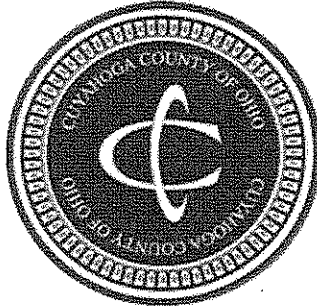


AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE MEETING
MONDAY, SEPTEMBER 19, 2011
CUYAHOGA COUNTY JUSTICE CENTER
COUNCIL CHAMBERS – 1ST FLOOR
1:00 PM

1. CALL TO ORDER
2. ROLL CALL
3. PUBLIC COMMENT RELATED TO THE AGENDA
4. APPROVAL OF MINUTES FROM SEPTEMBER 15, 2011
5. MATTERS REFERRED TO COMMITTEE
 - a) **R2011-0277: A Resolution authorizing awards on RQ20292 to various providers for group healthcare benefits for County employees and their eligible dependents, including medical and pharmacy benefit management services for the period 1/1/2012 - 12/31/2014; authorizing plan structures of the standard benefit plans as recommended by the Cuyahoga County Human Resource Commission; authorizing the County Executive to enter into contracts consistent with said awards; and declaring the necessity that this Resolution become immediately effective:**
 - 1) Medical Mutual, LLC, in the amount not-to-exceed \$92,093,992.00.
 - 2) United HealthCare Insurance Company in the amount not-to-exceed \$94,194,221.00.
 - 3) Kaiser Foundation Health Plan of Ohio in the amount not-to-exceed \$26,113,651.00.
 - 4) Caremark PCS Health LLC Prescription Drug Plan in the amount not-to-exceed \$33,070,329.00.
6. MISCELLANEOUS BUSINESS
7. OTHER PUBLIC COMMENT
8. ADJOURNMENT

In accordance with Ordinance No. O2011-0020, complimentary parking for the public will be available **beginning at 4:00 p.m.** on any day when the Council or any of its committees holds evening meetings. Please see the Clerk to obtain a parking pass.



MINUTES

CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY COMMITTEE MEETING
THURSDAY, SEPTEMBER 15, 2011
CUYAHOGA COUNTY JUSTICE CENTER
COUNCIL CHAMBERS – 1ST FLOOR
10:00 AM

1. CALL TO ORDER

Chairwoman Conwell called the meeting to order at 10:13 a.m.

2. ROLL CALL

The Clerk called the roll. Committee members Conwell, Gallagher and Rogers were present and a quorum was determined. Mr. Miller was also in attendance.

3. APPROVAL OF MINUTES FROM SEPTEMBER 1, 2011

A motion was made by Mr. Gallagher, seconded by Ms. Conwell and approved by unanimous vote to approve the minutes of the September 1, 2011 meeting.

4. PUBLIC COMMENT RELATED TO THE AGENDA

There was no public comment.

5. MATTERS REFERRED TO COMMITTEE

- a) None

There were no matters referred to the Committee.

6. MISCELLANEOUS BUSINESS

- a) Discussion regarding a proposed Cuyahoga County Equity Plan

1) Guests:

1. Senator Nina Turner, Ohio Senate District 25
2. Brian Hall, CEO, Innogistics, LLC

Senator Nina Turner and Mr. Brian Hall addressed the Committee regarding the drafting of the proposed Cuyahoga County Equity Plan and provided testimony in support of the proposed plan. Discussion ensued.

Chairwoman Conwell stated that two public forums have been scheduled to discuss the proposed Cuyahoga County Equity Plan on Wednesday, October 12, 2011 at St. Theodosius Russian Orthodox Cathedral, located at 733 Starkweather Avenue, Cleveland at 12:00 p.m. and at OLA/St. Joseph Center, located at 2346 West 14th Street, Cleveland at 5:00 p.m.

7. OTHER PUBLIC COMMENT

There was no public comment.

