

**STAFF MEETING MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
COUNTY-CITY BUILDING
ROOM 113 - BILL LUXFORD STUDIO
THURSDAY, JULY 9, 2015
8:30 A.M.**

Commissioners Present: Larry Hudkins, Vice Chair
Deb Schorr
Bill Avery
Todd Wiltgen

Commissioners Absent: Roma Amundson, Chair

Others Present: Kerry Eagan, Chief Administrative Officer
Gwen Thorpe, Deputy Chief Administrative Officer
Dennis Meyer, Budget and Fiscal Officer
Dan Nolte, County Clerk
Ann Taylor, County Clerk's Office

Advance public notice of the Board of Commissioners Staff Meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and provided to the media on July 8, 2015.

The Vice Chair noted the location of the Open Meetings Act and opened the meeting at 8:33 a.m.

AGENDA ITEM

1 APPROVAL OF MINUTES OF THE JULY 2, 2015 STAFF MEETING

MOTION: Avery moved and Wiltgen seconded approval of the minutes of the July 2, 2015 Staff Meeting. Wiltgen, Avery, Schorr and Hudkins voted aye. Amundson was absent from voting. Motion carried 4-0.

2 ADDITIONS TO THE AGENDA

None were stated.

MOTION: Wiltgen moved and Avery seconded approval of the agenda. Avery, Schorr, Wiltgen and Hudkins voted aye. Amundson was absent from voting. Motion carried 4-0.

3 MEETING WITH LANCASTER COUNTY VILLAGES:

- A. Cooperative Purchasing Opportunities - Bob Walla, Assistant Purchasing Agent
- B. Citizens Institute for Rural Design (CIRD) - David Cary, Acting Planning Director, Lincoln-Lancaster County Planning Department; Stacey Groshong Hageman, Lincoln/Lancaster County Planning Department
- C. Rural Transit - Mitchel Sump, Program Coordinator, Aging Partners
- D. Southeast Nebraska Development District (SEND) - Dave Talady, SEND Executive Director; Craig Eberle, SEND Business Loan Officer/Assistant Director

Separate minutes.

4 SALARY FOR ELIZABETH CARPENTER, BAILIFF - District Court Judge Susan Strong

NOTE: District Court Judges Steven Burns, Lori Maret and Jodi Nelson appeared on behalf of District Court Judge Susan Strong. Jennifer Kulwicki, District Court Administrator; Doug McDaniel, Lincoln-Lancaster County Human Resources Director; and Nicole Gross, Compensation Technician, Lincoln-Lancaster County Human Resources Department, were also present for the discussion.

District Court Judge Jodi Nelson said it was the Judges' understanding there were questions at the July 2nd Staff Meeting regarding Judge Strong's bailiff and the proposed salary. She noted the Board made a commitment several years ago to raise the bailiffs' salaries to the level of the Paralegal II's highest pay grade for purposes of equalization and in recognition of the bailiffs' responsibilities. Judge Nelson said bailiffs serve at the will of the judge and do not receive merit increases or compensation for overtime, including times when they are sequestered with juries. She also pointed out there have been other recent bailiff appointments at that level without issue.

Hudkins said one issue that has been raised is that the bailiffs' salaries are now equal to, or above, the starting salaries for attorneys in the County Attorney's and Public Defender's Offices. He said the Board authorized a starting salary for Elizabeth Carpenter, Judge Strong's new bailiff, at the July 2nd Staff Meeting (\$48,023 which is the salary for a Bailiff I, the classification for the Work Release Officer, which is approximately \$10,000 less than the salary for a Bailiff II). **NOTE:** The Board will formerly set Carpenter's salary at the July 14th County Board of Commissioners Meeting.

Avery asked whether the District Court has a compensatory time policy. District Court Judge Steven Burns said it does not.

Avery said it is his understanding the judges have six weeks when they are not actively holding court and the bailiffs are essentially on vacation during that period. Judge Burns said that is not correct explaining bailiffs are expected to work whenever they are needed regardless of whether court is in session. He said it is not an "8 to 5" job and while the skill set level is comparable to a paralegal, the expectations are far different.

Schorr said the Board's intent was to have Human Resources look at instituting a step plan for the bailiffs. She said the discussion at the July 2nd Staff Meeting centered on the salary for Carpenter, adding no changes are being made at this point to the salaries of the other bailiffs. Judge Nelson said the District Court Judges are concerned that the Board wants to start this bailiff at a salary different than the other bailiffs, which has not happened before.

District Court Judge Burns explained there had been a two-step plan in place for the Bailiff II's approximately 15 years ago with a 5% differential. The first step lasted six months. He said that plan was eliminated because the Judges felt it wasn't needed. If bailiffs can't perform the job they are dismissed.

Wiltgen said he believes it is an issue of fairness, noting one of the arguments involved comparability with paralegals and attorneys in the County Attorney's and Public Defender's Offices (see July 2nd Staff Meeting minutes). He said it was not intended to be punitive. Judge Burns said the District Court Judges are not opposed to doing a study but do not want to do it "on the back of an employee" who was hired under a particular representation and policies of the County in terms of what her classification is supposed to be. He added that it is not uncommon for experienced paralegals to be paid more than new attorneys.

Schorr inquired about Carpenter's experience. Judge Nelson said she was essentially the "right arm" of Judge Susan Strong for the last several years when she served in County Court. She said Judge Strong was not able to start this week for personal reasons and Judge Flowers filled that spot. Judge Nelson said Carpenter has served as Judge Flowers' Bailiff this week and has performed admirably. She said Carpenter brings vast knowledge from County Court, such as the Judicial Users System to Improve Court Efficiency (JUSTICE) System and how to work with the judiciary, attorneys and other agencies.

