



## **HENDRICKS COUNTY BOARD OF COMMISSIONERS & HENDRICKS COUNTY COUNCIL**

### **MINUTES OF THE JOINT FEBRUARY 27, 2024 MEETING**

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The Hendricks County Board of Commissioners and the Hendricks County Council met in a joint session at 10:30 AM on Tuesday, February 27, 2024 in Meeting Rooms 4 & 5 located on the first floor of the Hendricks County Government Center at 355 S. Washington Street, Danville, IN 46122 with the following Hendricks County personnel in attendance:

Phyllis A. Palmer	Commissioner, President
Bob Gentry	Commissioner, Vice President
Dennis W. Dawes	Commissioner
Eric Wathen	Councilman, President
Caleb Brown	Councilman, Vice President
Dave Cox	Councilman
Larry Hesson	Councilman
Larry Scott	Councilman
Brad Whicker	Councilman
David Wyeth	Councilman
R. Todd McCormack	Executive Director
Nancy Marsh	Auditor
Paula Alkire	Financial Administrator
Erin Hughes	Human Resources Administrator
Mila M. Shaffer	Administration and Public Affairs
Nicole Lawson	Assessor
Doug Morris	I.T. Director
Tim Dombrosky	Planning & Building Director

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#### **CALL TO ORDER AND DETERMINATION OF A QUORUM**

Commissioner Palmer opened the Meeting for the Commissioners at 10:45 AM with a quorum of all three (3) Commissioners present. Councilman Wathen opened the Meeting for the Council at 10:45 AM with a quorum of six (6) Councilmen present; Councilman Brown joined the Meeting at 11:08 AM.

#### **IN THE MATTER OF 2023 & 2024 UMR SPD APPROVAL**

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Jasmine Chong, Apex Benefits, presented the 2023 and 2024 UMR Health Summary Plan Descriptions (SPDs) and requested approval. Jasmine Chong advised the 2024 SPD had an incorrect effective date and stated she is waiting for the amendment to be completed.

Councilman Wathen moved to approve the 2023 and 2024 UMR SPDs subject to the correction of the 2024 effective date. Commissioner Dawes seconded the motion and the motion was approved unanimously 9-0-0.

Commissioner Palmer advised she feels it's unfortunate the County is just now approving the 2023 SPD when they lived by it all year and stated it is poor business practice. Jasmine Chong agreed.

#### **IN THE MATTER OF RX HELP CENTERS NEGOTIATED SERVICE FEE**

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Jasmine Chong presented the RX Help Centers Employer/Payer Billing Agreement to reduce the service fees from \$2,850.00 plus \$30.00 per utilizer per month to \$2,165.00 per month all-inclusive and requested approval.

Commissioner Gentry moved to approve the negotiated Agreement as presented. Councilman Wathen seconded the motion and the motion was approved unanimously 9-0-0.

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#### **IN THE MATTER OF DATA REQUEST FROM HRH**

Jasmine Chong reported HRH has requested prescription data from TrueRX to compare to look for savings to the County and recommended waiting until 2025 and stated she will be doing a RFP for pharmacy and will invite Northwind Pharmaceuticals to participate.

Councilman Wathen and Commissioner Dawes stated they were fine with them looking at it now instead of waiting until 2025. There was discussion amongst the Commissioners, Council, Erin Hughes, and Jasmine Chong regarding the matter.

It was the consensus of the Commissioners and Council to wait until the RFP is done for 2025.

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#### **IN THE MATTER OF FSA/HSA CARD SURCHARGES**

Jasmine Chong reported there has been a complaint about providers charging a credit card surcharge when paying for services and the surcharge not being reimbursed by their FSA/HSA because it is not an eligible expense under IRS guidelines. Jasmine Chong advised if the employee uses their Nyhart FSA/HSA card to pay for the services the providers do not charge the surcharge.

There was discussion amongst the Commissioners, Council, Erin Hughes, and Jasmine Chong regarding the matter. Councilman Wathen stated providers have been charging surcharges when using credit/debit cards for at least 5 years. Commissioner Palmer suggested something be communicated to employees to educate them about using their Nyhart card and not their credit/debit card to avoid the surcharge. Erin Hughes stated she thinks most employees do know but can send an email out to everyone to inform them.

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#### **IN THE MATTER OF OPEN ENROLLMENT DEBRIEF**

Jasmine Chong inquired how the 2024 Open Enrollment went.

Erin Hughes reported it went well and advised employees like the passive enrollment option.

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#### **IN THE MATTER OF RENEWAL SUMMARY**

Jasmine Chong presented the 2024 renewal summary; See “Exhibit A” attached.

There was discussion amongst the Commissioners, Council, and Jasmine Chong regarding the matter.

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#### **IN THE MATTER OF HEALTH PLAN PERFORMANCE REVIEW**

Jasmine Chong and Jordyn Schwerin, Kinetiq Health Program Manager, presented the 2023 Health Plan Performance Review; See “Exhibit B” attached.

