

**REGULAR MEETING DUBOIS COUNTY COMMISSIONERS**

**SEPTEMBER 19, 2016**

The continued monthly meeting of the Dubois County Commissioners was held in the Commissioners' Room of the Courthouse Annex in Jasper, Indiana, beginning at 8:00 a.m. (EST) on September 19, 2016. Present were Commissioners Lawrence M. Vollmer, Randall L. Fleck, and Elmer Brames. Also present were County Auditor Kathleen M. Hopf, Highway Supervisor Steven L. Berg, Highway Engineer Brent Wendholt, and County Attorney Arthur C. Nordhoff, Jr. A quorum was declared present and the meeting was opened for business by President Vollmer. Minutes of the September 6, 2016, meeting of the Commissioners were approved as presented.

**RE: CHILD SUPPORT INTERNET ACCESS**

Greg Overmyer of the State Child Support program appeared to advise need for Courthouse access by TWC. The Attorney advised that he had reviewed the proposed agreement, which had unacceptable provisions. Also, access is currently available thru EMA conduit passing under Main Street from Annex to Courthouse. TWC is scheduled to inspect the site and will revise the agreement.

**RE: EMERGENCY MANAGEMENT**

Tammy Humbert, EMA Director, appeared to present a proposed document to request her position be classified as exempt. The position held by the Director may incur substantial overtime and exempt classification removes overtime pay. On motion made and seconded, the Commissioners approved and signed the request for presentation to the Council.

**RE: COMMUNITY CORRECTIONS – WATER HEATER REPLACEMENT**

Jerry Gramelspacher and William Wells appeared before the Commissioners to report on hot water heaters for which bids were received at the last meeting. Gramelspacher stated that the bid of Huntingburg Machine Works was the lowest bid and the equipment bid was also the best from the standpoint of operation and installation. He recommended the double tank system, which was twice as expensive as the single unit offered by Huntingburg Machine Works. The Commissioners questioned the need for the double tanks, when considering the need of the Center for a fast recovery system. Jerry stated that he was of the opinion that more storage is required than is offered by the lower priced equipment. He stated that if the lower priced item is used, an additional storage tank may be required. The Commissioners requested that Gramelspacher seek price and use of the extra storage.

**RE: COMMUNITY CORRECTIONS – PART TIME EMPLOYEE**

William Wells advised the Commissioners that the field officer of the Center has been called into short term military service. Wells proposed to move a part time officer to temporary full time position. It was suggested that the temporary officer acknowledges in writing the temporary nature of his appointment. The Commissioners approved the temporary change.

**RE: HIGHWAY DEPARTMENT REPORT**

Supervisor Berg submitted his report of Highway Department projects:

Security Gate	Gate is fully installed and is operational. An adjustment on tracking is required.
Decal	No report
Purdue Farm Road	Purdue will pay bill for past service and County will place road on County inventory.
CR 625 S Coop	Check has been received from property owner for his share of chip/seal project which will be paving in 2017.
Holland Sanitation Site	Hunters (owner) agreed to a 5 year lease at \$550 per year. Approved.
Additional/Transfer of Appropriation	Request additional appropriation of \$10,000 from MVH fund to the Equipment Repair fund. Also, requested a transfer of \$3,000 from Office Equipment to: \$500 for Office Records, \$500 for travel expenses and \$2,000 to Building and Grounds Repair. On motion made and seconded, the Commissioners approved the transfer and appropriation, subject to Council action.
Shop Tools	In order to reduce outside repairs and diagnostics, the Supervisor requested authority to expend \$11,500 for purchase of required equipment to do work in house. On motion made and seconded, authority was granted for the purchases.
State Board of Accounts	Department staff will participate in internal controls training required by State Board of Accounts.

**RE: HIGHWAY ENGINEER REPORT**

**REGULAR MEETING DUBOIS COUNTY COMMISSIONERS**

**SEPTEMBER 19, 2016**

Highway Engineer Wendholt submitted his report of current Engineering projects at the Department:

Community Crossings Grant	On motion made and seconded, the Commissioners approved application for and acceptance of the Grant in amount of \$476,306.22.
Bridge #147	Deck to be poured today, and Bridge crew will need one week to complete project.
Road Paving	Road paving for 2016 has been completed. Some shoulder stone work is still required.
Claims	On motion made and seconded, the Commissioners approved and authorized payment of the following claims: a) American Contracting \$130,895 for work on Bridge #147 b) City of Huntingburg For reimbursement on Railroad Overpass Project - \$3,011.50 and \$1,037.44, which is the County share of expenses.

