Randolph County Commissioner/Council Joint Meeting

June 18, 2020

The Randolph County Commissioners and Council met for its Joint meeting at 6:30 pm in the Commissioners and Council Room of the Courthouse with the following members present: Commissioner President Mike Wickersham, Tom Chalfant, Gary Girton, Council President Gary Friend, Tom Kerns, Max Holaday, David Lenkensdofer, and Missy Williams. Also present was County Auditor Laura J Martin, County Attorney Meeks Cockerill and County Sheriff Art Moystner.

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Commissioner President Mike Wickersham presided.

Art Moystner - Jail Security System funding

Mike said this is a project that Art has proposed to the Commissioners several weeks ago pre-Covid and the Commissioners agreed to do this project at a cost of about $213,275.00 and Art has also presented this to the Council. He said it is an electronic security system and it needs to be replaced and we have a company that is going to replace it, now we need to find out how we want to fund it. He said the Commissioner's recommended that it be funded from Cum cap.

Gary Friend said that he agrees, he said early on the Cum cap did not have the money in it and now it does.

Tom made a motion to approve funding the jail security system from Cum cap. Max seconded. All aye votes. Motion carried.

Chris Burton -Health Insurance Renewal

Chris passed out an updated health insurance renewal folder. He said with Anthem getting everything to him a lot later than normal because of all the issues they had getting the renewal to this point, he did have to update the numbers a little bit and it didn't change much. He said the plan that they talked about, they didn't include variances for the fixed cost, so he put that back in. He said in your folder is a recap of the large claims and on the other side is everything, he said the first page is the increase and it is a 24% increase on the plan for this year. He said the next page recaps what happened last year and the total expected cost was about $2.6 million and the actual cost was right at $2 million, he said there was $956,000.00 in claims over the $60.000 specific limit that was deleted. He said that low specific limit has saved the county quite a lot and Anthem is not going to change that this year which is good. He said the net cost was about $2.7 million last year and that was about 6% above expected. He said below that he kept the current two plans the $1000.00 deductible for the PPO and the $3000.00 deductible for the HSA and then assumed the county would pay 95% of the cost for single on the PPO and 98% on the HSA and that gets the county cost down to about $2,000,000.00. He said he did not think that would be an option but that is a starting point. He said on the next page and he included different options, the first on is that we would have one plan and if you offer one PPO plan it would be a $3000.00 deductible it would have an office copay and a prescription drug card and if the county pays 95% of only the employee cost and that gets it down to $1.8 million cost. He said the next option is a $4,000.00 HSA plan, the current one is $3,000.00 and that out of pocket cost is $5,000.00, he said the office copay and the drug card would apply after the deducible is met, you still have preventative care at 100%, you would still have a number of prescription that are covered at 100% and that would get the county cost down to about $1.6 million and if you put some money in the HSA account, put $1000.00 in everybody's HSA account that would be $136,000.00, $500.00 would be $68,000.00. He said alternative 3 that we talked about is the $5000,00 option and is about 4% cheaper than the one above it and gets the county cost down to about $1.5 million and if you put dollars into the HSA plan it is obviously going to increase that a little bit. He said at the bottom, they did look at a limited medical plan versus being on a plan with Anthem and the premium for that is about $600,000.00 and there is a printout of that plan in the folder, he said it is not a comprehensive plan, it is a limited medical plan, it is going to pay if you are in the hospital about $2,000.00 per day for room and board, for different treatments such as cancer it is a $7,500.00 benefit, heart surgery it will pay $5,000.00. He said on the next page he broke them out into a four tier instead of a two tier and you pay 95% of the single and 50% of family with that plan it gets the county cost down to about $1.7 million and then it would increase if you put money into the HSA, the second example is paying 85% of the single and 75% of the dependent it's a little more expensive it would be about $1.9 million and he used the scenario of putting $500.00 into the HSA to keep it a little more reasonable and the last option is paying 85% of the single and 50% of the family gets it down to $1.6 million and then that would increase with the HSA contribution. He said on the last page is the $4,000.00 option which is about 4% more than the previous one, same example paying 95% of the single and 50% of the family it will be about $1.7 million for the county without an HSA contribution. He said looking at everything that they have looked at over the last 2 ½ months, they have got it from where it started of wanting to put higher specific limits on certain individuals and they are not going to do that. He said budget wise having the HSA only plan is what the State of Indiana did a few years ago, they were in a similar position and it has worked out pretty well for them. He said HSA plans are pretty flexible, he said they can help the employees manage that, he said the $4,000.00 option is a little better than the $5,000.00 and it doesn't cost that much more to do it and it is a little better on out of pocket costs. He said their medical team comes here twice a year and everyone really appreciates the care they get from them. He said he talked to them and they can come once a month or once a quarter, he said it is $1500.00 per stop to come here and it would give everyone access to see them and it would not cost the employees anything. He said they can write prescriptions, it is not like having a clinic here but it could be at least a couple more times a year.

