



DAUPHIN COUNTY BOARD OF COMMISSIONERS

WORKSHOP MEETING

APRIL 20, 2011

10:00 A.M.

MEMBERS PRESENT

Jeff Haste, Chairman
Mike Pries, Vice Chairman
George P. Hartwick, III, Secretary

STAFF PRESENT

Laura E. Evans, Esq., Chief Clerk; Janis Creason, Treasurer; William Tully, Esq., Solicitor; Fred Lighty, Esq., Human Services Director's Office; Dwayne Bender, IT; Tom Guenther, Director of IT; Joe Cardinale, Esq., Solicitor's Office; Steve Howe, Director of Tax Assessment; Dave Schreiber, Human Resources; Kay Lengle, Human Resources; Randy Baratucci, Director of Purchasing; Carolyn Thompson, Court Administrator; Melissa Bradley, Human Resources; Mike Potteiger, Director of Adult Probation; Leila Brown, Solicitor's Office; Amy Richards, Commissioners' Office; Debora Lisi, Controller's Office; Brenda Hoffer, Commissioners' Office; Abby Gabner, Commissioners' Office and Richie-Ann Martz, Assistant Chief Clerk

GUESTS PRESENT

Matt Miller, Bill Seeds, Bob Shively, Al Loomis, John Quirk, Megan Silverstein, Jim Hertzler, Tim Edwards, Nathan Garman, Derrick Jenkins, Scott Miller, Dave Wuenschel; Katelyn Miller, Yurie Nakano, Alexis Grier, Samantha Surfus, Meaghan Raab, Madelyn Veith, David Nolan, Jeff Young, Ben Bauchwitz, Philip Mancuso, Shota Nakano and Jeff Fastrich

MINUTES

CALL TO ORDER

Mr. Haste, Chairman of the Board, called the meeting to order at 10:08 a.m.

MOMENT OF SILENCE

Everyone observed a moment of silence.

PLEDGE OF ALLEGIANCE

Everyone stood for the Pledge of Allegiance.

APPROVAL OF MINUTES

Mr. Haste: We have a series of meeting minutes that we'll take up at next week's Legislative Meeting.

PUBLIC PARTICIPATION

Mr. Haste: We are at the point in time in the meeting for public participation. Is there anyone in the audience that would like to address the Board at this time? (There was none.)

DEPARTMENT DIRECTORS/GUESTS

A. Dauphin County Commissioners

1. Proclamation – Hershey Girls/Boys Swim Teams (State Champions)

Mr. Pries: It is my pleasure to present a couple Proclamations this morning. We have a total of four; two for team Proclamations and two for outstanding individual accomplishment Proclamations for Hershey High Swimmers. I have to tell you I'm beaming with pride today, similar to what Commissioner Hartwick was last week when we had Proclamations for the Steelton-Highspire State Championship Girls' Basketball Team. As a 38-year resident of Derry Township and a 1985 Graduate of Hershey High School, I am just so proud of the accomplishments that each and every one of you and those that have swam before you have provided not just to our town pride, our County pride, but our State pride and even the Eastern Regional pride for what you have done year in and year out. Some of the things that come to my mind immediately are integrity, commitment, leadership, desire and sacrifices that you and your families have made over the years to develop your team under the outstanding leadership of the Fastrich brothers. We are very thankful to have coaches of your stature in this area. I'm sure there are a lot of Division I colleges and other programs around the country that are eyeing up you guys. So, the fact that you are still at Hershey is impressive in itself. Without further ado, I have a couple of Proclamations that I would like to read, starting with the one for the Men's Team.

(Mr. Pries read the following Proclamation.)

