, 2024 Renewal					
		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		<u>Current</u>	<u>Renewal</u>	<u>\$ Change</u>	<u>% Change</u>					
Employee Cost		\$741,848	\$771,524	\$29,675	4.0%					
Employer Cost		\$4,203,848	\$4,372,010	\$168,163	4.0%					

Base HSA					January 1, 2024 Renewal					
		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		<u>Current</u>	<u>Renewal</u>	<u>\$ Change</u>	<u>% Change</u>					
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

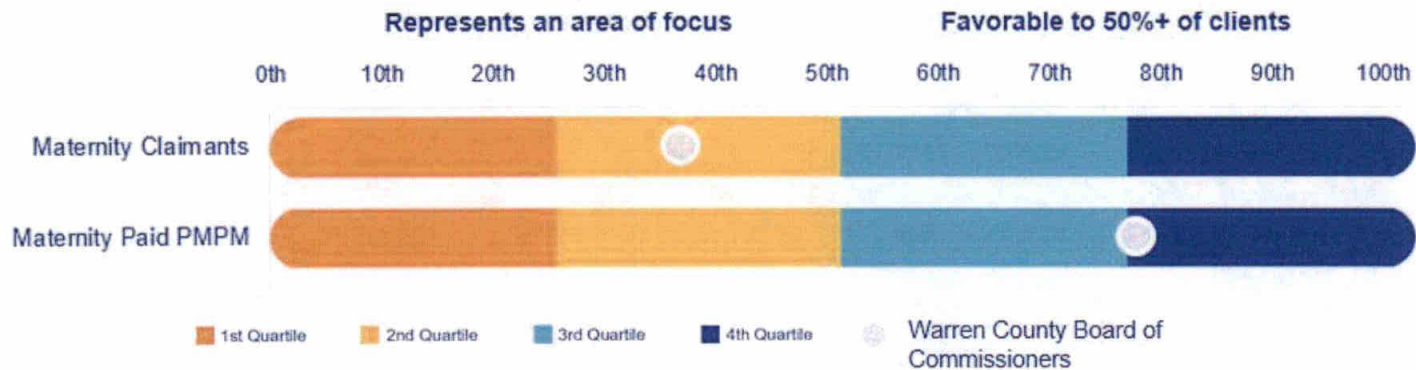
	Current	Renewal	\$ Change	% Change
Employee Cost	\$741,848	\$793,778	\$51,929	7.0%
Employer Cost	\$9,520,171	\$10,186,583	\$666,412	7.0%

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:

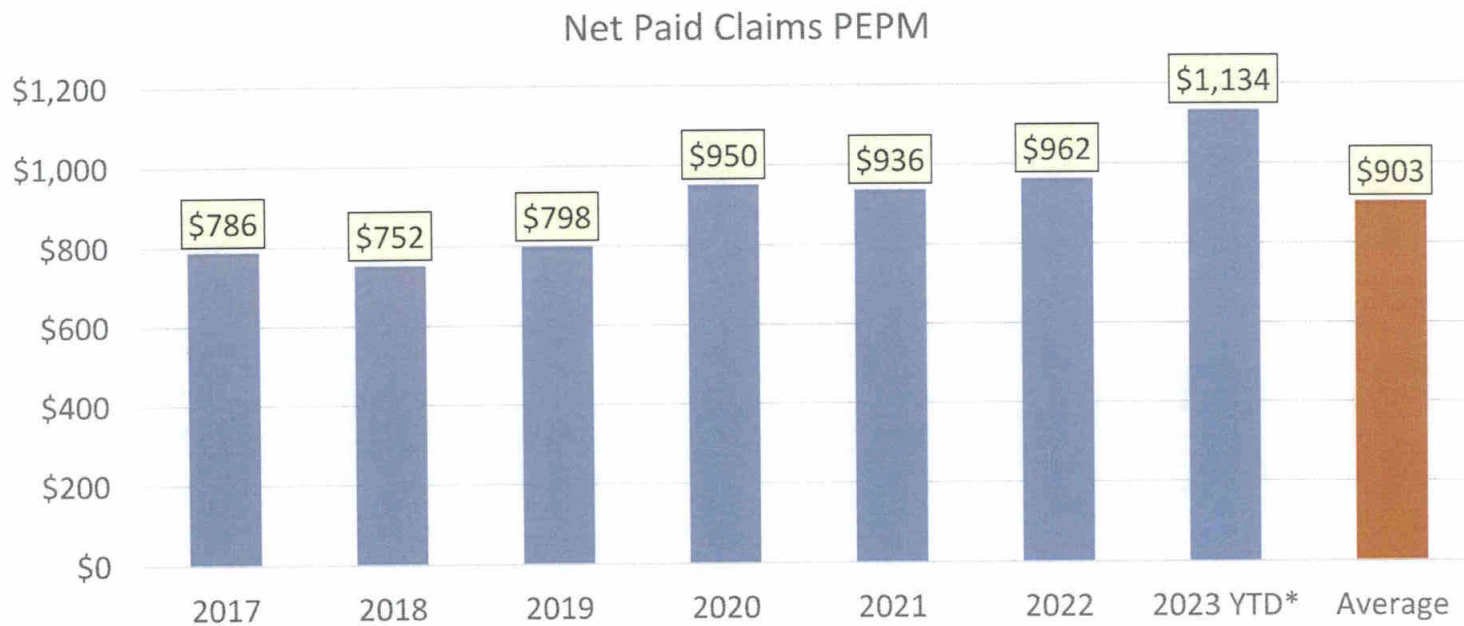
	Employees	Administration	Stop Loss	Medical	Rx	Total
Jan-22	864	\$41,524	\$28,604	\$1,073,353	\$147,794	\$1,221,148
Feb-22	864	\$41,524	\$28,664	\$498,189	\$133,300	\$631,489
Mar-22	858	\$41,235	\$28,480	\$561,689	\$197,774	\$759,463
Apr-22	852	\$40,947	\$28,327	\$519,313	\$249,622	\$768,935
May-22	845	\$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