Mike asked if while they are figuring out what this is going to cost us would you recommend that we use that 6% above expected cost as a guide to say this is what it is going to cost for budget purposes right now.

Chris said in the packet on the second page on the left has the counties last 6 years and we have always come in right at expected, he said the thing about being self-funded you have that maximum liability which is actually 25% above expected. He said looking at the history over the last 7 years we have never come close to that and he can not imagine having a worse plan year next year than we had this year.

Mike said an HSA with a $4000.00 deductible and a $5000.00 maximum, you sign up a family, I would have my own deductible and my wife would have her own deductible.

Chris said he $5000.00 out of pocket is per person up to a maximum of $10,000.00 per family. He said most providers are pretty good about allowing you to make payments, so that you don't have to pay the total $5000.00 out of pocket all at once. He said with that plan all preventative care is at 100% and then on the prescription side there is a large list of prescriptions that don't have to pay for and after that deductible all prescriptions are at 100%.

Gary said for a family it would be a higher deductible and $1,638.00 per month out of their pay check.

Chris said that depends on how much the County wants to pay toward dependent cost.

Mike said and that depends on how much we have to spend.

Chris said there are so many different contribution strategies, so if you have a number he can adjust this pretty quickly.

Gary said if we give you a number of $2,300,000.00 what would that do for us? What can we do to get the employee/spouses and family costs down?

Mike said the $4000.00 HSA with the premiums that he stated, if we contribute 90% to the single the employee's single share would be $102.00 per month. He said if we contribute 83% to the family that would be $450.00 per month. Which is about $112.00 more than they are paying now. He said that would bring our share to $2,263,923.00. He said if we made a $1000.00 HSA contribution to every employee which would be another $106,000.00 and would take us up to $2.4 million and if we found funds from wind farm or EDIT or combined and we contribute $300,000.00 to the insurance that would bring our cost down to $2,099,000.00 and would leave us some room if we go above our expected. He said he agrees that the numbers on this sheet are not affordable for our employees.

Duane said he has looked at market place and it is expensive. He said he knows the shape the county is in but $1600.00 is not affordable.

Mike said what he just proposed it a 25% increase to each employee on family and 26% increase to each employee on single of what they are contributing now.

Chris said if the county can do that it is still more than most employers do.

Gary said what does that do for the departmental contributions.

Mike said the total premium for that plan is $2.6 million and our share would be $2,263,923.00 and the employee share would be $375,000.00. He said the money the county has to put toward this $1,415,000.00 plus $513 from the worksheet.

Gary said $1.5 for the appropriation and the $513,000.00 was the collections from other departments and then the $297,000 was the employee contributions on the current plan and that is $2.3 million.

Mike said and adjustment to what he just said if we came up with $300,000.00 from another fund then we would be able to cover our expected. He said if we go over that then we will have to find more money.

Gary asked Mike if an HSA is the what he is thinking.

Mike said yes, he thinks and HSA and there is $136,000 in that calculation for an HSA and he has been on an HSA for several years, its not a bad thing and the idea that he would have then is that you just continue each year to contribute as we can to that HSA. He said those funds can grow depending on the individual and the family. He said it is an increase in costs out of pocket for each employee because he doesn't know what the future holds for salaries next year. He said as Chris said you can play with that number and reduce the contribution and increase the deductible and come out about the same place. He said this $4,000.00 is not a lot different than the $5,000.00 plan. He said with a $5000.00 plan it would bring the employees share down to $98.00, family down to $433.00 and our cost down to $2.15 million with a $2000.00 HSA contribution. He said he doesn't think we should go to a fixed benefit plan.