**Office of County Commissioner
Dauphin County, Pennsylvania**

Proclamation

We, the Dauphin County Board of Commissioners, are honored to acknowledge and applaud the extraordinary athletic achievements of the Men's Hershey High School Swimming Team, which culminated in a sixth PIAA State AAA Championship;

Whereas, led by Head Coach Greg Fastrich, the Trojans dominated the season and achieved an impressive series of titles--including the Men's 200 Free Relay with David Nolan, Ben Bauchwitz, Shota Nakano and Jeff Young, and the 400 Free Relay with David Nolan, Shota Nakano, Philip Mancuso and Ben Bauchwitz;

Whereas, in the PIAA Class AAA finals, the Men's Team achieved team gold with an impressive 344 overall points;

Whereas, the Trojans' Nolan, Bauchwitz, Nakano and Young broke the state and national record in the 200 freestyle relay with 1:21.01, and in the final event of the of the state championships, Nolan led off with Nakano, Mancuso and Bauchwitz to produce a 3:00.71 in the 400 Free Relay, clinching first place and setting a new state record;

Therefore, we join the 268,000 residents of Dauphin County in applauding the talented and tenacious Hershey Men's Swim Team on their banner year and team gold; we wish them continued success next year and beyond; and, in grateful recognition thereof, we do hereby proudly proclaim April 23, 2011 as "Hershey High School Men's Swim Team Day" in Dauphin County.

(Applause was given.)

Mr. Pries: We're going to read all the Proclamations and then have you come up. The second one that I'm going to read is for the Women's Team.

(Mr. Pries read the following Proclamation.)

**Office of County Commissioner
Dauphin County, Pennsylvania**

Proclamation

We, the Dauphin County Board of Commissioners, are deeply honored to acknowledge and applaud the extraordinary athletic achievements of the Hershey High School Women's Swimming Team, which culminated in a thrilling PIAA AAA Team Championship this year;

Whereas, led by Head Coach Greg Fastrich, Hershey Trojans Meaghan Raab, Samantha Surfus, Yurie Nakano and Katelyn Miller achieved an impressive victory in the Women's 400 Free Relay to clinch state gold and set a state and national record at 3:22.85;

Whereas, in the Women's 200 Free Relay, these tough Trojans—Meaghan Raab, Alexis Grier, Madelyn Veith and Katelyn Miller—blazed by opponents to secure first place at 1:34.23;

Whereas, this versatile Hershey High School Women's Swimming Team amassed an impressive record of four state titles, including in 2011, finishing with a total of 269.5 team points, to easily win first place in the overall competition;

Whereas, the achievements and evident character of these young athletes has carried on Hershey's proud tradition of athletic and academic excellence and has brought much honor and recognition to their team, their committed coaches, their town of Hershey and to this very grateful County of Dauphin;

Therefore, we join the 268,000 residents of Dauphin County in honoring Hershey's much-admired 2011 PIAA AAA gold medalists for providing exhilarating victories for fans to cherish for many years to come; we wish this talented team and

its superior coaching staff enduring success and thank them for strengthening school and community pride; and in grateful recognition thereof, we do hereby proudly proclaim April 20, 2011 as "Hershey High School Women's Swim Team Day" in Dauphin County.

(Applause was given.)

Mr. Hartwick: It gives me great pride to read the next Proclamation and we'll reserve our comments until the end. Judged upon this individual's accomplishments I wouldn't be surprised to see him in the Olympics. This is pretty big stuff. The ability to not only break State, but National records in multiple races is truly commendable. We'll be keeping our eye on you. I don't know if London is too soon, but I certainly think we will be seeing you sometime in the future representing not only our County, but our Country with these kinds of statistics and performance measures.

(Mr. Hartwick read the following Proclamation.)

**Office of County Commissioner
Dauphin County, Pennsylvania**

Proclamation

***We**, the Dauphin County Board of Commissioners, are thrilled to honor and congratulate the remarkably talented Hershey High School senior David Nolan on another record-breaking year in swimming, and for leading Hershey's talented team to its sixth state title;*

***Whereas**, with drive and determination, David not only set the state and national records for the Men's 200 backstroke at 45.49 and Individual Medley at 1:41.36, but he also shattered the national record in the 100 Free and 400 Free Relay, earning him the coveted title of Men's PIAA Outstanding Swimmer of the Meet;*

