



BOARD OF COMMISSIONERS

1 S. Main St., 9th Floor
Mount Clemens, Michigan 48043
586-469-5125 FAX 586-469-5993
macombcountymi.gov/boardofcommissioners

DECEMBER 1, 2008

NOTICE OF MEETING

There will be a meeting of the **FINANCE COMMITTEE** on **Monday**, December 8, 2008, at 9 a.m., on the 9th Floor of the County Administration Building, in the Commissioners' Board Room, Mount Clemens.

AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Adoption of Agenda
4. Approval of Minutes dated 9-24-08 (previously distributed)
5. Public Participation
6. List of Bills as Prepared by the Finance Department (attached)
7. Replacement of Coverage for Employee-Paid Long-Term Care Coverage (attached)
8. Short-Term Disability Policy for Macomb County Board of Commissioners (attached)
9. Allow Retirees Option of Purchasing a 90-Day Supply of Prescription Drugs at Local Retail Pharmacies (attached)
10. Information on Healthcare Renewals (attached)
11. **Travel Requests:** (attached)
 - a) Sheriff (two)
(back-up information for travel requests is on file in Board Office)
12. Executive Session to Discuss Pending Litigation
13. Concur in Recommendation of Legal Counsel Re: Case of Guy vs. Younker, et al (attached)

Corinne Bedard
Committee Reporter

MACOMB COUNTY BOARD OF COMMISSIONERS

Andrey Duzyj - District 1
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Leon Drolet - District 26

RESOLUTION NO. _____ FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO Approve List of Bills as Prepared and Provided under Separate Cover by the
Finance Department

INTRODUCED BY: Betty Slinde, Chair, Finance Committee

COMMITTEE/MEETING DATE

Finance 12-8-08

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO: concur with the recommendation of the review panel: John Anderson, Director, Risk Management & Safety, Doug Fouty, Human Resources Program Director and Stephanie Dobson, Human Resources Coordinator, in selecting Genworth to replace Aetna for the employee-paid benefit of Long-Term Care coverage policy.

INTRODUCED BY: Commissioner Betty Slinde, Chair, Finance Committee

Genworth Highlights

- ◆ Genworth has sold LTC Insurance since 1974
- ◆ 1.8 billion of in-force premium
- ◆ 3.8 billion in claims paid to over 96,000 policyholders
- ◆ Genworth underwrites AARP's LTC Insurance program
- ◆ Group coverage offered (master policy with certificates issued)
- ◆ Modified Guarantee issue for full-time employees (no participation requirement)
- ◆ Robust care coordination benefit
- ◆ Discounted rates offered to employees and their families
- ◆ Full underwriting for spouses and family members
- ◆ Portability
- ◆ Daily reimbursement model (claims payment method)
- ◆ Multiple billing options available
- ◆ Online enrollment available
- ◆ Detailed enrollment campaign based around documenting the need, introducing the long-term care solution and facilitating enrollment

COMMITTEE/MEETING DATE:

FINANCE

12-8-08



RISK MANAGEMENT & SAFETY

1 S. Main St., 8th Floor
Mount Clemens, Michigan 48043
586-469-6349 FAX 586-469-7902

John P. Anderson, Esq.
Director

MEMORANDUM

TO: Commissioner Betty Slinde, Chair
Finance Committee

FROM: John P. Anderson, Director *JA*
Risk Management & Safety

DATE: November 26, 2008

SUBJECT: **Employee-Paid Long-Term Care Coverage –
Replacement for Aetna**

I was directed to find a replacement for the employee-paid Long-Term Care coverage that was being supplied by Aetna. As you recall, Aetna decided to close that line of business in 2008. Our benefit consultant, Mercer, received responses from the following companies: Genworth, Prudential and MedAmerica.