Gary asked Mike to repeat the options.

Mike repeated the options. He said he also looked at the $3000.00 option and you could do the $3000.00 and the premium on that is $3,052,000 if we paid 90% of the single that is $118.00 and 85% of the family that would be $459.00 which is a 26% increase over what they are paying now. He said our share is $2.6 million and if we put in $300,000.00 takes us down to $2.3 million. He said we would have to put in $600,000 to bring us down to the $2 million and that is with no HSA contribution.

Gary said it looks like we can begin a good discussion with the $4000.00 HSA and see what the best way to pay for that is. He said the employee contribution would go into the insurance non-reverting account and we would need $300,000.00.

Dave asked if that was with a$1000.00 contribution to the HSA.

Mike said there is $136,000.00 in there for an HSA contribution.

Gary said he is wondering departmental contribution is quite a bit of money right now, so how do we reconcile that with the $1.5 million of appropriation which is county general alone and then $500,000.00 from departmental contributions. He said before we populate with $300,000.00 we need to figure out what the non-general funding sources would pay into it.

Mike said could it not just be done the way it has been done and then when we are at the point where we need the $300,000.00 then we pull it into that fund.

Gary said yes.

Paula said each quarter we bill each fund depending on the exact number of employees that have signed up for the insurance for the amount that each employee costs the plan minus what the employee had paid.

Gary said his point is that this will change his calculations because they will not be charged that same as what the previous plan was. He said he is thinking we will have a little more than we thought from the other departments. He said $1.5 million will be out of general appropriations and then collections from these other departments will be on top of that to go into the non-reverting fund. He said he thinks we could probably get the $4000.00 HSA with the $1000.00 put in. He asked Mike if it was $480 per family per month.

Mike said $450.00. He said it can be whatever it is decided to be, again that is a 25% increase in what, as he understands they are contributing $338.28 per month.

Gary said what would it cost to get to no increase to the family and just an increase to the single.

Mike said if we did 87% it would be $344.00 employee contribution for family and that would raise our contribution to with the HSA $2,463,457.00, he said it would raise us about $160,000.00.

Gary said he thinks this is something to consider especially with the collections that are coming with the appropriation and the employee fees going into that account, we know that we can pay $300,000.00 at the end of the year out of windfarm funds, we could safely say we could do this. He said if we are a little short, but he would like to get the numbers on what that be for us. He said those collections might be close to the same under that particular plan. He said that gets us to the cost that we were at last year which would get us to having $2,300,000.00 of appropriation and collections which puts us right in there close.

Paula said the less that a family pays out of their paycheck the more the departments are going to pay out of their funds. She said an individual would pay how much out of their check.

Mike said $102.00 per month.

Paula said and a family would pay $156.13.

Tom Kerns said $344.00 per month.

Paula said she thought you were talking about lowering it to what it is now.

Mike said now it is $338.28 so the closest he can come is $344.00 per month and that would bring our contribution up from if we put the $300,000.00 in from wind farm, our expected contribution would be and paying $136,000.00 into the HSA would be $2,163,457.00. He said if we left it where he had it before which is collecting $450.00 from the family our contribution is $2,099,000.00 so it is a difference of $64,000.00.

Gary said the numbers are actually coming in lower than what we are going to be able to experience and pay and collect. He said from the $1.5 million appropriation, $500,000.00 form other funding sources and the employee contributions all goes into the fund equals well over $2 million, so that would not even take a wind farm contribution.

Mike said if you add the employee contribution into our contribution it goes up to $2.6. Mike said the employers share is $2.263 million plus the HSA brings it to $2.4. He said we need to come to a consensus that we are going to spend wind farm money to support the health care plan to a tune of at least $300,000.00 when the time comes that we need to and then the Commissioners need to decide between now and July 1 which plan they want to pick.