Schorr felt there should be a differentiation in salary between a starting bailiff and those that have served many years, in one case 18 years. Judge Nelson noted the responsibilities are the same. Judge Burns said the District Court Judges don't disagree that this is an issue to explore but are concerned they have an employee who is working out of classification.

Schorr asked Doug McDaniel, Lincoln-Lancaster County Human Resources Director, whether there is a problem paying this particular individual, who is acting as Bailiff II, the salary of a Bailiff I. McDaniel said a legitimate job offer was made to Carpenter and withdrawn after the fact, which is a problem. He said an individual who is offered a salary in "good faith", then starts and is told it is significantly less is also reason for concern. He recommended the County honor the job offer then move forward with the study. McDaniel said he cannot provide a historical perspective of the Bailiff I and II positions but said the Judges have indicated they function differently, irrespective of the class description. He said he has had experience with professionals working at a fixed salary, irrespective of years of service or previous experience. McDaniel added bailiffs are dealt with differently in different jurisdictions so it is very difficult to find a comparator.

Hudkins suggested the Board seek a legal opinion on the issue. He also expressed concern that the Board did not have advance notice of the appointment. Judge Burns said the Board received more notice this time than for the last two appointments. Judge Nelson responded that Jennifer Kulwicki, District Court Administrator, notified Kerry Eagan, Chief Administrative Officer, the same day she learned of Carpenter's selection.

Hudkins said the Board has made sure Carpenter would get paid and has asked Human Resources to provide options for a step system for bailiffs, adding he feels there is a strong belief by the Board that employees should be compensated by experience and a new person shouldn't necessarily start at the same salary as someone who has years of experience. Judge Nelson responded she hopes the Board will consider fairness because there was none of this discussion when the last two bailiffs were hired.

Hudkins questioned Carpenter's previous salary. Kulwicki said it was slightly over \$30,000.

5 HEALTH AND DENTAL INSURANCE RATES - Tracy Krause, Account Executive, AON Risk Solutions; Craig Currier, Vice President & Underwriting Manager, AON Risk Solutions; Doug McDaniel, Lincoln-Lancaster County Human Resources Director; Paula Lueders, Benefits Clerk, Lincoln-Lancaster County Human Resources; Bill Kostner, City Risk Manager

Craig Currier, Vice President & Underwriting Manager, AON Risk Solutions, presented Lancaster County, 2016 Medical and Dental Renewal, Plan Year January 1, 2015 through December 31, 2015, Experience through May 31, 2015 (Exhibit A).

Medical Plan

Currier said the renewal has three components that “wrap” into one cost projected for employees next year: 1) Administrative Services Only (ASO), the amount the County pays to Blue Cross and Blue Shield of Nebraska (BCBSNE) to pay the claims; 2) Stop Loss, coverage the County purchases through BCBSNE to protect the plan against large claims; and 3) Claims. He said there will be no increase to the ASO next year (see Page 2). There is a preliminary renewal from BCBSNE for the Stop Loss coverage that reflects a 10.0% increase (see Page 2). Final numbers on the Stop Loss coverage will not be released until September 15, 2015. Tracy Krause, Account Executive, AON Risk Solutions, said she believes that is a fair renewal in relation to what BCBSNE has paid out for claims (the average increase in the marketplace is 15-18%). Currier said the County's loss ratio has been 50% for the last four years, however the current year is running higher. Three claims exceeded the \$200,000 specific deductible (see Page 5). He also presented claims projections which he said were based on a “snapshot” of the County's medical and pharmacy claim history (June, 2014 to June, 2015), enrollment for the last 12 months, and marketplace trends. Currier projected that claims (medical and pharmacy) will run \$11,398,724 for the period of January, 2016 to January, 2017 (see Page 4). He said the estimated renewal for 2016 (\$12,633,970) is calculated by combining fixed costs and projected claim costs (see Page 3). Dividing that number by enrollment results in the projected per employee per month (PEPM) cost (\$1,270.00) and dividing the expected cost by the current premium equivalents (\$1,255.92) shows a 1.1% increase is needed for the 2016 Plan Year. That compares to a 18.57% increase last year.

In response to a question from Wiltgen, Dennis Meyer, Budget and Fiscal Officer, explained the changes will impact midyear budget calculations and should reduce the additional appropriations requests.

Doug McDaniel, Lincoln-Lancaster County Human Resources Director, noted the County has made plan design changes over the last three years which helped to shift costs. He said one anomaly is that CHI Health was out-of-network for a large portion of the year. CHI and BCBSNE recently agreed to a new contract and McDaniel said it is difficult to predict what impact that may have in the future. Krause said CHI won't come back into network until July 15th and an adjustment will need to be made for claims experience.

Avery asked how they account for the overestimation of trend factors last year. Currier said AON uses a trend (inflation) factor set by their actuarial practice, noting it is based on how actuaries see the cost of health care services going up nationwide. He said those trend factors were overstated last year so the trend that was built into the pricing last year was probably 2-3% higher than what it should have been. Currier noted health care costs are starting to come down and said he is not sure whether that is a result of the Affordable Care Act (ACA).

In response to a question from Wiltgen, Currier said the medical trend is coming down and pharmacy trend is going up substantially. Krause said approximately 26% of the County's total spend is pharmacy and said one reason for the increase is the influx of specialty medications. McDaniel noted the County instituted mandatory generics last year. Other factors include practice patterns of physicians and the aging workforce.

Dental Plan

Currier said there will be no increase to the ASO, the amount the County pays to Ameritas to pay the claims, for the plan year beginning January 1, 2016 (see Page 8). There is no Stop Loss coverage. He said he projected claims forward based on a "snapshot" of claims history (see Page 9). Total expected claims costs are projected to be \$568,760, with a PEPM cost of \$59.32. The County is currently funding the PEPM at \$62.58, so it could decrease funding by 5.5% and cover costs. Currier recommended the County leave the funding flat so there is no impact to the employees.

