

Board of Health Agenda May 31, 2016



Delaware General Health District
 1 and 3 West Winter Street
 P.O. Box 570
 Delaware, Ohio 43015-0570
 (740) 368-1700 Fax (740) 368-1736
 DelawareHealth.org



1.0 CONVENTION

Agenda Item	Time	Action/ Contact
1.01 CALL TO ORDER	2	
1.02 CONSENT ITEMS	2	Approve
1.03 APPROVAL OF MINUTES	2	Approve
1.04 APPROVAL OF BILLS	2	Approve

2.0 STAFF REPORTS

Agenda Item	TIME	Action/ Contact
2.01 HEALTH COMMISSIONER	2	Info
A. Sunshine Law – Update		
2.02 FINANCE		
A. Finance Report	2	Accept

3.0 BOARD REPORTS

Agenda Item	Time	Action/ Contact
3.01 BOARD PRESIDENT	<15	Info
3.02 BOARD COMMITTEES		Info

4.0 REGULATIONS/SUBDIVISIONS/VARIANCES/PUBLIC PARTICIPATION

Agenda Item	Time	Action/ Contact
4.04 CITIZEN REQUEST		

6.0 NEW BUSINESS

New items of information or for Board action

Agenda Item	Time	Action/ Contact
6.012 APPROPRIATIONS		
A. Litter Grant - increase of expense appropriations	0	Consent
B. Creating Healthy Communities – move \$7,000 in the supply line to services	0	Consent
6.015 EXPENDITURES		
A. Expend Ohio Department of Health Public Health Emergency Preparedness grant funds according to the Notice of Award in the amount of \$113,846.	0	Consent
B. Building Repair / Water Proofing - expend up to \$15,000 to repair and water proof	0	Consent
C. Desktop Work Surfaces, Hardware and Labor - expend up to \$3,000	0	Consent
6.02 PERSONNEL		
6.021 AUTHORIZATION/EMPLOYMENT		
A. Voluntary Resignation – Ms. Haley Baker, Administrative Assistant 2.	0	Consent
B. Voluntary Resignation – Ms. Angie Breckler, Human Resource Manager.	0	Consent
C. Voluntary Resignation – Ms. Melissa Smetiouk, Pubic Health Nurse 3.	0	Consent
D. Intern (Zika) - confirm employment of Ms. Anna Poptic	0	Consent
E. Intern (Mosquito) - confirm employment of Ms. Amelia Staats	0	Consent
F. Temporary Assignment – Request Board approval of an increase in salary of three percent (3%) (per policy) for Ms. Amy Whitney to temporarily assume the full duties of the Human Resources Manager effective June 13, 2016. This will allow the Health Commissioner and Director’s time to complete a full analysis of the positions of Human Resources Manager and Benefits Specialist for the future benefit of the agency. Additionally, to authorize the Health Commissioner to post open positions of either the Human Resources Manager or Human Resources Specialist or Benefits Specialist and/or an Administrative Assistant II or III upon completion of the analysis. Action Requested: Discuss, approve	15	Discuss/ Approve
6.023 TUITION REIMBURSEMENT/STAFF DEVELOPMENT		
A. 2016 NACCHO Immunization Group & National Vaccine Advisory Committee - for Mrs. Shelia Hiddleston	0	Consent
6.025 SALARY SCALE/POLICIES/BENEFITS		
A. Position Series Plan – updated Position Series Plan	0	Consent
B. Long-term Disability and Dental Insurance – maintain current Board of Health pick up	0	Consent