Paula said we need to get everyone signed into that plan and active before July 1.

Mike said so you would like us to make that decision tonight.

Paula said yes.

Gary said we are not saying we are going to perpetually use $300,000.00 out of wind farm funding, he said nobody really wants to use it for this but we also don't want to harm our employees.

Meeks said if the Commissioners don't decide tonight then you have 48 hours, so you will need to figure out when you are going to meet next week, early next week.

Gary said if it helps he believes the 27th payroll as it is right now, we are going to be able to handle in our general appropriations. He said that is a possible liability that is not existing out there. He said where that was going to come from was undetermined.

Mike said if we were going to make it, it was going to come from EDIT unless we ask you to make if from another fund. He said he is hesitant to spend windfarm funds on operations, but we are in a situation where we have to do something here, we have to supplement this fund or we are just going to strip the benefit and make it to expensive, he said he does not want to do that.

Gary said he does not either and we have had windfarm projects for seven years and have yet to one time use it to operate. He said we have used it for projects but not to operate and that is a good mindset to have because had we have we would be sitting here with no options.

Gary asked Max what his thoughts are.

Max said he would like to do everything we can, understanding that the windfarm supplement can't go on for a long period of time. He said he could see it for a year or two, but that is not going to be there forever.

Missy said we need to do whatever we can to keep the employees paying as little as they have to out of pocket, particularly looking at we may or may not be able to give them a wage increase. She said she agrees with Max on the windfarm money, but she is not sure there is an alternative right now not to use some of it.

Dave said he would agree with Max and Missy on the windfarm operation side of it and what was said earlier, we are talking about health insurance tonight but we are really faced with a dilemma on the rest of this year, the state just announced officially today that they are cutting all departments 15%, he said he does not know how that is going to affect us. He said regarding the LIT tax he has shared with some of the council that he has sit in on some meetings that may also be a concern toward the end of the year. He said whatever we can do to keep the lowest cost possible to the employees he is in favor of.

Tom Kerns said that he agrees 100%. He said he likes going up to the 87% for the employer contribution since the deductibles are going up so we need to keep the employee cost down as much as possible.

Gary said he agrees, the issues at hand that the Council has to deal with is revenue sources for Randolph County, he said nobody likes the word tax and we won't get into that discussion tonight but we have to have revenue to operate to give minimum services to the county and if we keep losing property value and are circuit breaker keeps rising which is going to be $750,000.00 in two years. He said one alternative is to cut services or raise taxes. He said hopefully we will recover from this Covid-19 ant that will not have to happen so he is all in favor of using $300,000.00 of windfarm funds to do this.

Mike said council is thinking 87% contribution, so that would bring our cost to about $160,000.00 above the $2 million mark even with the windfarm contribution.

Tom Chalfant said this is very disappointing and somehow, we need to look for a solution and it is going to be painful, he said the future doesn't look any brighter, so we need to figure out a way to shore up our finances.

Mike said we are inclined to increase the single by $25.00 per month, but we don't want to increase the family at all. He said we are increasing everybody by increasing the deductible from $1,000.00 to $4,000.00.

Tom Kerns said should we increase the single and family by the same amount.

Mike said if we left the family at $76.00 that takes the county contribution to $2,189,000.00, that raises it by $26,000.00. He said that treats the single covered person and the family covered person the same, he said we are basically not increasing their contribution at all.

Gary said the reason he would like to leave the family employee contribution alone is that the single employee rate has been really good, the family takes quite a chunk out of the employee's paycheck, a noticeable chunk. He said the single rate is a good deal for the employees of Randolph County.

Gary Girton said this has been a dilemma for the last two or three years. He said he has sat on the insurance committee and Chris has done a great job and has saved us a lot of money with his ability to negotiate and work with Anthem. He said we need to discuss planning because we cannot keep up with the increases to the County. He said he is still opposed to using windfarm funds for operations, but this one year he will go along with it. He said every fund we have almost is going down because we have a decline employment and more people that are not paying into the tax base but are still receiving services. He said using some EDIT money to supplement this is the same as using windfarm funds.