MOTION: Schorr moved and Wiltgen seconded to approve a 0% increase for the dental insurance plan. Schorr, Wiltgen, Avery and Hudkins voted aye. Amundson was absent from voting. Motion carried 4-0.

ADMINISTRATIVE OFFICER REPORT

D. Same Sex Benefits

Doug McDaniel, Lincoln-Lancaster County Human Resources Director, asked when the Board would like endorsements from BCBSNE and Ameritas to make insurance coverage available to same-sex married couples to be in compliance with the U.S. Supreme Court's recent decision that legalized same-sex marriage. Krause said there has been no ruling that directly says the County has to offer the coverage but the County would likely face litigation if it didn't. McDaniel said Human Resources has already had several inquiries from County employees and suggested the County make the coverage available as soon as possible. Krause said marriage is a qualifying event so there would be open enrollment for anyone who was married in Nebraska since the ruling or prior to the ruling in a state that recognized same-sex marriage.

There was consensus to direct that the endorsements be prepared with an effective date of August 1, 2015.

In response to a question from Schorr, McDaniel said it would also affect any categories that refer to spouse such as pension plans, the Post Employment Health Plan (PEPH), flexible spending accounts, family medical leave, funeral and bereavement leave.

Bill Kostner, City Risk Manager, noted there are also implications for life, vision and voluntary insurance coverage. He said those may also require a resolution from the Board or a special endorsements. McDaniel suggested there be a generalized resolution that directs coverage in all plans.

6 PENDING LITIGATION - Brittany Behrens and Ryan Swaroff, Deputy County Attorneys

MOTION: Schorr moved and Wiltgen seconded to enter Executive Session at 11:35 a.m. for the purpose of protecting the public interest with regards to pending litigation.

The Vice Chair restated the motion for the record.

ROLL CALL: Wiltgen, Avery, Schorr and Hudkins voted aye. Amundson was absent from voting. Motion carried 4-0.

MOTION: Wiltgen moved and Schorr seconded to exit Executive Session at 12:22 a.m. Avery, Schorr, Wiltgen and Hudkins voted aye. Amundson was absent from voting. Motion carried 4-0.

7 BUDGET UPDATE - Dennis Meyer, Budget and Fiscal Officer

Dennis Meyer, Budget and Fiscal Officer, presented updated budget figures (Exhibit B).

Jeff Bliemeister, Chief Deputy Sheriff, appeared and said the Lancaster Sheriff's Office (LSO) has reduced its projected expenditures for next year by \$104,383, due to salary savings from a military deployment, delaying the hiring of a new deputy that will be funded through forfeited asset funds (budgeted as both revenue and an expenditure), and fuel savings. Hudkins asked whether they could lock in fuel prices through a contract. Meyer said the County Engineer and Purchasing Department are exploring that.

Bliemeister said LSO will likely not require a midyear allocation because only a slight increase in health insurance premiums is projected this year. Meyer added LSO has a signed labor agreement with the deputies and was able to build their cost-of-living adjustment (COLA) into the budget.

Meyer said fund balances have come in \$1,800,000 higher than last year and said that will help reduce the County's deficit. In terms of the General Fund budget, expenditures are up \$4,700,000 (\$1,500,000 reflects transfers to the Workers' Compensation and General Liability Funds). Revenues outside of property tax are up \$1,700,000 (\$1,400,000 is for the Youth Services Center).

Meyer said there is a difference of \$2,728,797 between what the projected 5.75% increase in valuation would generate and what is needed to fund what has been built into the General Fund budget. He noted a request for \$1,783,178 in additional road funding (\$300,000 has already been built into the budget) which would leave \$945,619 that could be directed to the Railroad Transportation Safety District (RTSD). **NOTE:** The RTSD Board has asked the County to increase the RTSD's levy allocation from 1.3 cent to 2 cents next year which would equate to \$1,578,747 (a difference of \$633,128 from the \$945,619). Meyer noted the Mayor has indicated he has a proposal he would like to bring forward regarding RTSD.

In response to a question from Avery, Meyer said the Board always sets \$2,000,000 aside in the Contingency Fund for insurance increases and COLA. Wiltgen noted the 1.1% health insurance increase for the 2016 Plan Year (see Agenda Item 5) will apply to six months of the Fiscal Year and asked whether those savings could be used to offset some of the other increases. Meyer expressed concern regarding the impact it could have on the cash reserve.

Meyer also reported:

- The State calculated the insurance tax distribution incorrectly and the County will have to return \$81,556.00.
- The Budget Monitoring Committee will meet on July 30th at 1:00 p.m.
- Joe Nigro, Public Defender, would like to discuss his request for a social worker further with the Board.

Board members indicated they do not intend to approve the position and see no reason to discuss the matter further.

- Brent Meyer, Noxious Weed Control Superintendent, and Brian Pillard, Records Manager, Records & Information Management, have indicated they likely will not travel to out-of-state conferences if the travel is not fully funded.

8 ACTION ITEMS

There were no action items.

9 CONSENT ITEMS

There were no consent items.

10 ADMINISTRATIVE OFFICER REPORT

- A. Tour of 605 Building (Former Jail Facility) on Tuesday, July 21, 2015 at 9:00 a.m. (Hard Hats Required)

Informational only.

- B. Wellness Program Update

Eagan noted a report will be coming forward in the near future.

- C. Request from Mark Lindgren for Review of Accessory Drive Request Denial for 16800 South 72nd Street

There was consensus to schedule discussion of this matter on the July 16th County Board Staff Meeting.

- D. Same Sex Benefits

Item was moved forward on the agenda.