***Whereas**, leading the Trojans' team to a triumphant first place finish in the PIAA State AAA Team Swimming Championship and the Men's 200 and 400 Free Relay—shattering state records in both relays--David has proved his mettle as both superior athlete and spirited team leader;*

***Whereas**, this exceptional young man and top college recruit confronted victory with the essence of good sportsmanship, team unity and personal character, and he is truly a winner in every sense of the word;*

***Therefore**, we join the 268,000 residents of Dauphin County in congratulating the fiercely competitive PIAA gold medalist David Nolan on his historic athletic achievements as part of the Trojans' swimming team; this gifted star athlete will be remembered for his decisive victories, strength of mind, and for bringing honor and recognition to Hershey and this very proud County of Dauphin, and in honor of his extraordinary accomplishments, we do hereby proudly proclaim April 21, 2011 to be "David Nolan Day" in Dauphin County.*

(Applause was given.)

Mr. Haste: The last Proclamation that I'll read and the interesting thing to keep in mind is that this young lady is just a freshman. So, when you talk about Olympics, I think we have two future Olympians to take a look at if this is what she is able to accomplish in her freshman year. It will be amazing to see what she'll do by her senior year.

(Mr. Haste read the following Proclamation.)

Office of County Commissioner
Dauphin County, Pennsylvania

Proclamation

We, the Dauphin County Board of Commissioners, are truly delighted to honor and congratulate the top-ranked Hershey High School swimmer Meaghan Raab on a record-breaking year that culminated in the 2011 PIAA Class AAA Outstanding Swimmer of the Meet and individual and team gold;

Whereas, named the 2011 Women's PIAA Outstanding Swimmer of the Meet, Meaghan sets the standard for young swimmers and is truly a winner in every sense of the word;

Whereas, stealing the scene at the PIAA championships in her state swimming debut, Meaghan acquired four Class AAA gold medals and broke three state records;

Whereas, individually, she won titles in the 100 free and 200 free, besting the top Class AAA marks;

Whereas, in the 400 free relay, Meaghan and her team broke a NFHS public school record to put the final stamp on a Class AAA Women's team title;

Therefore, we join the 268,000 residents of Dauphin County in congratulating PIAA gold medalist Meaghan Raab on her record-breaking season; we sincerely wish this talented freshman enduring success; and, in honor of her historic achievements, we do hereby proudly declare April 22, 2011 to be "Meaghan Raab Day" in Dauphin County.

(Applause was given.)

Mr. Pries: Just closing up on my comments, again, I'm so proud of each and every one of you. As the Commissioners mentioned and I mentioned in the Proclamations we read, it kept saying team. You are all about team. You have some outstanding individuals, but as a team you are much stronger and you continue to win as a team year in and year out. I often go around and talk about the town that you are growing up in and that I grew up in and how proud I am to be from Hershey, as George is from his Steelton roots. As I go around and talk about our kiss-shaped street lights, Chocolate Avenue, the Penn State Hershey Medical Center, Pennsylvania State Police Academy, The Hershey Company and Reese's, all those things that we have within our town, I'm now going to add on to the other thing that makes me so proud to be from Hershey and that is the great swim team. You are making a name for yourself well beyond our borders, well outside the State. David, as you continue to be in the pool with folks such as Michael Phelps. When we were growing up it was the great Spitz was the man who everybody talked about. Now it is Michael Phelps. You were in the pool with him just recently competing against him. I don't even know what that would feel like against the greatest swimmer in the world or one of the top swimmers in the world. You have done it and you have set the bar high. I'm not going to take away Commissioner Haste's thunder, because he always talks about your involvement. He is going to tell you all about what you now have done. You set the bar very high for other folks not just in Derry Township, but around the County and the community. They are going to be looking at each and every one of you day in and day out, whether it is what you do at school or outside and the amazing responsibilities that you now have moving forward.