Mike said he agrees that both funds are there for similar purposes, Economic Development is appropriated and some of the appropriations that have been made we are not going to have to pay out.

Gary Friend said that the council does not have the right to put the EDIT out their as an option. He said having a county of services is definitely good for economics of the county.

Mike said in other counties throughout the country the jail security system, council could have said no, we are not paying for that so then Commissioner's would have had to figure out a way to pay for it without Council's blessing. He said it is nice to live and work and be part of a county government that for the most part cooperates and gets along. He said with that being said, it is not on the agenda but what we are talking about affects most everybody in the room and we normally don't have this many citizens here or employees but we are making a big change for some of the employees, for those that have HSA the premium contribution is going to be about the same, the deductible is going up but the county is covering $1,000.00 of that, so if we go with this plan that we are talking about, if you are on the PPO plan it changes in a big way. He asked if anybody has any comments or thoughts.

Meeks said he knows there has been a lot of talk about consortiums, if we decided to go to something else what would be the cancellation policy or is there one.

Chris said we can cancel, we are on a self-funded plan so we would have to run out the claims.

Mike said unfortunately that is about 18 months away before they even get that going. He said the Commissioners have been approached about a county Consortium, sort of like the North Central Indiana Consortium, County's don't have one, Cities have one, Schools have one. He said Counties do not for various reasons but there is a group trying to put that together. He said that is 18 months away at minimum.

Tammy Pegg said as an employee she is curious, there has not been raises for several years and it sounds like this plan that is being looked at is going to be a huge deficit to the employees as far as the deductible and that kind of stuff goes. She said what is the difference between the regular insurance we have not and your talking about putting the deducible to $4,000.00 with the HSA, what if you increase the deductible under the regular insurance, what would the employees' cost be.

Chris Burton said there is an option to got to a $3,000.00 deductible and they could even do a $2500.00 deductible, so the max out of pocket on the $3,000.00 would be $6,000.00, but it still would have an office co-pay and a prescription card, the difference in cost between that one and the $4,000.00 HSA would be about 15%. He said with the HSA plan Anthem is giving big discount to go to it.

Tammy said she understands that it's a savings to the county but it is a big increase more than 15% to the employees. She said it also sounds like there will not be as much coverage as far as the plan itself and the prescriptions.

Chris said with the HSA plan and the $4,000.00 deductible, the county would put in $1,000.00 into the HSA plan so if you have a $50,000.00 claim your max out of pocket would be would be $3,000.00 with the county's contribution to your account. He said in that case it would be the same out of pocket cost you have right now, there is not difference. He said it is just how ever you get there. If you have office visits you could use that $1,000.00 to pay for the office visit from your HSA account and all preventative care is paid at 100%. He said there is a number of prescriptions that are paid at 100%.

Paula said the prescriptions not covered at 100% would be paid for by the employee or out of the employee's HSA account and go toward the deductible. She said the $1000.00 would go into the employees account $250.00 each quarter, you do not get the $1000.00 up front.

Chris said it will be a little different, but if we can keep the employees' cost, close to the same, considering where we came from with Anthem this year, we have come a long way and he doesn't expect everyone to understand, but if we keep the employee cost the same, we will just have to do some education on how to manage that HSA plan. He said most employers today, all they have is an HSA plan, this is not unique to Randolph County. He said the State of Indiana did the same thing a while ago. He said the PPO plan that you had is not common anymore.

Tammy said that is what was the benefit of being an employee here.

Chris said he gets it, and they will do all they can to make this the best benefit that they can, it is hard to do that but if they keep the employee cost close to the same.

Mike asked if for a family the monthly premium for the current plan with a $3,000.00 deductible, $6,000.00 out of pocket is $3,061.00, the HSA is $2,647.00 for $4000/$5,000.00 out of pocket.

Dustin Thomas asked if the Council had shopped around different insurance companies outside of Anthem.

Gary Friend said that is the Commissioner's, the Council is the funding body.