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<p>C. Health Insurance – To start this discussion; please remember that two (2) years ago the Board voted that all employees shall pay fifteen percent (15%) of the cost of health insurance. At the time, family coverage employees were paying nineteen and half percent (19.5%) of coverage cost and all the “others” (single, employee + children and employee + spouse) were paying seven and half percent (7.5%). Last year, the agency moved family coverage to paying seventeen and a quarter percent (17.25%) and the “others” paying eleven and a quarter percent (11.25%). This July the final change will go into effect where all employees will be paying fifteen percent (15%). Currently, the agency has fifteen (15) employees with family coverage and forty-five (45) employees with the “others” coverage.</p> <p>Through five (5) months of this year, the agency paid \$335,221 for employee health insurance. This averages to \$67,044 per month times twelve (12) months and the agency expects to pay \$804,531 for employee health insurance for twelve (12) months at current rates. Because most employees with health insurance did everything asked which includes employee spouses, the agency earned a five percent (5%) discount for the new health insurance benefit year starting July 1st. Anthem did raise the rates three percent (3%) resulting in a net two percent (2%) decrease and a savings to the agency of \$16,091 (2% x \$804,531 = \$16,091).</p> <p>Anthem has also put on the table another offer for an additional three percent (3%) savings. Anthem has already said that beginning July 2017, a number of the covered prescription meds move up to a higher tier or will not be eligible for coverage. If the agency is agreeable to this change effective July 2016, Anthem will give the agency that additional three percent (3%) starting July 1st of this year. Another three percent (3%) discount equates to another \$24,136 savings for the agency.</p> <p>Anthem has reported that \$4,646 paid for thirty (30) prescriptions that will be moved to a higher tier. Anthem also reported \$6,276 paid for fifty-four (54) prescriptions on meds that are being removed from Anthem’s formulary. In summary, the agency is able to receive a \$24,136 savings if the agency allows Anthem to increase rates to employees by \$10,922. Again, Anthem has already indicated this will occur July 2017 whether the agency accepts it this year or not. Anthem has also indicated that the employee can have prescribing doctor write a letter explaining why the employee cannot take the Anthem suggested generic and will consider each letter written.</p> <p>To lessen the impact to employees, the agency is proposing the following:</p> <p>Current Board approved incentives give each employee who assisted with meeting the objectives to earn the initial five percent (5%) discount \$4 per pay discount on the employee’s portion of health insurance contribution plus another \$3 if employee spouse did the same. With the number of employees who did this, the agency would give \$4,160 of discounts to these contributing employees. The agency is proposing a fifty percent (50%) increase in this number so employees will get \$6 per pay and spouse will have earned \$4.50 if employee/spouse contributed to earning the five percent (5%). Instead of \$4,160, the agency would give back to the employees \$6,240 which is an increase of \$2,080.</p> <p>Because the agency’s employees are going to bear the brunt of these increased prescription costs, the agency also proposes a \$100 increase to each employee’s Flexible Spending Account (FSA) (currently the agency contributes \$200 to each employees FSA or like program) (employees not on agency health insurance can get reimbursed the \$200 for making health improvement purchases). If all seventy-seven (77) employees (which will not happen) take advantage, that would be an additional \$7,700. The agency’s FSA program currently matches up to \$200 dollar for dollar with the employee’s contribution to the program.</p> <p>In summary, the agency has the opportunity to reduce total agency health insurance bill by \$40,227 (\$16,091 + \$24,136 = \$40,227). The agency will also see a reduction in net health insurance cost in that forty-five (45) employees will see employee contribution go up three and three quarters percent (3.75%) while fifteen (15) employees will see employee contribution go down two and a quarter percent (2.25%). In return, the agency would like to increase the employee incentives by \$9,780 (\$2,080 + \$7,700).</p> <p>Action Requested: discuss, approval</p>	<p>15</p>	<p>Approve</p>
<p>6.04 SPECIAL REPORTS</p>		
<p>A. 2015 Child Fatality Review Report</p>	<p>0</p>	<p>Info</p>
<p>6.052 POLICIES</p>		
<p>A. Bylaws – updated Board of Health Bylaws</p>	<p>0</p>	<p>Consent</p>
<p>B. Affirmative Action Plan - updated Affirmative Action Plan.</p>	<p>0</p>	<p>Consent</p>
<p>6.053 RESOLUTIONS</p>		
<p>A. Resolution 2013-06 Public Policy Statement on Tobacco Products</p>	<p>15</p>	<p>Approve</p>
<p>B. Resolution 2016-02 Authorizing Pre-Tax Deductions for Medical, Dental, Vision and Flexible Spending Account (FSA)</p>	<p>0</p>	<p>Consent</p>