A review panel consisting of Doug Fouty- HR, Stephanie Dobson-HR and myself selected Genworth based on the following:

- Lowest premium
- Similarity to the previous Aetna Plan (Group policy with certificates for employees)
- Genworth will provide employee education and online enrollment
- No minimum participation agreement

JA/ml

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RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO: concur with the recommendation of the review panel: John Anderson, Director, Risk Management & Safety, Doug Fouty, Human Resources Program Director and Stephanie Dobson, Human Resources Coordinator, in selecting The Hartford for providing the Board of Commissioners voluntary employee-paid Short-Term Disability policy.

INTRODUCED BY: Commissioner Betty Slinde, Chair, Finance Committee

See Attachments

COMMITTEE/MEETING DATE:

FINANCE

12-8-08



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John P. Anderson, Esq.
Director

MEMORANDUM

TO: Commissioner Betty Slinde, Chair
Finance Committee

FROM: John P. Anderson, Director *JA*
Risk Management & Safety

DATE: November 26, 2008

SUBJECT: **Short-Term Disability Policy for the Macomb
County Board of Commissioners**

I was given a directive to provide an employee paid short-term disability policy option for the Macomb County Board of Commissioners. Mercer, our benefits consultant, received responses from the following companies: The Hartford, Transamerica/Aegon, Trustmark and Unum.

A review panel consisting of Doug Fouty – HR, Stephanie Dobson – HR, and myself selected The Hartford based on the following:

- Lowest premium
- Lowest minimum required participation (from 6-10 contracts)
- Ease of administration, since The Hartford already provides long-term disability for all of our employees

Each Commissioner (including the newly elected) will be receiving a descriptive, voluntary enrollment package via the mail. Enrollment will be allowed thru the end of January 2009.

JA/ml

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Short Term Disability –



Employee Plan Summary				
Feature	Description			
Class Description	Commissioners			
Weekly Benefit	60% of Weekly Earnings			
Maximum Weekly Benefit	\$500			
Benefits Commence on:	8 th day for Injury/8 th day for Sickness			
Benefit Duration	25 Weeks			
First Day Hospital	Not Included			
Definition of Disability	Includes Disabled and Working Benefit			
Disabled and Working Benefit Formula	Standard			
Benefit Commencement Option	Included (Can satisfy Benefit Commence period with days of Total or Disabled and Working disability)			
Pre-Existing Condition Limitation	Limitation – Maximum Duration of Benefits is 4 weeks if Pre-existing Condition Limitation applies Look-back Period/ Treatment Free/ Continuously Insured 6/ 6/ 12 Months			
Coverage Basis	Non-Occupational			
Coverage Continuation During Family Medical Leave	Included			
FICA Match Service	Not Included			
Employer Participates in Worker's Compensation	Yes			
Employee Contribution Enrollment Type	Contributory Traditional EOI			
Participation Requirement	25% of Eligible Employees <i>6 to 10 contracts</i>			
Number of Eligible Employees	26			
Employee Rate Summary			Monthly Premium	
	Age Band	Rate per \$10 of Weekly Benefit	Volume Per Age Band	
Short Term Disability	<25	\$0.453	TBD	TBD
	25 - 29	\$1.072	TBD	TBD
	30 - 34	\$1.059	TBD	TBD
	35 - 39	\$0.753	TBD	TBD
	40 - 44	\$0.735	TBD	TBD
	45 - 49	\$0.940	TBD	TBD
	50 - 54	\$1.118	TBD	TBD
	55 - 59	\$1.256	TBD	TBD
	60 - 64	\$1.479	TBD	TBD
	65 And Up	\$1.624	TBD	TBD
	Rate Guarantee: 1 Year			

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO: concur with the recommendation of the Director of Risk Management and Acting Human Resources Director to allow Macomb County Retiree's the option of purchasing a 90-day supply of prescription drugs at local retail pharmacies.