8. ADJOURNMENT

With no further business to discuss, the meeting was adjourned by Chairwoman Conwell at 11:01 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2011-0277

<p>Sponsored by: County Executive FitzGerald/Department of Human Resources/Human Resource Commission</p>	<p>A Resolution authorizing awards on RQ20292 to various providers for group healthcare benefits for County employees and their eligible dependents, including medical and pharmacy benefit management services for the period 1/1/2012 - 12/31/2014; authorizing plan structures of the standard benefit plans as recommended by the Cuyahoga County Human Resource Commission; authorizing the County Executive to enter into contracts consistent with said awards; and declaring the necessity that this Resolution become immediately effective.</p>
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WHEREAS, the contracts with the County's healthcare benefits providers expire on December 31, 2011; and,

WHEREAS, the Department of Human Resources and the Department of Procurement and Diversity issued RQ20292 to seek proposals from various providers for group healthcare benefits for County employees and their eligible dependents, including medical and pharmacy benefit management services for the period January 1, 2012 through December 31, 2014; and,

WHEREAS, said proposals have been received and reviewed with the assistance of the County's healthcare benefits consultant, Employee Benefits International, Inc. ("EBI"); and,

WHEREAS, EBI recommended benefits plan structures that were presented to the Human Resource Commission of Cuyahoga County ("HRC") and were adopted by the HRC for recommendation to Council and the County Executive during its September 7, 2011 meeting; and,

WHEREAS, the plan structures recommended by the HRC for the standard benefit plans to cover employees of Cuyahoga County are comparable to the benefits plans provided to employees by other counties in the Northeast Ohio region; and,

WHEREAS, the standard plans recommended by the HRC for the provision of benefits to all employees, unless otherwise restricted by a collective bargaining agreement, contain the following elements: a deductible of \$250 for single coverage and \$500 for family coverage, 90% co-insurance, maximum out-of-pocket costs of \$1500 for single coverage and \$3,000 for family coverage, and various other benefit level and cost containment features comparable to benefit plans offered by other counties in Northeast Ohio; and,

WHEREAS, the healthcare benefits program recommended by the HRC also contains a wellness incentive and smoking cessation component wherein employees can earn money in a health reimbursement account to use towards their deductibles or, for participants in the MetroHealth Plan, to receive back as a monetary incentive; and,

WHEREAS, the State Employment Relations Board recently released its 19th Annual Report on the Cost of Health Insurance in Ohio's Public Sector which confirms that the recommended structure for the County's standard plan is consistent with the overwhelming majority of plans offered by political subdivisions throughout the State of Ohio;

WHEREAS, the HRC has endorsed EBI's recommendation that awards on RQ20292 be made to various providers for group healthcare benefits for County employees and their eligible dependents, including medical and pharmacy benefit management services for the period January 1, 2012 through December 31, 2014; and,

WHEREAS, it is necessary that this Resolution become immediately effective to ensure the efficient operation of the County and so that open enrollment may proceed in October as planned.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the standard healthcare benefit plan structure recommended by the HRC for provision of benefits to all employees, unless otherwise restricted by an existing collective bargaining agreement, be adopted which shall include a deductible of \$250 for single coverage and \$500 for family coverage, 90% co-insurance, maximum out-of-pocket costs of \$1500 for single coverage and \$3,000 for family coverage, a wellness incentive program, and various other benefit level and cost containment features comparable to benefit plans offered to employees by other counties in Northeast Ohio.

SECTION 2. That awards on RQ20292 be, and the same are hereby made to various providers for group healthcare benefits for County employees and their eligible dependents, including medical and pharmacy benefit management services for the period January 1, 2012 through December 31, 2014 as follows:

- 1) Medical Mutual, LLC, in the amount not-to-exceed \$92,093,992.00.
- 2) United HealthCare Insurance Company in the amount not-to-exceed \$94,194,221.00.
- 3) Kaiser Foundation Health Plan of Ohio in the amount not-to-exceed \$26,113,651.00.
- 4) Caremark PCS Health LLC Prescription Drug Plan in the amount not-to-exceed \$33,070,329.00.