- E. County Board News Release Policy

Gwen Thorpe, Deputy Chief Administrative Officer, agreed to make revisions to the policy and will bring it back for Board approval.

- F. Payment Policy for Legal Services Related to Supplemental Security Income (SSI) Reimbursements of General Assistance (GA)

Informational only.

11 PENDING

There were no pending items.

12 DISCUSSION OF BOARD MEMBER MEETINGS

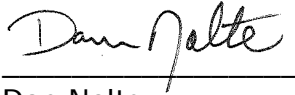
There were no Board member meeting reports.

13 EMERGENCY ITEMS AND OTHER BUSINESS

There were no emergency items or other business.

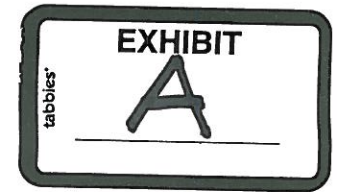
14 ADJOURNMENT

MOTION: Avery moved and Wiltgen seconded to adjourn the meeting at 1:04 p.m. Avery, Schorr, Wiltgen and Hudkins voted aye. Amundson was absent from voting. Motion carried 4-0.



Dan Nolte
Lancaster County Clerk





Lancaster County

2016 Medical and Dental Renewal

**Plan Year January 1, 2015 through December 31, 2015
Experience through May 31, 2015**

Presented by:
Craig Currier, VP & Underwriting Manager
Tracy Krause, AVP, Account Executive

July 9, 2015



LANCASTER COUNTY
Administrative Services Renewal - Medical and Prescription Drugs
Effective January 1, 2016

Enrollment Assumptions		
Single	401	
Family	428	
Total	829	

	Current	Renewal
Administration Fees	BCBSNE ASO	BCBSNE ASO
Medical Administration	\$44.21	\$44.21
Prescription Drug Administration	Included	Included
PPO Network Access Fee	Included	Included
Claim Fiduciary	Included	Included
Mental Health Network Access Fee	Included	Included
Disease Management Fee	Included	Included
Total Per Employee Per Month	\$44.21	\$44.21
Total Monthly Administrative Costs	\$36,650	\$36,650
Total Annual Administration costs	\$439,801	\$439,801
Increase:		0.0%
Rate Guarantee	12 months	12 months

Commissions	None	None

Notes:

Stop Loss Renewal - Specific Coverage

	Current	Renewal
Contract Details	BCBSNE Stop Loss	BCBSNE Stop Loss
Specific Deductible	\$200,000	\$200,000
Specific Funding Type	Advance Funding	Advance Funding
Aggregating Specific Deductible	NA	NA
Specific Contract	Paid	Paid
Benefits covered under Specific Contract	Medical & RX	Medical & RX
Lifetime Plan Maximum Benefit (per person)	Unlimited	Unlimited
Specific Contract Maximum Payable (per person)	Unlimited	Unlimited
Aggregate Corridor	NA	NA
Aggregate Contract	NA	NA
Benefits covered under Aggregate Contract	NA	NA
Aggregate Maximum	NA	NA
Stop Loss Premiums		
Specific Premium		
Single 401		
Family 428		
Composite 829	\$66.62	\$73.28
Estimated Annual Specific Premium	\$662,736	\$728,989
Aggregate Premium	NA	NA
Monthly Aggregate Accommodation		
Estimated Annual Aggregate Premium	\$0	\$0
Total Monthly Stop Loss Premium	\$55,228	\$60,749
Total Annual Stop Loss Premium	\$662,736	\$728,989
Increase:		10.0%
Attachment Point		
Single 401	NA	NA
Family 428	NA	NA
Composite 829		
Total Annual Aggregate Attachment Point	NA	NA
Rate Guarantee	12 Months	12 Months

Commissions	None	None

Notes: Preliminary Renewal - Final Rate will be Released on 9/15/15



LANCASTER COUNTY

Projected Total Cost Summary- Medical and Prescription Drug

Annual Fixed Costs	Current Year Projected 2015 BCBSNE	Current Year Anticipated 2015 BCBSNE	Estimated Renewal 2016 BCBSNE
Enrollment	842	828	829
Claims Administration	\$446,698	\$439,492	\$439,801
PCORI Fee and Transitional Reinsurance Fee	\$85,330	\$69,664	\$66,456
Stop Loss Premium	\$673,128	\$662,269	\$728,989
Total Fixed Costs	\$1,205,156	\$1,171,425	\$1,235,246
\$ Change from Current Year Projected		-\$33,731	\$30,090
% Change from Current Year Projected		-2.8%	2.5%
\$ Change from Current Year Anticipated			\$63,821
% Change from Current Year Anticipated			5.4%

Annual Expected Costs			
Total Expected Claim Costs -- Aon Projections			
Medical and Prescription Drugs	\$11,654,018	\$10,977,040	\$11,398,724
\$ Change from Current Year Projected		-\$676,978	-\$255,294
% Change from Current Year Projected		-5.8%	-2.2%
\$ Change from Current Year Anticipated			\$421,684
% Change from Current Year Anticipated			3.7%
Total Expected Costs -- Fixed + Claims	\$12,859,174	\$12,148,465	\$12,633,970
\$ Change from Current Year Projected		-\$710,709	-\$225,204
% Change from Current Year Projected		-5.5%	-1.8%
\$ Change from Current Year Anticipated			\$485,505
% Change from Current Year Anticipated			4.0%
Total Expected Costs PEPM	\$1,272.68	\$1,222.67	\$1,270.00
% Change from Current Year Projected		-3.9%	-0.2%
% Change from Current Year Anticipated			3.9%
Estimated Current Funding PEPM			\$1,255.92
Required Increase/Decrease - Current Funding			1.1%