INTRODUCED BY: Commissioner Betty Slinde, Chair, Finance Committee

See Attachments

COMMITTEE/MEETING DATE:

FINANCE

12-8-08



RISK MANAGEMENT & SAFETY

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MEMORANDUM

John P. Anderson, Esq.
Director

TO: Commissioner Betty Slinde, Chair
Finance Committee

FROM: John P. Anderson, Director
Risk Management & Safety *JA*

DATE: November 26, 2008

SUBJECT: **90-day supply of Prescription Drugs at local retail pharmacies for Macomb County Retirees**

I received an invitation from Blue Cross Blue Shield of Michigan to allow all retirees using Blue Cross Blue Shield the option of utilizing local pharmacies for a 90 day supply of prescription drugs. There seems to be a demand for this option by retirees as the Human Resources department receives numerous calls related to dissatisfaction with mail-order. Blue Cross Blue Shield states this option would be cost-neutral to the County.

Richard Vanpraet, BCBS Pharmacist, advised me of the following regarding retail 90-day supply:

- ◆ Members who use retail with 90 day supply have a higher generic dispensing rate which costs the member less and Macomb County substantially less. (Average cost of brand is \$120 and generic is \$16). Local pharmacies will generally advise members of an equivalent generic drug even if the physician has prescribed a brand name drug.
- ◆ Maintenance drug list disappears when 90 retail supply is implemented.
- ◆ Retail 90 day supply has a higher discount than regular retail. Retail 90 is cost neutral, therefore, the County will neither save nor lose money by instituting Retail 90. This program helps support and keeps money within the community. It is a win-win for everyone. A double copay will be charged for anything other than a generic drug, as generic will have a \$0 copay.
- ◆ There is a cost saving with Retail 90 as members can try a new drug for 34 days to determine if the drug remedies the malady or is physically agreeable to the member. When a member utilizes mail order, they receive a 90 day supply and can't return it if the drug has personal contraindications.

JA/ml

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RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO: Receive and File the BCBS-BCN and HAP 2009 renewals, Stop Loss for BCBS and the 2009 PPO / Traditional Illustrative Rates.

INTRODUCED BY: Commissioner Betty Slinde, Chair, Finance Committee

SEE ATTACHMENTS

COMMITTEE/MEETING DATE:

FINANCE

12/8/08



RISK MANAGEMENT & SAFETY

1 S. Main St., 8th Floor
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MEMORANDUM

John P. Anderson, Esq.
 Director

TO: Commissioner Betty Slinde, Chair
 Finance Committee

FROM: John P. Anderson, Director
 Risk Management & Safety

DATE: December 1, 2008

SUBJECT: **Healthcare Renewals**

Mercer and I have been negotiating better renewal rates for the past several months with our Healthcare providers. Below are the results:

HAP HMO Contract *\$100 ER Copay				
Employee	104	\$ 422.05	\$ 438.03	3.8%
EE+1	163	\$ 1,000.18	\$ 1,038.05	3.8%
Family	310	\$ 1,130.98	\$ 1,173.80	3.8%
Monthly Premium		\$ 557,526.00	\$ 578,635.00	
Annual Premium		\$ 6,690,316.00	\$ 6,943,623.00	
HAP Retirees				
Single Retiree's (R01)	19	\$ 654.74	\$ 679.56	3.8%
Single + 1 Retiree's (R02)	28	\$ 1,448.12	\$ 1,503.02	3.8%
Family Retiree's (R03)	14	\$ 1,637.53	\$ 1,699.61	3.8%
Subtotal (Monthly)		\$ 75,913.00	\$ 78,791.00	
Subtotal (Annual)		\$ 910,954.00	\$ 945,489.00	
Single Retiree's (C04)	3	\$ 533.43	\$ 556.12	4.3%
Single + 1 Retiree's (C05)	6	\$ 1,188.17	\$ 1,235.68	4.0%
Family Retiree's (C06)	0	\$ 1,981.55	\$ 2,059.14	3.9%
Subtotal (Monthly)		\$ 8,729.00	\$ 9,082.00	
Subtotal (Annual)		\$ 104,752.00	\$ 108,989.00	
Medicare Advantage - One Person Senior Plus (S04)	39	\$ 455.80	\$ 522.59	14.7%
Medicare Advantage - One Person Regular Plus (S05)	15	\$ 1,110.54	\$ 1,202.15	8.2%
Medicare Advantage - Two Person Senior Plus (S08)	24	\$ 911.60	\$ 1,045.18	14.7%
Subtotal (Monthly)		\$ 56,313.00	\$ 63,498.00	
Subtotal (Annual)		\$ 675,752.00	\$ 761,971.00	
Retiree Monthly Premium		\$ 140,955.00	\$ 151,371.00	
Retiree Annual Premium		\$ 1,691,458.00	\$ 1,816,499.00	
BCN HMO Contract *\$100 ER Copay				
Employee	43	\$ 421.09	\$ 445.82	5.9%
EE+1	45	\$ 997.98	\$ 1,056.61	5.9%
Family	95	\$ 1,128.52	\$ 1,194.82	5.9%
Monthly Premium		\$ 170,225.00	\$ 180,226.00	
Annual Premium		\$ 2,042,704.00	\$ 2,162,707.00	
BCN Retirees				
Single Retiree's	5	\$ 562.43	\$ 581.96	3.47%
Double Retiree's	9	\$ 1,124.86	\$ 1,163.92	3.47%
Monthly Premium		\$ 12,936.00	\$ 13,385.00	
Annual Premium		\$ 155,231.00	\$ 160,621.00	

