

# County Council of Cuyahoga County, Ohio

## Resolution No. R2011-0277

<p>Sponsored by: <b>County Executive FitzGerald/Department of Human Resources/Human Resource Commission and Councilmembers Brady, Germana, Jones, Simon, Conwell and Connally</b></p>	<p><b>A Resolution</b> 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 19<sup>th</sup> 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.

**SECTION 3.** That the County Executive is hereby authorized to prepare the necessary contracts and that he be, and he is, hereby authorized to enter into said contracts.

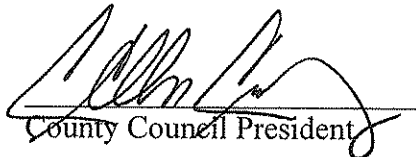
**SECTION 4.** It is necessary that this Resolution become immediately effective to ensure the efficient operation of the County and so that open enrollment may proceed in October as planned.

**SECTION 5.** It is found and determined that all formal actions of this Council relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by Mr. Rogers, seconded by Ms. Simon, the foregoing Resolution was duly adopted.

Yeas: Greenspan, Miller, Brady, Germana, Gallagher, Schron, Conwell, Jones, Rogers, Simon and Connally

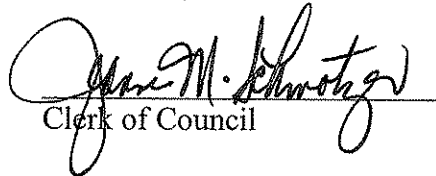
Nays: None

  
County Council President

9/28/11  
Date

  
County Executive

9/29/11  
Date

  
Clerk of Council

9/27/2011  
Date

First Reading/Referred to Committee: September 13, 2011

Committee(s) Assigned: Human Resources, Appointments & Equity and Finance & Budgeting

Additional Sponsorship Requested on the Floor: September 27, 2011

Journal CC003  
September 27, 2011