Notes			

LANCASTER COUNTY

Medical / Rx / Vision - Aon Consulting Claim Projections

For the Plan Year beginning January 1, 2016

	Projections Based on Experience Period 06/01/14 to 06/01/15		TREND ASSUMPTIONS (1):			
	BCBSNE		MEDICAL		RX	
	Medical					
12 Months of Paid Claims	\$ 8,318,603		\$ 2,252,076	Beginning of Experience Period	6/1/2014	6/1/2014
Plan Change Credit - Changes Made 01/01/15 & PPACA	1,011		1,012	End of Experience Period	6/1/2015	6/1/2015
Adjusted Paid Claims	\$ 8,409,016		\$ 2,278,635	Midpoint	12/1/2014	12/1/2014
Less Individual Claims over the Specific Retention	\$ 583,989			Beginning of Forecast Period	1/1/2016	1/1/2016
Less Individual Claims up to the Specific Retention	\$ 600,000			End of Forecast Period	1/1/2017	1/1/2017
Claims Impacted by trend	\$ 7,225,027		\$ 2,278,635	Midpoint	7/2/2016	7/2/2016
Lagged Employee Enrollment	\$ 9,965		\$ 9,949	Forecast Period - Future		
Paid Claim Cost PEPM	\$ 725.04		\$ 229.03	Months Between Midpoints	19.0	19.0
				Months in a Year	12.0	12.0
Annual Trend ⁽¹⁾	7.6%		11.3%	Annual Trend	7.6%	11.3%
Midpoint Months ⁽²⁾	19.0		18.5%	Effective Trend	12.3%	18.5%
Effective Trend	12.3%			Beginning of Experience Period	6/1/2014	6/1/2014
Projected PEPM Claim Cost	\$ 814.22		\$ 271.40	End of Experience Period	6/1/2015	6/1/2015
Projected Annual Claim Cost	\$ 8,113,702		\$ 2,700,159	Midpoint	12/1/2014	12/1/2014
Plus Claims up to Specific Retention	\$ 600,000			Beginning of Forecast Period	6/1/2015	6/1/2015
Total Projected Annual Claim Cost	\$ 8,713,702		\$ 2,700,159	End of Forecast Period	1/1/2016	1/1/2016
Total Projected PEPM Claim Cost	\$ 874.43		\$ 271.40	Midpoint	9/16/2015	9/16/2015
<i>Plan Changes for Upcoming Renewal:</i>				Forecast Period - Current Plan Year		
	Projected Medical PEPM		\$ 874.43	Months Between Midpoints	9.5	9.5
	Projected RX PEPM		\$ 271.40	Months in a Year	12.0	12.0
	Total Projected PEPM		\$ 1,145.83	Annual Trend	7.6%	11.3%
	Medical		RX	Effective Trend	6.0%	8.8%
	\$ 874.43		\$ 271.40	2016 Plan Year Projected		
Plan Changes Effective with the Renewal	1,000		1,000	Combined Projected	Projected Claims	Annual Enrollment
Projected 01/01/16 to 01/01/17 Plan Year Claim Cost PEPM	\$ 874.43		\$ 271.40	Medical	\$ 8,698,837	9,948 \$ 874.43
Projected 01/01/16 to 01/01/17 Plan Year Enrollment ⁽³⁾	9,948		9,948	RX	\$ 2,699,887	9,948 \$ 271.40
				Total	\$ 11,398,724	\$ 1,145.83
				2015 Plan Year Projected		
				Combined Projected	Projected Claims	Annual Enrollment
				Medical	\$ 8,676,813	9,941 \$ 872.83
				RX	\$ 2,300,228	9,941 \$ 231.39
				Total	\$ 10,977,040	\$ 1,104.22
Projected 01/01/16 to 01/01/17 Plan Year Annual Claims	\$ 8,698,837		\$ 2,699,887			
Projected 01/01/16 to 01/01/17 Plan Year Annual Claims - Total			\$ 11,398,724			
Estimated Claims Cost PEPM	\$ 725.04		\$ 229.03			
Annual Trend ⁽¹⁾	7.6%		11.3%			
Midpoint Months ⁽²⁾	9.5		9.5			
Effective Trend	6.0%		8.8%			
Projected Remaining Claims PEPM	\$ 768.54		\$ 249.18			
Plus Claims up to Specific Retention	\$ 60.21					
Total Projected PEPM Claim Cost	\$ 828.75					
	Medical		RX			
	\$ 828.75		\$ 249.18			
Projected Remaining 06/01/15 to 01/01/16 Plan Year Enrollment ⁽⁴⁾	5,803		5,803			
Projected Remaining 06/01/15 to 01/01/16 Plan Year Claims	\$ 4,809,241		\$ 1,445,992			
Current Plan Year Paid to Date - Net Claims	\$ 3,867,572		\$ 854,236			
Total Projected 01/01/15 to 01/01/16 Plan Year Claims - By Coverage	\$ 8,676,813		\$ 2,300,228			
Total Projected 01/01/15 to 01/01/16 Plan Year Claims - Total			\$ 10,977,040			