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HMO Renewals:

- **BCN** originally asked for a 7.5% increase to their HMO active rates and to the "\$100 ER Copay" plan; this equates to \$11,433 in additional annual premium for the HMO and \$152,453 for the "\$100 ER Copay" plan. In addition, BCN has asked for a 3.47% increase in the retiree rates; this equates to \$5,390 in additional annual premium. After intense negotiations, BCBSM has agreed to bring their active renewal increase down to 5.9% for the HMO and for the "\$100 ER Copay" plan; this equates to \$129,023 in total additional premium. These negotiations save Macomb County \$34,864 in annual premium.
- **HAP** originally proposed renewal increases of 3.8% for both the HMO plans. After intense discussions, HAP is unwilling to make any concessions on the rates. HAP is willing to re-evaluate the rates upon becoming the "base" plan. This increase equates to \$253,307 in additional premium for the HMO plans. In addition, they have asked for a 4.0% increase in the retiree rates; this equates to \$124,991 in additional premium.

Based on current marketplace trends, HMO coverage renewals are running generally between 8% to 10%. With this information in mind, we find both HMO renewals to be extremely favorable, especially based on the plan designs Macomb County offers (over and above benchmark).

Stop Loss for BCBS:

BCBS has adjusted their block of business for Stop Loss based on their overall losses over the past several years. As such BCBS originally asked for an extremely high 76% increase in our Stop Loss Renewal from 12.95 to 22.79. Needless to say, I told BCBS this was not acceptable. After some heated negotiations with BCBS, they agreed to renew our Stop Loss at 15.59 per member, per month. By these favorable negotiations, Macomb County saved \$241,574.40 in additional Stop Loss fees. The 15.59 rate will be an \$88,577.28 increase vs. the 22.79 initial offer that would have been a \$330,151.68 increase.

Illustrative Rates:

The Illustrative Rates for the BCBS PPO plan for 2009 show a 1.66% decrease. The Illustrative Rates for the BCBS Traditional plan for 2009 show a 3.5% decrease. These rates were discussed at length with BCBS. It was determined that actual claims were used from the previous 12 months. Additionally, the lower administration fee and 100% hospital pass-through discount were all factors that comprised the Illustrative Rates (see attached).

BCBS Illustrative Rates

ACTIVE Insurance Rate Comparison

Health Care Insurance

	<u>2007</u>	<u>2007 % change</u>	<u>2008</u>	<u>2008 % change</u>	<u>2009</u>	<u>2009 % change</u>
Blue Cross Traditional						
Single	\$ 512.10	1.02%	\$ 581.92	13.63%	\$ 561.56	-3.50%
2 Person	\$1,152.17	2.56%	\$1,309.28	13.64%	\$1,263.49	-3.50%
Family	\$1,382.67	4.08%	\$1,571.21	13.64%	\$1,516.25	-3.50%
Blue Cross PPO						
Single	\$ 477.63	7.57%	\$ 539.12	12.87%	\$ 530.19	-1.66%
2 Person	\$1,074.62	9.47%	\$1,212.98	12.88%	\$1,192.89	-1.66%
Family	\$1,289.61	11.32%	\$1,455.67	12.88%	\$1,431.56	-1.66%