Mike said that we had been talking about a group about the consortium before the Covid-19 hit and that ended. He said they also had a recent presentation by LMI out of Marion Indiana and they were discussed by the insurance committee and Apex benefits have been discussed as well, all of them had some trappings so we did not get any other quotes, what we basically did and what we do each year is have an insurance committee which consist of Duane, Gary, Max, Paula. He said they kind of jury these and then bring the Commissioners a recommendation, so sort of but not really. He said it got late, LMI came in real late.

Gary Girton said the issue this year as Chris will testify is that our claims were so high and all these insurance companies look at losses. He said he went through this with the school several years ago, they went out for bid and received a bid lower than what they were going to pay and it looked like it was a good deal so they changed then following year was terrible because they low balled to get the business. He said that is what would happen with this when you have three bad years and one terrible year, no one even wants to give you a quote.

Chris said he does not work for Anthem, he works for the County, number one there is not a lot of choices. He said there is Anthem, there is United Health Care, Signa. He said there is a variety of self-funded things out there and they did a little investigation but with claim history, there is just not options. He said Anthem, on the specific deductible, the way they have handled that in the past is unique and that has saved the county. He said you might have heard about some cities and counties that have tried this Medicare based pricing model, he said Richmond got involved in that and you all know what happened there.

Gary Friend said one thing we should point out in 2014 the cost to the county was $1,500,000.00 and last year 2019 the cost was $2,600,000.00 so the Council working with the Commissioners have done everything they can to keep this plan, to hold on, we have held on until we are down to our fingertips. He said it is $1 million more and that is draining county general down and other funds down and has also kept council from giving out raises. He said we have given raises and we have given bonuses and we came up and paid the 27th pay, we are doing all we can but there is no more money, we have to make a change and what we are working on tonight is trying not to pass on $20,000.00 of spousal buy in to employees. He asked Chris if the health bus allowed for children of employees with family plans to come.

Chris said yes.

Gary said it would allow for prescriptions to be wrote for those children. He said so if we do that once per quarter, how does that charge come to Randolph County.

Chris said it is about $1500.00.

Gary said so if we had them come quarterly along with the HSA, we will be able to manage the best out of a situation when across this country it is getting difficult to manage.

Dustin Thomas said in short, the answer is no you have not shopped around technically.

Gary said to say we have not investigated would not be true, he said he has investigated, the Commissioner's have investigated, this is not an easy switch, you can't wake up one day and switch it and we cannot have lost coverage.

Mike said if he is looking at the right numbers we have a $3,000.00 deductible and a $6,000.00 out of pocket here which in a sense is somewhat similar to a $4,000.00 HSA with a $1,000.00 contribution, but if we left the contribution from each employee about the same, its going to cost the county an extra $300,000.00 per year. He said the total premium goes up from HSA of $2,639,000.00 to $3,052,000.00 so the HSA is a less expensive way to go, each employee is paying in this case from $3,000.00 to $4,000.00, the out of pocket is really less with the HSA, the other benefit with the HSA, there is other medical expenses that the current policy doesn't cover and the HSA could cover eyeglasses or contacts, eye exams, you wouldn't have to buy blue vision if you didn't want to, it covers dental expenses and that's about it.

Tammy asked if that is an extra charge.

Mike said it would come out of the money we put into your account, once the county puts that money into your account it is for you to use so long as you use it for medical expenses.

Karinsa Tucker said typically when you switch to an HSA the premium is lower, so the employee is usually encouraged to offset that lower cost by putting money into their HSA account, so you are talking like the employee premium will still be about the same for a family, but for those of them who want to work this to the best of their ability, what is the maximum that they can contribute to their HSA, because it is all pretax, correct.

Chris said $7,000 for a family.

Meeks asked if that includes the $1000.00 the county puts in.

Chris said yes that is total contributions.

Karinsa said she also understands that an HSA follows her, so if she leaves the county employment it's her money.

Mike said yes, it's your money.

Karinsa said and then the $1,000.00 will it go in as a lump sum.

Chris said it will go in quarterly.

Karinsa said so, I only get $250.00 for three months, so if I have a catastrophic event in the first three months then I would only have $250.00 to use.

Meeks said $750.00 is not going to help in a catastrophic event.