(1) Trend data from Aon 2015 Carrier Trend Survey

(2) Number of months from midpoint of experience period to midpoint of plan year

(3) 2016 Plan Year Enrollment based on MAY 2015 enrollment annualized

(4) Remaining 2015 Plan Year Enrollment based on MAY 2015 enrollment x 7



LANCASTER COUNTY
Experience Summary - Medical & RX

BCBSNE			Claim Payments			Cost Per Capita				
Paid Month	Medical Enrollment	RX Enrollment	Medical	Prescription Drugs	Total	Medical	Prescription Drugs	Total		
Apr-14	842	842								
May-14	828	828								
Jun-14	833	833	\$592,224	\$178,504	\$770,728	\$703.35	\$215.58	\$918.94		
Jul-14	830	830	\$913,627	\$211,642	\$1,125,269	\$1,103.41	\$254.07	\$1,357.49		
Aug-14	832	832	\$599,949	\$218,962	\$818,911	\$720.23	\$263.81	\$984.04		
Sep-14	828	828	\$835,596	\$250,327	\$1,085,923	\$1,006.74	\$300.87	\$1,307.62		
Oct-14	829	829	\$790,090	\$187,994	\$978,084	\$949.63	\$227.05	\$1,176.67		
Nov-14	828	828	\$461,046	\$174,598	\$635,644	\$556.82	\$210.61	\$767.43		
Dec-14	832	832	\$566,067	\$175,813	\$741,880	\$682.83	\$212.33	\$895.17		
Jan-15	829	829	\$880,124	\$184,501	\$1,064,625	\$1,062.95	\$221.76	\$1,284.71		
Feb-15	827	827	\$794,270	\$155,274	\$949,544	\$954.65	\$187.30	\$1,141.95		
Mar-15	827	827	\$769,562	\$197,733	\$967,295	\$928.30	\$239.10	\$1,167.40		
Apr-15	826	826	\$665,299	\$165,462	\$830,761	\$804.47	\$200.07	\$1,004.55		
May-15	829	829	\$450,749	\$151,266	\$602,015	\$545.04	\$183.13	\$728.17		
Lagged Enrollment	9,965	9,949	\$8,318,603	\$2,252,076	\$10,570,679	\$834.78	\$226.36	\$1,061.14		
Specific Claim Adjustment					\$583,989			\$58.60		
Net Paid Claims			\$8,318,603	\$2,252,076	\$9,986,690			\$1,002.54		
Large Claim Adjustment			Prior Yrs Plan Change Adjustment	1.019	(medical)	Prior Yrs Plan Change Adjustment	1.019	(RX)		
\$341,490	Claimant 1		Jun-14	\$592,224	1.019	\$603,476	Jun-14	\$178,504	1.019	\$181,896
\$598,700	Claimant 2		Jul-14	\$913,627	1.019	\$930,986	Jul-14	\$211,642	1.019	\$215,663
\$243,799	Claimant 3		Aug-14	\$599,949	1.019	\$611,348	Aug-14	\$218,962	1.019	\$223,122
	Claimant 4		Sep-14	\$835,596	1.019	\$851,472	Sep-14	\$250,327	1.019	\$255,083
	Claimant 5		Oct-14	\$790,090	1.019	\$805,102	Oct-14	\$187,994	1.019	\$191,566
	Claimant 6		Nov-14	\$461,046	1.019	\$469,806	Nov-14	\$174,598	1.019	\$177,915
	Claimant 7		Dec-14	\$566,067	1.019	\$576,822	Dec-14	\$175,813	1.019	\$179,153
	Claimant 8		Jan-15	\$880,124	1.000	\$880,124	Jan-15	\$184,501	1.000	\$184,501
	Claimant 9		Feb-15	\$794,270	1.000	\$794,270	Feb-15	\$155,274	1.000	\$155,274
	Claimant 10		Mar-15	\$769,562	1.000	\$769,562	Mar-15	\$197,733	1.000	\$197,733
	Claimant 11		Apr-15	\$665,299	1.000	\$665,299	Apr-15	\$165,462	1.000	\$165,462
	Claimant 12		May-15	\$450,749	1.000	\$450,749	May-15	\$151,266	1.000	\$151,266
	Claimant 13			\$8,318,603	1.011	\$8,409,016		\$2,252,076	1.012	\$2,278,635
	Claimant 14									
	Claimant 15									
	Claimant 16									
\$1,183,989	Total Large Claims									
\$600,000	Specific Level	\$200,000								
\$583,989	Adjustment Over Specific									
\$600,000	Adjustment Up To Specific									

+3.8%
Impact of copymnts (O.V and RX) and deductibles applying to Out of Pocket
+9%
Indirect impact of ACA fees
+1.0%
State mandated coverage of Autism benefits
-3.80%
Increased deductibles, out of pockets and RX copayments



Lancaster County
Self Funded Premium Equivalents and Contributions / Medical & RX Coverage
BCBS OF NE
Plan Year Beginning January 1, 2015

Enrollment counts are from the most recent census provided by BCBSNE - April 2015 counts

	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
AFSCME - A				
99 EE	\$670.58	\$154.75	\$796,649	
47 2/4 Party	\$1,508.78	\$348.18	\$850,952	
38 EE/FAMILY	\$2,011.60	\$464.22	\$917,290	
184			\$2,564,891	\$1,161.64
AFSCME - G				
21 EE	\$670.58	\$154.75	\$168,986	
18 2/4 Party	\$1,508.78	\$348.18	\$325,896	
14 EE/FAMILY	\$2,011.60	\$464.22	\$337,949	
53			\$832,831	\$1,309.48
C				
82 EE	\$670.58	\$154.75	\$659,851	
51 2/4 Party	\$1,508.78	\$348.18	\$923,373	
57 EE/FAMILY	\$2,011.60	\$464.22	\$1,375,934	
190			\$2,959,158	\$1,297.88
E				
24 EE	\$670.58	\$154.75	\$193,127	
7 2/4 Party	\$1,508.78	\$348.18	\$126,738	
13 EE/FAMILY	\$2,011.60	\$464.22	\$313,810	
44			\$633,674	\$1,200.14
LSDA D				
19 EE	\$714.36	\$164.85	\$162,874	
8 2/4 Party	\$1,607.30	\$370.92	\$154,301	
39 EE/FAMILY	\$2,142.92	\$494.52	\$1,002,887	
66			\$1,320,061	\$1,666.74
FOP 32 J				
78 EE	\$670.58	\$154.75	\$627,663	
26 2/4 Party	\$1,508.78	\$348.18	\$470,739	
29 EE/FAMILY	\$2,011.60	\$464.22	\$700,037	
133			\$1,798,439	\$1,126.84
FOP 77 Y				
16 EE	\$714.36	\$164.85	\$137,157	
8 2/4 Party	\$1,607.30	\$370.92	\$154,301	
11 EE/FAMILY	\$2,142.92	\$494.52	\$282,865	
35			\$574,323	\$1,367.44
MSS				
49 EE	\$670.58	\$154.75	\$394,301	
27 2/4 Party	\$1,508.78	\$348.18	\$488,845	
29 EE/FAMILY	\$2,011.60	\$464.22	\$700,037	
105			\$1,583,183	\$1,256.49
AFSCME A RETIREE				
0 EE	\$670.58	\$154.75	\$0	
2 2/4 Party	\$1,508.79	\$348.18	\$36,211	
0 EE/FAMILY	\$2,011.60	\$464.22	\$0	
2			\$36,211	\$1,508.79