Mr. Hartwick: I've got great respect for swimmers, because I can barely doggy-paddle. It is a talent that was not one that I ever acquired a great ability to achieve in and

Steelton-Highspire never had an opportunity to have a swim team. If they did I probably would not have made the first team there. I do know and what I have heard from folks around this region has been that to be involved and engaged in Hershey swimming is really where the standard is set, not only this region, but at the State level. I know you have folks around the region that have their own swim clubs and everybody is looking to try to up their game to be able to match or to be engaged or involved somehow with Hershey's Swim Team organization. I know you have folks who compete from all over the State and all over the region that come and try to practice with you and try to put their skills and abilities up next to yours, because quite frankly you are the ones who set the standard and are the ones to really match and beat. I know as a High School wrestler I always wanted to go and wrestle the best. It seems like any time it comes to swimming Hershey has defined itself as the best swim program in the State. You brought great pride and recognition to me, the residents of the County and most importantly to your families, teachers and coaches; because I know there is a stress on being a student, as well as an athlete. I know a lot of you are going on now to compete at college and to keep academics first is something we want to make sure that you all remember, because you are representing not just in the pool, but in the classroom and now as a role model in life. Congratulations! Much is given and much is required. Let's go kick some butt and bring some worldwide recognition back to Dauphin County. Congratulations!

Mr. Haste: As Mike and George were talking, I was thinking of a couple of things. Just to relate on one thing that George said, I too am a land lover growing up. I know those who love to swim you get them around water and that is the first thing they want to do. I was one of the ones that did the other way. The only reason I finally got in and swam is I wanted to earn my Eagle Scout and back then you had to do the swimming merit badge. I reluctantly got in and did my swimming merit badge. Your dedication is commendable. I know you need to have tremendous stamina to not only do the race, but to do the practicing that you have to do—hours and hours of training to accomplish the goals that you have accomplished. Looking back on the Hershey program, I believe if my memory is right in reading some of this is that this is the 6th Men's title and the 4th Women's title. I think this is your 3rd Men's title in a row. That is just pretty darn impressive. One thing that Mike and George spoke about very briefly and I think what you need to realize what this has done to you is now you are role models. You now have taken yourselves to a level whether you thought about it going into it or not. You are now at a level where you have great influence on other people, whether it is done directly or indirectly. Your actions and words and what you do now will be held to a higher standard. I think you need to realize that. That is a very good thing, because you are able to take your talents and abilities and influence our community for many years to come. This is just a small token today of a thank you of what we anticipate to be many more years coming out of you folks. Congratulations!

(Pictures were taken and applause was given.)

B. Bob Shively and William Seeds

1. THANKS Volunteer Incentive Program

Mr. Seeds: My name is Bill Seeds of Lower Paxton Township. I'm on the Board of Supervisors of Lower Paxton, which most people know. I'm also the representative from Lower Paxton Township for the Capital Region Council of Governments, which we meet once a month in Hampden Township. It is now composed, we just added more members, of 40 municipalities throughout York, Cumberland, Perry and Dauphin Counties. Somehow I got involved in it and got appointed as Chairman of the Public Safety Committee for the COG. We meet every month, prior to our normal COG meetings. We've come up with some ideas and one of the great ideas we got from Cumberland County, whose representative is here this morning and I'll give you their names and will introduce them in a minute. They have a program in Cumberland County called THANKS Program, which is a program of giving thanks to all their volunteer firefighters and EMTs. What it does is it takes businesses throughout Cumberland County and offers the volunteers a discount, if they are a volunteer and put in so many hours of training and so forth. It is another program to help keep our fire companies, which of course keeps our taxes low in all our municipalities. What we decided as the Safety Committee of the COG was try to promote this throughout the four-county region. We are here today to present this program to Dauphin County in hopes that you gentlemen will instill this in our county, along with the four counties. We can co-sponsor through the COG and that way a lady or a gentleman from any of the four counties could travel throughout our region and get discounts at area businesses. It is just another program to help our volunteers.

I was going to congratulate the team, but they left. We in Dauphin County, as George mentioned with Steelton, are very fortunate. We seem to have a lot of area high schools that are doing very well in State Championships. Of course I am especially proud of my high school, Central Dauphin, which we won four in a row State Wrestling Championships.