There was discussion amongst the Commissioners, Council, Jasmine Chong, and Jordyn Schwerin regarding the matter.

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#### **IN THE MATTER OF MULTI-YEAR STRATEGY & TIMELINE**

Jasmine Chong presented the Multi-Year Strategy and Timeline; See “Exhibit C” attached.

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#### **IN THE MATTER OF RED ENVELOPE RECAP**

Councilman Wathen inquired if most department heads/elected officials understood how to effectively conduct performance evaluations for the performance based pay the Council implemented for 2024. Erin Hughes advised many struggled with completing them.

Councilman Wathen stated he would like to schedule an Executive Session for after a Council Meeting to meet with each department head/elected official to go over the importance of their commitment to accurately complete

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performance evaluations and distribute the performance pay accordingly because what's the point of appropriating it if it's not going to be done correctly.

There was discussion amongst the Commissioners, Council, Todd McCormack, and Erin Hughes regarding the matter.

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#### **IN THE MATTER OF FIRST PERSON PHILOSOPHY & CPI**

Councilman Wathen reported the Council needs to review their First Person Philosophy and CPI because they may need to amend it because they did not fully follow it.

Todd McCormack stated the Council did not follow their Philosophy regarding the CPI for 2024 but did probably meet the spirit of their Philosophy.

There was discussion amongst the Council, Todd McCormack, Nancy Marsh, and Nicole Lawson regarding the matter. Items discussed were: department heads/elected officials equally dividing the performance amongst all employees, lack of training for department heads/elected officials, lack of attendance by department heads/elected officials to the training that was offered, making the training mandatory or no CPI or performance appropriations for that department, and the need to timely turn the payroll amounts into the Auditor's Office.

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#### **IN THE MATTER OF PLANNING & BUILDING POSITION**

Councilman Wathen reported they needed to discuss the addressing coordinator position in Planning & Building. Councilman Wathen stated the employee didn't have enough work as the addressing coordinator to keep them busy so Tim Dombrosky had them start helping with permits, but their pay grade is higher than the other employee that does permitting.

Councilman Whicker advised Tim Dombrosky reached out to him to see if it was okay to combine the two positions because he needed another person doing the permitting, but didn't see the point in hiring another person to fill his vacant permitting position when the addressing coordinator could do the extra duties to keep them busy, and save the County the expense of an additional employee. Councilman Whicker stated they did not discuss ranking because they were not reducing their duties but were adding the permitting duties to them instead.

Tim Dombrosky advised the addressing coordinator's duties can be done in a couple days a month now that they are not busy but he needs the help with permitting. Tim Dombrosky stated he would either move the employee back to doing only the addressing, knowing there isn't enough work to keep them busy, and hire another person to help with the permitting or leave them the way he has them now and not hire the additional employee.

There was discussion amongst the Council and Tim Dombrosky regarding the matter and freezing the wages of the employee performing both duties until the wage of the other permitting employee catches up with them instead of decreasing the wage of the employee performing both duties. Tim Dombrosky stated the employee would quit if her wages were decreased or frozen. The Council inquired if Tim Dombrosky would fill the addressing coordinator position when it is vacated. Tim Dombrosky stated he would not fill it; he would only hire someone to perform the permitting.

It was the consensus of the Council to leave the employee at the addressing coordinator grade (26) due to the added permitting duties, instead of lowering their grade to match the other employee doing permitting only (25).

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#### **IN THE MATTER OF OTHER COMMISSIONER BUSINESS**

No matters presented.

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#### **IN THE MATTER OF OTHER COUNCIL BUSINESS**

No matters presented.


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#### **IN THE MATTER OF ADJOURNMENT**

HENDRICKS COUNTY BOARD OF COMMISSIONERS

  
Phyllis A. Palmer, President

  
Bob Gentry, Vice President

  
Dennis W. Dawes, Member

HENDRICKS COUNTY COUNCIL

  
Eric Wathen, President

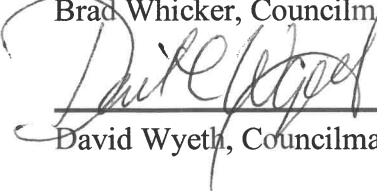
  
Caleb Brown, Vice President

  
Dave Cox, Councilman

  
Larry Hesson, Councilman

  
Larry Scott, Councilman

  
Brad Whicker, Councilman

  
David Wyeth, Councilman

# EXHIBIT A

## Renewal Summary – Medical

Initial Renewal	Negotiation Results	Strategy Notes
<b>Administration (UMR)</b> (2%) (\$6,000)  <b>Reinsurance (QBE)</b> + 55% (\$340K) premium  + 33% (\$340K) fixed costs  No Laser	<b>Administration (UMR)</b> (0%)  <b>Reinsurance (QBE)</b> - 6% (-\$39K) premium  - 4% fixed costs  No Laser	Negotiated no increase in URM administrative fees.  Negotiated -6% (\$39K) savings from 2023 stop loss premium and no contract change.