Lancaster County

Self Funded Premium Equivalents and Contributions / Medical & RX Coverage

BCBS OF NE

Plan Year Beginning January 1, 2015

Enrollment counts are from the most recent census provided by BCBSNE - April 2015 counts

ASCCME G RETIREE	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
0 EE	\$670.58	\$154.75	\$0	
0 2/4 Party	\$1,508.78	\$348.18	\$0	
0 EE/FAMILY	\$2,011.60	\$464.22	\$0	
-			\$0	#DIV/0!
LCDSA D RETIREE	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
1 EE	\$714.36	\$164.85	\$8,572	
0 2/4 Party	\$1,607.30	\$370.92	\$0	
0 EE/FAMILY	\$2,142.92	\$494.52	\$0	
1			\$8,572	\$714.36
FPO 32 J RETIREE	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
1 EE	\$714.36	\$164.85	\$8,572	
0 2/4 Party	\$1,607.30	\$370.92	\$0	
0 EE/FAMILY	\$2,142.92	\$494.52	\$0	
1			\$8,572	\$714.36
MSS RETIREE	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
1 EE	\$670.58	\$154.75	\$8,047	
0 2/4 Party	\$1,508.78	\$348.18	\$0	
0 EE/FAMILY	\$2,011.60	\$464.22	\$0	
1			\$8,047	\$670.58
C RETIREE	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
5 EE	\$670.58	\$154.75	\$40,235	
2 2/4 Party	\$1,508.78	\$348.18	\$36,211	
1 EE/FAMILY	\$2,011.60	\$464.22	\$24,139	
8			\$100,585	\$1,047.76
AFSCME A COBRA	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
2 EE	\$670.58	\$154.75	\$16,094	
0 2/4 Party	\$1,508.78	\$348.18	\$0	
0 EE/FAMILY	\$2,011.60	\$464.22	\$0	
2			\$16,094	\$670.58
MSS COBRA	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
1 EE	\$670.58	\$154.75	\$8,047	
0 2/4 Party	\$1,508.78	\$348.18	\$0	
0 EE/FAMILY	\$2,011.36	\$464.16	\$0	
1			\$8,047	\$670.58
C COBRA	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
1 EE	\$670.58	\$154.75	\$8,047	
1 2/4 Party	\$1,508.78	\$348.18	\$18,105	
0 EE/FAMILY	\$2,011.36	\$464.16	\$0	
2			\$26,152	\$1,089.68
E COBRA	<u>Monthly Total Premium</u>	<u>Weekly Total Premium</u>	<u>Annual</u>	PEPM
0 EE	\$670.58	\$154.75	\$0	
0 2/4 Party	\$1,508.78	\$348.18	\$0	
0 EE/FAMILY	\$2,011.60	\$464.22	\$0	
-			\$0	#DIV/0!
828		\$	12,478,842	\$1,255.92

LANCASTER COUNTY
Administrative Services Renewal - Dental

Effective January 1, 2016

Enrollment Assumptions	
Single	337
Family	462
Total	799

	Current	Renewal
Administration Fees	AMERITAS ASO	AMERITAS ASO
Dental Administration	\$4.47	\$4.47
PPO Network Access Fee	Included	Included
Total Per Employee Per Month	\$4.47	\$4.47
Total Monthly Administrative Costs	\$3,572	\$3,572
Total Annual Administration costs	\$42,858	\$42,858
Increase:		0.0%
Rate Guarantee	12 months	12 months

Commissions	None	None
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Notes:		
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LANCASTER COUNTY
Projected Total Cost Summary- Dental

Annual Fixed Costs	Current Year Projected 2015 BCBSNE	Current Year Anticipated 2015 BCBSNE	Estimated Renewal 2016 BCBSNE
Enrollment	798	799	799
Claims Administration	\$44,945	\$42,872	\$42,858
Total Fixed Costs	\$44,945	\$42,872	\$42,858
\$ Change from Current Year Projected		-\$2,073	-\$2,087
% Change from Current Year Projected		-4.6%	-4.6%
\$ Change from Current Year Anticipated			-\$13
% Change from Current Year Anticipated			0.0%

