

Commissioners' Journal
October 18, 2008

The Geauga County Board of Commissioners met in SPECIAL SESSION on October 18, 2008 at 9:00 a.m. in the Commissioners' Chambers located at 470 Center Street in Chardon Ohio.

It is declared and determined that all formal actions of the Board of County Commissioners concerning and relating to the adoption of all resolutions that were adopted in this meeting, and that all deliberations of the Board of County Commissioners that resulted in such formal action were open to the public and were in compliance with all legal requirements, including section 121.22 of the Ohio Revised Code.

The Vice President of the Board, William S. Young opened the meeting at 9:05 a.m. by leading the Board and audience in reciting the Pledge of Allegiance.

Commissioner Albert was absent from this session.

COMMISSIONERS' OFFICE – HEALTH INSURANCE AND WELLNESS PROGRAM

The following motion request was read: “to approve and execute the CEBCO health insurance coverage renewal for Geauga County employees for 2009 according to the following schedule. The employee contribution and waiver rates will remain the same:

Health Insurance – Anthem Blue Access Open Access - PPO

| <u>Type</u> | <u>Coverage</u> | <u>Mo. Premium</u> |
|-----------------|-----------------|--------------------|
| <i>Enhanced</i> | <i>Single</i> | <i>\$331.37</i> |
| <i>Enhanced</i> | <i>Family</i> | <i>\$873.49</i> |
| <i>Basic</i> | <i>Single</i> | <i>\$282.37</i> |
| <i>Basic</i> | <i>Family</i> | <i>\$744.33</i> |

No action was taken at this time as Commissioner Samide requested the third item on the agenda be read and voted on first to which Commissioner Young agreed.

Motion: by Commissioner Samide, seconded by Commissioner Young to approve and adopt an Individual Wellness Program for the 2009 calendar year for all Geauga County employees participating in the Geauga County Healthcare plan. This voluntary program will authorize reimbursement of up to \$30 per month per employee for documented participation at a specified minimum level in activities offered by membership in approved athletic fitness facilities or other approved programs recognized to improve the physical well-being of the employee.

| | | |
|------------------------|----------------------------|---------------|
| <i>Roll Call Vote:</i> | <i>Commissioner Samide</i> | <i>Aye</i> |
| | <i>Commissioner Young</i> | <i>Aye</i> |
| | <i>Commissioner Albert</i> | <i>Absent</i> |

Commissioner Young left session for one minute before the roll was taken and before the discussion. Upon his return Commissioner Young commented that part-time employees are not eligible for this program and asked if the motion should reflect that statement. Mr. Lair commented that part-time employees are not participants in the health insurance plan. Commissioner Young stated that he believed this program will save long term claims. A lot of administration will need to be created to monitor this activity. The question was raised if the plan only included the YMCA in Geauga County and the reply was that it has to be an approved fitness and it has not been decided yet which facilities will be approved. County Administrator Dave Lair stated that one of the measures of facility approval is whether the facility has the ability to independently verify to the Board that the employee is using the facility as the Board intended its use. Commissioner Samide added that we must not forget that the employee will still be paying the other half of this membership. Benefits Specialist Kathy Hostutler added that the key is to make sure the employees go to a facility to verify the criteria. Ms. Hostutler stated that going eight times a month, twice a week, to a facility is not unreasonable. Commissioner Samide commented that she did not believe that a time should be not be put on it as the employee is paying the other half of the membership. Ms. Hostutler suggested that maybe requiring a set amount of times in a three month period would be better as you don't want to hand out the money and not have the employee go. Commissioner Samide commented that she can't see an employee putting the money out every month and not use the facility. Mr. Lair stated that the employee has to see there is an expectation and that the Commissioners' Office will be monitoring, to some degree, what they will be doing. Questions may come up such as if an

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employee purchases equipment on their own. Mr. Lair commented that there is no guideline for verification that the equipment is being used. Mr. Lair stated that there is the possibility that this money (\$30.00) will be taxable. No facility or program has been approved yet as the details have to be worked out. Commissioner Samide stated that the money is being set aside to give incentive to the employee to put health regime in their life at their time. Soil and Water Conservation District Director Carmella Shale inquired if this is just fitness incentives or other health activities or if this is a weight loss program. Ms. Hostutler commented that it is still being worked out and Weight Watchers may be considered. Commissioner Young stated that creating the plan for this program will be a challenge as well as the administration of the program. Commissioner Young reported that, with the rates being approved today, for a single enhanced program the county is paying \$35.00 less for this plan than they did in 2006, even with the increase in the cost of coverage for this year. The employee contribution has not changed for this year. It was a good decision to go with CEBCO. Commissioner Young added that although the Park District does participate in the health insurance plan they are not included in this Individual Wellness Program. Commissioner Young has spoken with the Deputy Director Keith McClintock who reported that the Park District has their own wellness program. This motion may have to be modified somewhat in the future.

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Health Insurance – Anthem Blue Access Open Access - PPO

| <u>Type</u> | <u>Coverage</u> | <u>Mo. Premium</u> |
|-------------|-----------------|--------------------|
| Enhanced | Single | \$331.37 |
| Enhanced | Family | \$873.49 |
| Basic | Single | \$282.37 |
| Basic | Family | \$744.33 |

| | | |
|------------------------|----------------------------|---------------|
| <i>Roll Call Vote:</i> | <i>Commissioner Samide</i> | <i>Aye</i> |
| | <i>Commissioner Young</i> | <i>Aye</i> |
| | <i>Commissioner Albert</i> | <i>Absent</i> |

COMMISSIONERS' OFFICE – CEBCO PPO AND PHARMACY ENHANCED AND BASIC PLAN SUMMARY OF BENEFITS

Motion: by Commissioner Samide, seconded by Commissioner Young to approve and authorize the Vice President of the Board to execute the CEBCO, County of Geauga, PPO and Pharmacy Enhanced Plan, and PPO and Pharmacy Basic Plan Summary of Benefits, Effective January 1, 2009 form.

| | | |
|------------------------|----------------------------|---------------|
| <i>Roll Call Vote:</i> | <i>Commissioner Samide</i> | <i>Aye</i> |
| | <i>Commissioner Young</i> | <i>Aye</i> |
| | <i>Commissioner Albert</i> | <i>Absent</i> |

OTHERS

Commissioners' Clerk Claudine Kozenko reviewed some upcoming events with the Board including CCAO Winter Conference. The Board briefly reviewed calendars.

MEETINGS

Mon., 10/20 Family First

Tue., 10/21 The Commissioners will hold regular session.

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|-------------------------------------|----------------------------------|---------------------------|
| <i>Tue., 10/21 Budget Hearings:</i> | <i>1:00 p.m. Engineer's</i> | <i>1:45 p.m. Transit</i> |
| | <i>2:30 p.m. Public Defender</i> | <i>3:00 p.m. Veterans</i> |

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BEING NO FURTHER BUSINESS TO COME BEFORE THE BOARD, COMMISSIONER YOUNG ADJOURNED THE MEETING AT 9:35 A.M.

Geauga County Board of Commissioners

Mary E. Samide

William S. Young

ABSENT
Craig S. Albert

Claudine Kozenko, Commissioners’ Clerk