RETIREE Rate Comparison

Health Care Insurance

	<u>2007</u>	<u>2007 % change</u>	<u>2008</u>	<u>2008 % change</u>	<u>2009</u>	<u>2009 % change</u>
Blue Cross Traditional						
Single	\$ 565.93	2.87%	\$ 640.76	13.22%	\$ 622.90	-2.79%
2 Person	\$1,273.32	4.84%	\$1,441.72	13.23%	\$1,401.50	-2.79%
Family	\$1,528.03	6.77%	\$1,730.10	13.22%	\$1,681.84	-2.79%
1 Comp	\$ 661.52	8.80%	\$ 721.55	9.07%	\$ 728.72	0.99%
2 Comp	\$1,323.01	8.79%	\$1,443.11	9.08%	\$1,457.44	0.99%
1 Reg 1 Comp	\$1,227.44	5.98%	\$1,362.33	10.99%	\$1,351.62	-0.79%
Blue Cross PPO						
Single	\$ 543.45	4.84%	\$ 612.64	12.73%	\$ 606.44	-1.01%
2 Person	\$1,222.74	6.97%	\$1,378.47	12.74%	\$1,364.48	-1.01%
Family	\$1,467.31	9.07%	\$1,654.18	12.74%	\$1,637.41	-1.01%
1 Comp	\$ 643.45	8.06%	\$ 703.86	9.39%	\$ 714.15	1.46%
2 Comp	\$1,286.90	8.06%	\$1,407.72	9.39%	\$1,428.30	1.46%
1 Reg 1 Comp	\$1,186.89	6.56%	\$1,316.52	10.92%	\$1,320.59	0.31%

RECYCLABLE PAPER

11-19-08
OK-JL

Macomb County, Michigan
Conference/Employee Training Request

(Submit directly to the Finance Department at least 2 weeks prior to the date of the next Finance Committee meeting)

Requesting Department: Macomb County Sheriff's Office
Conference Title: SAR% Review Team Seminar
Sponsored by: Department of Justice
Conference Classification: Professional Employee Training x
Conference Location: Columbia, South Carolina

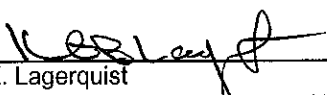
RECEIVED
NOV 20 2008
MACOMB COUNTY
FINANCE

Travel Begins: Dec 15 2009 Travel Ends: Dec 18 2009
Month Day Year Month Day Year

Number of Persons Attending At County Expense: Board Members _____
Staff Members 1
Total 1

ESTIMATED EXPENSES

	Per Person	Total
Registration Fees:.....	\$0.00	0.00
Transportation:(1) <input type="checkbox"/> County Vehicle <input checked="" type="checkbox"/> Airplane <input type="checkbox"/> Personal Vehicle	0.00	0.00
Lodging: Begins: _____ Month Day Year Ends: _____ Month Day Year		
(Lodging and meals included)		
Meals:		
Miscellaneous:.....		
Subtotal - Conference Expenses.....	0.00	0.00
Per Diems:(3).....		-
Overtime:(4).....		-
Total Estimated Expenses:.....	\$ 0.00	\$ 0.00

Department Head Signature  Date 11-20-08
Undersheriff, K. Lagerquist

- 1 Not to exceed cost of tourist class air fare
- 2 Not to exceed authorize per day rate
- 3 Not to exceed one day travel plus duration of the conference
- 4 Calculate cost of any overtime anticipated as a result of this request

(For Finance Department Use Only) *NO COST TO COUNTY*
Budgetary Analysis

Department Budget _____
Less: Conference Expense Approved To Date _____
Other Department Requests in Process _____
This Request _____
Balance Available (Deficit) _____