Annual Expected Costs			
Total Expected Claim Costs -- Aon Projections	\$539,703	\$505,481	\$525,902
Dental			
\$ Change from Current Year Projected		-\$34,223	-\$13,802
% Change from Current Year Projected		-6.3%	-2.6%
\$ Change from Current Year Anticipated			\$20,421
% Change from Current Year Anticipated			4.0%
Total Expected Costs -- Fixed + Claims	\$584,648	\$548,352	\$568,760
\$ Change from Current Year Projected		-\$36,296	-\$15,888
% Change from Current Year Projected		-6.2%	-2.7%
\$ Change from Current Year Anticipated			\$20,408
% Change from Current Year Anticipated			3.7%
Total Expected Costs PEPM	\$61.05	\$57.19	\$59.32
% Change from Current Year Projected		-6.3%	-2.9%
% Change from Current Year Anticipated			3.7%
Estimated Current Funding PEPM			\$62.58
Required Increase/Decrease - Current Funding			-5.5%

Notes			
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LANCASTER COUNTY
Experience Summary - Dental

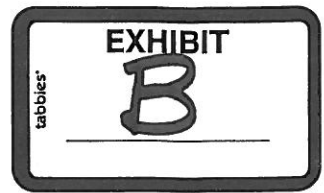
AMERITAS		Claim Payments		Cost Per Capita	
Paid Month	Dental Enrollment	Dental	Total	Dental	Total
Apr-14	808				
May-14	796				
Jun-14	796	\$46,077	\$46,077	\$57.03	\$57.03
Jul-14	801	\$49,796	\$49,796	\$62.56	\$62.56
Aug-14	791	\$39,770	\$39,770	\$49.96	\$49.96
Sep-14	801	\$38,571	\$38,571	\$48.15	\$48.15
Oct-14	790	\$46,998	\$46,998	\$59.42	\$59.42
Nov-14	792	\$24,537	\$24,537	\$30.63	\$30.63
Dec-14	792	\$32,890	\$32,890	\$41.63	\$41.63
Jan-15	802	\$45,255	\$45,255	\$57.14	\$57.14
Feb-15	799	\$42,221	\$42,221	\$53.31	\$53.31
Mar-15	800	\$42,249	\$42,249	\$52.68	\$52.68
Apr-15	798	\$41,479	\$41,479	\$51.91	\$51.91
May-15	799	\$38,351	\$38,351	\$47.94	\$47.94
Lagged Enrollment	9,568	\$488,194	\$488,194	\$51.02	\$51.02
		Prior Yrs Plan Change Adjustment	1.000	(dental)	
		Jun-14	\$46,077	1.000	\$46,077
		Jul-14	\$49,796	1.000	\$49,796
		Aug-14	\$39,770	1.000	\$39,770
		Sep-14	\$38,571	1.000	\$38,571
		Oct-14	\$46,998	1.000	\$46,998
		Nov-14	\$24,537	1.000	\$24,537
		Dec-14	\$32,890	1.000	\$32,890
		Jan-15	\$45,255	1.000	\$45,255
		Feb-15	\$42,221	1.000	\$42,221
		Mar-15	\$42,249	1.000	\$42,249
		Apr-15	\$41,479	1.000	\$41,479
		May-15	\$38,351	1.000	\$38,351
		\$488,194	1.000	\$488,194	



Lancaster County
Self Funded Premium Equivalents and Contributions / Dental
AMERITAS
Plan Year Beginning January 1, 2015

Enrollment counts are from the most recent census provided by AMERITAS - MAY 2015 counts

	Monthly Total Premium	Weekly Total Premium	Annual	PEPM
337 EE	\$30.01	\$6.93	\$121,360	
234 2/4 Party	\$67.72	\$15.63	\$190,158	
228 EE/FAMILY	\$105.44	\$24.33	\$288,484	
799			\$600,002	\$62.58



Original Deficit - General Fund (15-16)	
Expenditures	4,532,167
Revenues (Probation Youth - YSC)	<u>1,286,325</u>
	3,245,842
Fund Balance - Increase over last year	1,800,000
Doubled Community Corrections	(336,000)
BU 999 - MV Tax, In Lieu, Keno Transfer	514,280
Additional Commissions and Interest	175,000
EXPENDITURES:	
VOIP / Debt Service	(95,969)
Transfer to Workers Comp	700,000
Transfer to General Liability Fund	800,000
Transfer to Crisis Center	** (411,853)
BOE	** (22,500)
District Court - Court Costs	(144,000)
District Court - Sound Equipment	(30,000)
Public Defender - added 1/2 Attorney	33,534
County Sheriff	** (104,383)
County Attorney - added Attorney - 6 months	15,314
Corrections	(400,300)
YSC - key cabinet	** (36,000)
Engineer - Removed ROW	(135,000)
BU 8050 - decreased Norfolk costs	** (50,000)
ROD Technology - final balance	** (35,097)
Highway Fund - motor fuels	** (100,000)

General Fund Comparison:

	<u>FY14-15</u>	<u>FY15-16</u>	
Expenditures	99,159,452	103,875,692	+ \$4.7 million
Cash Reserve	<u>6,190,000</u>	<u>6,190,000</u>	
	105,349,452	110,065,692	
Fund Balance	10,822,896	12,622,896	+ \$1.8 million
Revenues	35,260,956	36,932,593	+ \$1.7 million
Property Tax	<u>59,265,600</u>	<u>60,510,203</u>	+ \$1.2 million
	105,349,452	110,065,692	

Revenues :

YSC - increase of \$1.4 million in revenues - probation

Estimated Valuation	22,553,527,714	
28.13 cents - 5.75% Valuation Increase	63,443,000	
Building Fund	<u>204,000</u>	
General Fund	63,239,000	
Difference	2,728,797	
Additional Road Funding Needed	1,783,178	945,619
RTSD - 0.3 cents (levy at 1.6)	676,606	
RTSD - 0.5 cents (levy at 1.8)	1,127,676	
RTSD - 0.7 cents (levy at 2.0)	1,578,747	633,128
RTSD - 1.0 cents (levy at 2.3)	2,255,353	
RTSD - 1.3 cents (levy at 2.6)	2,931,959	