Karinsa asked if there was a way to dump that all into their account.

Meeks said no, because you may quit the next day.

Duane said you can move part of that money into a mutual fund like a retirement fund.

Chris said it has to be to a certain size limit before you can do that.

Jackie Hendrickson asked if she is understanding correctly that it doesn't matter if it is an individual, family or whatever, the county is only contributing $1,000.00.

Mike said it is $1,000.00 per employee.

Brad Fritz said that deductible whatever it is, is that per person.

Mike said the $4,000.00 deductible if we choose that plan will be per person, the out of pocket maximum per family would be $10,000.000. He said if you are single the out of pocket is $5,000.00, if you are married your out of pocket is $10,000.00, if you are married and have six children your out of pocket is $10,000.00.

Duane said on the HSA once you hit your out of pocket then the insurance pays 100%.

Karinsa said the deductible we are talking about is $4000.00 and I have to fund all of that up front with the $1000.00 contribution form the county. She said how does it figure from the $4000.00 to the $5000.00 out of pocket. Do they pay 80/20 at that point.

Chris said after you hit the deductible of $4,000.00 there are some co-pays for office visits and prescriptions, that is why there is an additional $1,000.00 out of pocket.

Chris Retter wanted to know if you get hurt in the first quarter, then you only have $250.00, but you don't have to pay the bill, you can make payments and keep applying your $250.00 as it accumulates.

Chris said yes.

Amanda Reinbold if the employee contributes to the HSA account as well, does that money stay with them year after year or do you have to use it by the end of the year.

Mike said it is your money to do with what you want as long as it is used for medical expenses and he is not sure how it works when you retire.

Duane said another thing on the HSA, if your spouse is on their own insurance plan, you can use your HSA to pay on their medical bills also.

Chris said the spouse has to be on a high deductible health plan also to be able to use those HSA dollars.

Karinsa said if my spouse is on a PPO plan.

Chris said you could not use the HSA dollars to pay the spouses medical bills.

Paula Albin said our HSA individuals pay $20.00 per pay and families pay $120.00 per pay.

Mike said they pay $44.33 per month. He said a family HSA now pays $260.00 per month. He said the HSA premium is going to go up. He asked if the county was contributing to the HSA now.

Paula said that the county contributes $750.00 for an individual and $1500.00 per family.

Tammy Pegg asked what is the difference between the HSA that we have now and the new one.

Chris said it is $3000.00 deductible with a $3500.00 out of pocket on the current HSA, the new HSA will be $4000.00 deductible with a $5000.00 out of pocket.

Mike said it is $3254.00 per family compared to $2600.00, so it $600 per month more per family which is $30,000.00 times 12 that is another $360,000.00 of premium, so one might say that is more than we can afford to spend and that is why we went to the $4000.00. He said at this time there is only 13 on that plan and if we are talking about putting that plan in place for everybody it raises it to 50. He said that does become a little unequitable for those that are currently on the HSA. Mike said if we drop the individual contribution down to $51.00 per month, he said we cannot treat those on the HSA any differently than those on full insurance, the contribution has to be the same. He said if we take it to $105.00 which is 10% of the new premium, its $102.00 and that gets our liability down to $2,163,000.00 after we spend $300,000.00, he said if we drop that to a 5% contribution each individual will be contributing $51.00, family would be contributing 34 that's $2.215 million.

Gary said we can change the costing rate as long as it is doable across the board. He said increasing from $750.00 to $1000.00 the money being put into the HSA, there is some benefit there too.

Mike said he is not addressing the family; the family goes up $84.00 for those 13 families. He said at the end of the day it is going to affect everybody, some more than others, because the plan is changing.

Gary asked if the $750.00 versus $1500.00 to family have a large impact, so that that remains the same as it is.

Mike said it would not change it very much at all, but you are taking away $250.00 from the 66 singles that are being switched from HSA. He said anything that we change means we are going to take more money from windfarm or EDIT at the end of the year. He said it will not change much if you do $1000.00 for singles and $1500.00 for families. He said that is $161,000.00 instead of $136,000.00 so it makes a difference of $25,000.00. He said he would not have a problem with that.