To: Betty Slinde

Finance Committee

From: Mark A. Hackel
Sheriff

Date: November 18, 2008

Subject: Conference and Seminar Request

I herewith request that the following individual(s) be authorized to attend the SAR Review Team Seminar
conference/seminar, starting on December 16, 2008

<u>Name</u>	<u>Classification</u>
<u>Michael Shorkey</u>	<u>Deputy</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

The benefit to macomb County from attendance of the above-named individual(s) at this conference/seminar is detailed below:

This training provides additional training for financial crimes specifically for (SARS) suspicious activity reports. This training also provides additional federal law enforcement contacts to utilize as a Detective for Macomb County.

NO COST TO COUNTY - PAID FOR BY DEPT. OF JUSTICE

Respectfully submitted,

Undersheriff, K. Lagerquist
Sheriff's Department

11-21-08
for
of JK

Macomb County, Michigan
Conference/Employee Training Request

(Submit directly to the Finance Department at least 2 weeks prior to the date of the next Finance Committee meeting)

Requesting Department: Macomb County Sheriff's Office

Conference Title: Undercover Chat Investigations

Sponsored by: Internet Crimes Against Children

Conference Classification: Professional Employee Training x

Conference Location: Bonita Springs, Florida

Travel Begins: Dec 14 2009
Month Day Year

Travel Ends: Dec 19 2009
Month Day Year

Number of Persons Attending At County Expense: Board Members _____
Staff Members 1
Total 1

RECEIVED

NOV 25 2008

MACOMB COUNTY
FINANCE

ESTIMATED EXPENSES

	Per Person	Total
Registration Fees:.....	\$0.00	0.00
Transportation:(1) <input type="checkbox"/> County Vehicle <input checked="" type="checkbox"/> Airplane <input type="checkbox"/> Personal Vehicle		0.00
Lodging: Begins: _____ Month Day Year Ends: _____ Month Day Year		
(Lodging and meals included) Meals:		
Miscellaneous:.....		
Subtotal - Conference Expenses.....	0.00	0.00
Per Diems:(3).....		-
Overtime:(4).....		-
Total Estimated Expenses:.....	\$ 0.00	\$ 0.00

Department Head Signature [Signature] Date 11-24-08
Undersheriff, K. Lagerquist

- 1 Not to exceed cost of tourist class air fare
- 3 Not to exceed one day travel plus duration of the conference

- 2 Not to exceed authorize per day rate
- 4 Calculate cost of any overtime anticipated as a result of this request

(For Finance Department Use Only)
Budgetary Analysis

NO COST TO COUNTY

Department Budget _____
Less: Conference Expense Approved To Date _____
Other Department Requests in Process _____
This Request _____
Balance Available (Deficit) _____

To: Betty Slinde

Finance Committee

From: Mark A. Hackel
Sheriff

Date: November 19, 2008

Subject: Conference and Seminar Request

I herewith request that the following individual(s) be authorized to attend the Undercover Chat Investigations conference/seminar, starting on December 15, 2008

<u>Name</u>	<u>Classification</u>
<u>Keith Harvey</u>	<u>Deputy</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
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The benefit to macomb County from attendance of the above-named individual(s) at this conference/seminar is detailed below:

This training provides the latest tools necessary to combat on-line child exploitation.

NO COST TO COUNTY - PAID FOR BY I.C.A.C.

Respectfully submitted,

USKAP
 Undersheriff, K. Lagerquist
 Sheriff's Department

RECYCLABLE PAPER

RESOLUTION NO.

FULL BOARD MEETING DATE: _____
AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO: CONCUR IN THE RECOMMENDATION OF LEGAL COUNSEL
REGARDING THE CASE OF GUY VS. YOUNKER, ET AL

INTRODUCED BY: CHAIRPERSON BETTY SLINDE, FINANCE COMMITTEE

An attorney/client privileged communication will be provided to each Commissioner prior to the meeting concerning counsel's recommendation regarding this pending litigation.

COMMITTEE/MEETING DATE

FINANCE – 12/8/08