

Commissioners Patrick Clawson, John Brown and William Brown met in special session on the 14<sup>th</sup> day of January 2014 at 11:30 a.m. to conduct business pursuant to the laws of Carroll County and the State of Indiana.

The meeting was opened with the Pledge of Allegiance.

**FULL TIME TRUCK DRIVER POSITION:** Paul Couts, Highway Engineer, asked the Commissioners for approval to change a seasonal driver position to a full time truck driver position. With the chip and seal program they could use another truck driver to keep up with the process and would like to convert the seasonal driver to a full time position. This would give them more help and be more efficient. The position was full time and went to seasonal; now he would like it to go back to full time. John Brown made a motion to change the seasonal truck driver position to a full time position, pending Council approval. William Brown seconded; passed unanimously.

**EMPLOYEE HEALTH INSURANCE CONTRACT:** Klaus Knuth and Billy Bridwell of Keystone Insurance and Benefits Group, presented information to the Commissioners concerning options for the February 1, 2014 employee health insurance contract renewal.

Keystone sent out for bids for the employee health insurance renewal and received bids from 2 companies. Siho, the present third part administrator, and UMR. Keystone did not believe that UMR was a good fit for the County employees due to the lack of a contract with IU Health Arnett. However, UMR's bid was lower so Keystone went back to Siho and asked them to match the rates, Siho agreed. Due to the County's high experience rate, it was difficult to get good quotes.

Knuth and Bridwell explained the present contract and compared it to other options, explaining the differences between them. Keystone has changed the fee from a percentage of premium that was charged by Consolidated Union, to a flat per employee fee.

After the options were discussed and questions answered, William Brown made a motion to adopt the Companion Life Siho 18/12 option; John Brown seconded; passed unanimously. Being a partially self-funded contract; the worst case scenario, the most due by the County, would be \$790,432.80. This is assuming that all participating employees would reach the maximum \$35,000.00 before the reinsurance takes over. Even though this is a premium increase over the present contract, Knuth and Bridwell felt it was not as bad as others have experienced. The new contract will begin February 1, 2014.


Knuth and Bridwell recommend keeping the wellness program; it is not included in the costs. They also suggested raising the out-of-network deductible, as it stands the deductibles are the same and employees using out-of-network providers is a higher cost to the County.

Keystone would like to have employee meetings to explain the coverage to employees and spouses and emphasize how employees can best use the plan. The Commissioners will need to decide on deductibles, the health savings account and employee premiums. Keystone will provide them with some recommendations and the Commissioners will make their decision at the January 21, 2014 meeting.

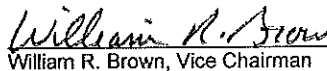
Since there is limited time between January 21 and February 1, Knuth recommended that if they Commissioners voted to make changes that they not be effective until March 1, 2014; the plan could operate as it presently does for the 30 days. Keystone would still conduct employee meetings prior to February 1<sup>st</sup>.

There being no further business, William Brown made a motion to adjourn the meeting; seconded by John Brown; passed unanimously.

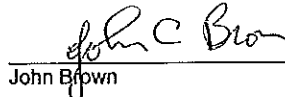
CARROLL COUNTY BOARD OF COMMISSIONERS:



Patrick F. Clawson, Chairman



William R. Brown, Vice Chairman



John Brown

ATTEST:



Elaine Hathaway, Auditor