Gary Friend said he wouldn't either.

He said we are still $188,000.00 over the $2 million after we spend $300,000.00 of windfarm. He said that is leaving the families that are on the PPO now about the same, it will be $344.00 instead of $338.00 and the singles will be at $102.00 instead of $75.00.

Gary Girton said we need to decide, going over more numbers is not going to convince us one way or the other.

Gary Friend said he thinks the last set of figures that we are looking at the $1000.00 and the $1500.00 and the contributions as Mike last said, still brings our exposure to the county funding way down. He said it is bringing our total annual cost down from $3.2 million to $2.5 million. He said $800,000 dollars is a pretty big decrease.

Mike said in order to cover our expected cost we are going to have to put more than $300,000.00 of windfarm or some place into this fund because we are $188,457.00 above the $2 million contribution level.

Gary said as we get into the budget next year, we put $1.5 million in this year and we are half way through the year we may be able to get that and that will give us time to see what the other funding contributions will actually equal.

Tom Chalfant said it is a work in progress and he would take as much money as they can out of EDIT first before we fund it with windfarm money.

Mike said are we leaning toward the $4000.00 HSA plan with a $5000.00 out of pocket at a cost of $2,639,009.00 with employees contributing 10% or of the single premium ($102.00) and 13% of the family premium ($344.00) with a $1000.00 single contribution to HSA paid quarterly and a $1500.00 family contribution to HSA paid quarterly. He said as part of the motion, we do not have to set the employee contribution tonight, we can just accept the plan. He said council agrees and he thinks it needs to be done.

Gary Girton made a motion to accept and sign the $4000.00 HAS plan with the $5000.00 out of pocket. Tom Chalfant seconded.

Dave asked if the dental and vision changed.

Paula said vision and dental did not change in cost or benefits.

Mike asked Gary Girton if his motion included the stated employee contributions and the HSA contributions.

Gary said yes.

Mike said so we have a 10% employee contribution and 13% family contribution and we are contributing to the HSA as stated $1000.00 and $1500.00. He asked all in favor of the motion signify by saying aye.

All aye votes. Motion carried.

Health Department Preparedness Grant $31,895.00 (correction)
Laura said this is just for council, commissioners have already signed this.

Gary asked the council for a motion to approve the preparedness grant for the Health Department.

Laura said this is a correction because Debi Wymer had put the wrong amount on the first one.

Max made a motion. Missy seconded. All aye votes. Motion carried.

Meeks
Meeks said there is a cooperative easement agreement that the windfarm wants to do. He said for $50,000.00 they are going to put fiber conduit in their trench that is going into the new project. He said the county will own the conduit to that and we would have easement agreements with all the neighbors. He said they are putting a lot of money into this too but our contribution would be $50,000.00 and we would own it. He said they want to reduce the windfarm payment in the first quarter by the $50,000.00. He said the Commissioners have already approved it, so he just needs council's approval.

Mike said it is for 14 miles of conduit.

Dave asked how much is the first payment.

Mike said he thinks the first payment is around $621,000.00 or something in that neighborhood.

Max made a motion to approve the Cooperative Easement Agreement. Missy seconded.

Gary Girton asked if Ed said that was starting on a different date than originally planned.

Meeks said he did not know when it is supposed to start, but when he was talking to EDPR, they would like to have the Cooperative Easement Agreement signed at the next meeting.

Gary said we have a motion and a second, all those in favor signify by saying aye. All aye votes. Motion carried.

Tom Chalfant said it will probably cost another $15,000.00 to put hand holds in at our right of way so we can access the fiber every mile.

Mike said we can negotiate that with the company that wants to run fiber in the conduit.

Adjournment
Mike made a motion to adjourn. Gary Friend seconded. All aye votes. Motion carried.

Reviewed and accepted this 17 day of August, 2020.

RANDOLPH COUNTY COMMISSIONERS

Reviewed and accepted this 9 day of September, 2020.

RANDOLPH COUNTY COUNCIL

R. Holaday

David Berkensdofer

ATTESTED: Laura J Martin

Laura J Martin, Auditor