# Renewal Summary - Ancillary

Renewal	Negotiation Results	Strategy Notes
<b>Dental</b> + 12% One Year Rates + 15% Two Year Rates	<b>Dental</b> 12%	Negotiated two-year rate guarantees with Delta Dental
<b>Vision</b> 0%	<b>Vision</b> 0%	Rate guarantee in place until 12/31/2025
<b>All Metlife Ancillary Plans</b> + 0%	<b>All Metlife Ancillary Plans</b> + 0%	Negotiated Rate Pass Renewal



# EXHIBIT B

## Health Plan Performance Review

1	Executive Financial Summary			
2	Hendricks County			
3				
4	# of Months	2023	2022	Difference
5	Employee Enrollment	12	12	0
6	Avg Employee Enrollment	5253	5123	130
7	Member Enrollment	438	427	11
8	Avg Member Enrollment	11050	10806	244
9		921	901	20
10	Paid Claims			
11	Medical Gross Spend	\$4,277,082	\$3,746,405	\$530,678
12	Rx Gross Spend	\$792,640	\$916,727	(\$124,087)
13	Total Gross Spend	\$5,069,722	\$4,663,131	\$406,591
14	Stop Loss Reimbursements	(\$19,262)	(\$179,756)	\$160,494
15	Total Net Spend	\$5,050,460	\$4,483,375	\$567,085
16	Total Net Spend PERM	\$961	\$875	\$86
17	Rx % (of gross)	16%	20%	-4%
18	Fixed Costs			
19	Admin Fee	\$390,374	\$376,544	\$13,830
20	ISL Premium	\$585,758	\$437,542	\$148,216
21	ASL Premium	\$38,925	\$39,652	(\$727)
22	Total Fixed Costs	\$1,015,057	\$853,738	\$161,319
23	Total Fixed Costs PERM	\$193	\$167	\$27
24	Budgeted Costs			
25	Employee Premium	\$324,827	\$325,468	(\$641)
26	Employee Premium PERM	\$62	\$64	(\$2)
27	Employer Premium	\$8,161,596	\$8,005,872	\$155,724
28	Total Budget	\$8,486,423	\$8,331,340	\$155,083
29	Cost Comparison			
30	Total Plan Cost	\$6,065,517	\$5,337,114	\$728,403
31	Total Plan Cost PERM	\$1,155	\$1,042	\$113
32	Total Plan Cost Net Budget	(\$2,420,906)	(\$2,994,226)	\$573,320
33	Total Net Paid	\$5,740,690	\$5,011,645	\$729,045
34	Total Net Paid PERM	\$1,093	\$978	\$115
35	Reinsurance Loss Ratio	3%	41%	-38%

# Health Plan Performance Review

## GLAD Program Spend

	2023	2022
<b>GLAD Rx</b>	\$741,431	
Rebates	(\$71,176)	
Mail Rx	\$101,254	\$92,926
In Clinic Rx	\$7,216	\$7,595
<b>Total Spend</b>	<b>\$778,725</b>	<b>\$100,521</b>
Enrolled in GLAD		
<b>True Rx Diabetes Drug Class Spend</b>		
	\$152,095	\$339,262
	(228 clms, 44 filling members)	(461 clms, 54 filling members)



# EXHIBIT C

## Multi-Year Strategy Recommendations

2024	<ul style="list-style-type: none"><li>▪ Evaluate UMR Performance</li><li>▪ Determine New Third Party Administrator Need for 2025</li><li>▪ Evaluate Pharmacy Benefit Management (PBM) Performance and RFP Needs</li><li>▪ GLAD Program Review</li><li>▪ Employee Survey to target Education</li></ul>
2025	<ul style="list-style-type: none"><li>▪ Network Analysis and TPA/ASO Service Administrator Review</li><li>▪ Evaluate Carrier Cost-Effective Programs</li><li>▪ Pharmacy Benefit Manager RFP</li><li>▪ Consider Outcome-based approach wellness program incentives for 2026</li></ul>
2026	<ul style="list-style-type: none"><li>▪ Consider additional cost containment strategies as new trends emerge.</li><li>▪ Evaluate and enhance health program offerings.</li></ul>

# Strategy Timeline

MILESTONE	DATE	MILESTONE	DATE
Open Enrollment Debrief	February 2023	Renewal Strategy Meeting	September 2023
Annual Plan Review and Strategy Meeting	February 2023	Final Renewal Decisions	October 2023
Kinetiq Health Strategy Meeting	March 2023	Notify Carrier(s) of Final Elections	October 2023
Pre-Renewal Strategy and Financial Projection Meeting	July 2023	Benefit Decisions to HRIS/BenAdmin Provider	October 2023
Market Analysis Report Created	July 2023	Open Enrollment Communications Created	October – November 2023
Census Needed for Market Analysis (if marketing)	July 2023	Open Enrollment	November 2023
Market Analysis Released to Market	September 2023	Enrollment to Carriers	December 1, 2023
Administrative Renewal Due	September 2023	ID Cards to be Delivered	December 15, 2023
Stop Loss Renewal Due	September 2023	Effective Date	January 1, 2024