**RE: COLONIAL LIFE – HEALTH INSURANCE PROPOSAL**

Aaron VanPelt appeared to present a proposal to provide Health Insurance coverage for County employees. Their proposal is based on 198 employees, 145 insured spouses and 233 dependents using Group Administrator, LTD as the plan administrators. They submitted six options using the current \$80,000 stop loss. They propose a savings of approximately 8% by using services of Medical of Dubois (Dr. Field), rather than Memorial Emergency Room, with the patient paying a \$10 access fee for scheduled service and \$25 for urgent care. The Company would also perform audits of eligible participants. Health screening was discussed, and a “MedWatch” program was explained, including assessments, health risk review, lab tests and coaching.

**RE: EQUIPMENT PURCHASE – LIQUID EMULSION PATCHER**

One bid submitted: Equipment Marketing Co.

New: \$63,100 (30 Day Delivery)

Demo: \$60,100 (250 hr usage, new warranty, extra set of hoses. Delivery in 7 days.)

Bids submitted to Supervisor for review. After review, on motion made and seconded, the Commissioners authorized purchase of new patcher.

**RE: HEALTH INSURANCE – USI**

Brandon Adamson and Jacque Pentell of Terre Haute submitted presentation. Submitted analysis of claims filed thru August. Expected increase would be 19% during next year. If engaged, USI would provide attorney to help reduce costs. Would assist in obtaining: lowest underwriting costs; would assist HR as to claim resolution; would encourage wellness programs through use of experts to encourage employee visits to physicians; use of telemedicine to obtain medical advice and prescription; guaranteed drug prices. USI works every day to reduce medical costs, and to obtain the best stop loss benefit. USI does not believe that Canadian drugs are in the best interest of users. Up to 25% of consultant’s layer of medical expenses can be eliminated or substantially reduced.

**RE: TOBIAS INSURANCE**

Keith Sanders of TOBIAS appeared to present several options. Tobias is a member of Assured Partners. Discussed fact that several of the County employees have laser benefit which exceeds the \$80,000 maximum. Costs may be reduced by life style (Wellness), employee consumerism (shop for lowest price), increased payroll deduction and reduce working spouse coverage where secondary coverage. Further reduction can result from Medicare as base. TOBIAS also provides lower life insurance benefits. To reduce costs, employer may offer several plans to the employee, with difference in coverage resulting in difference in premium changed to employee.

**RE: CAIRSTONE – EMPLOYEE HEALTH INSURANCE**

Mark Shrack and Angie Pfaff discussed the value of creating a 5 year plan for employee wellness and minimizing health costs. It is important that employees understand the amount being spent for health plan. Dubois County has a “rich” plan. 7% of cost of plan is spent to 70% of employees, 35% of costs are applied to 25% of employees, 58% costs are applied to 5% of employers. A wellness program will keep employees in the 70% class and help them move away from the 5% class. ALEX program is a computer program to assist employee with wellness plan. Telemedicine assists employees to contact doctor without actual visit. Blue Book will allow employee to know the actual cost of medical treatment and the success of various procedures. Uses Cigna to access TPA. Unified Group would replace SIHO. Proposed Account Manager would: pay medical

**REGULAR MEETING DUBOIS COUNTY COMMISSIONERS**

**SEPTEMBER 19, 2016**

claims, deal without of network claims, Audit claims, deal with claims not covered by plan, review drug claim costs, or usage, and review employees not taking advantage of wellness programs. Would work through the Cigna program. Company computer program is available 24 hours per day. Will assist County HR with information required for all filing requirements.

Mark Shrack discussed coverage costs.

Major cost	
Individual	\$65.37
Family	\$151.77
Stop loss	\$338,315
Projected Cost	\$3,100,000

There is a proposed reduction of \$230,000 in drug cost from current (PBM) contract, using same drugs.

**RE: PETE FRANZMAN – BROKER / CAROLYN BECK – SIHO**

Provides services thru Patoka Valley and St. Mary. Currently under 3 year contract with SIHO, with 3<sup>rd</sup> year up coming. Need 60 day notice to terminate. Proposed annual exposure.

**RE: DUNN & ASSOCIATES (TPA) – CATHY DUNN**

Are now offering TELEMED with SWIFT MD at a cost of \$4.00 per month.

True RX	Any rebate returns to plan
Work Well	Is located in Downtown Jasper (Memorial Hospital)
PACE	Claims Evaluation

Dunn is consolidated with:

Encore	Evansville / Indianapolis Hospitals
Patoka Valley	

**RE: TRUE RX**

Mark Williams presented an update on the County pharmacy plan.

**RE: ARTHUR C. GALLAGHER – HEALTH INSURANCE / JOE WELDON – INDIANAPOLIS OFFICE**

Has national advocacy center for employee assistance. Has a staff of attorneys to assist in compliance problems and to deal with DOL. Provide all HR services, including preparation and review of contractors.

Firm assists with: Wellness programs, attorney consulting programs, stop loss programs, satisfying compliance requirements.

Firm established 3 year strategy plan analysis data, reviews benefits and present to employee, establishes a wellness plan, employer communication plan, provides benefits advocacy center. Cost is \$22 per employee per month.