Mr. Hartwick: They will be in next week.

Mr. Seeds: We, throughout Dauphin County, have a lot of great kids and a lot of great sports teams. I'm very proud of all of them too. I follow all of them in what they are doing. They left, but congratulations to them.

I'll introduce the people that are with me this morning. Jim Hertzler is here. He is on the Council of Governments Public Safety. In fact he was former chairman for a long time. Jim is also a candidate for Commissioner in Cumberland County. Jim has a couple of words in regards to the Public Safety Committee. Also, Bob Shively is here this morning and Megan Silverstein and John Quirk. Megan is going to present the program.

Mr. Hertzler: I just want to thank you for allowing us this opportunity and I do look forward to maybe having the opportunity to work with you more closely in the next number of years. I'm here today to join Bill and our dedicated professional staff from Cumberland County, as a Township Commissioner across the river in East Pennsboro Township for the past 22 years, I had the privilege to serve the residents of Cumberland County's second largest municipality. One of the things we all know whether you live in Dauphin County or Cumberland County is we could not do it without our dedicated emergency services volunteer first responders. We are dependent on them anytime there is an emergency. It doesn't just happen when there is a fire. As we all know when there is a flood our volunteers are out there helping residents pump out their basements. When it snows too heavy, our volunteers are out and help shovel the snow off of people's roofs. As we noticed with the water main break that just occurred, we had our volunteers come into the City and actually back up the City of Harrisburg with our pumpers. We had several pumpers from East Pennsboro and Carlisle sent a pumper for standby. As you know and I have said before our emergency service volunteer first responders are really the true public servants. I have been privileged not only to serve on the Public Safety Committee of the West Shore Council of Governments and now the Capital Region Council of Governments as Bill mentioned, it is now 40 municipal members strong. It is one of the largest COGs in the State of Pennsylvania, if not the largest Council of Government. I also serve in the Senate Resolution Sixty Commission, which was set up a number of years ago in representing the Townships of First Class on that Statewide Commission to come up with ideas of how we can encourage continued volunteerism which is important. As Bill mentioned and I will just say this without our volunteers serving in our communities throughout Dauphin, Cumberland, Perry and York Counties and throughout the State of Pennsylvania we would probably see one of the largest municipal tax increases in history. If we had to pay for the services that they provide we would see a significant increase in costs. When the PennDOT building burned down a number of years ago, I recall the City of Harrisburg could put 20 to 25 paid firefighters on the scene of that fire; hundreds of volunteers came from the surrounding areas to battle that blaze. We owe an awful lot to our volunteers and the THANKS Program actually, the concept originated with the Public Safety Committee of the West Shore Council of Governments about six or seven years ago. The folks in Cumberland County launched this effort and followed through with it and we have a good program. Megan and Bob will get into more detail on that, but right now there are about 600 volunteers in Cumberland County that have badges with their names and photos and they can go to a number of businesses and get discounts on purchases that they make. You don't need a state law to do this. We've done it in Cumberland County and we hope that it can become a regional effort. I look forward to your consideration.

Mr. Seeds: Mike, you were talking about the swimming, do you know that we had an Olympic swimmer in Central Dauphin, Jeremy Linn. It is great for the area. I'm very proud of all the kids in the area.

Megan, will you present the program.

Ms. Silverstein: We'll quickly go over the THANKS Program. In 1976 Pennsylvania saw 300,000 volunteer firefighters. In 2005 we were down to 72,000. That is a pretty drastic drop especially considering the population is growing and call volumes are growing. As volunteer numbers decline training requirements, fundraising needs and call volumes seem to increase. So, you are seeing a smaller amount of people doing the brunt of the work. How do we address this alarming issue? One way that we started to do it is showing appreciation to volunteers by creating incentive programs and encouraging volunteers and recruitment. More volunteers mean more help and less burnout for volunteers. This is kind of the direction that we have taken our recruitment and retention program in Cumberland County. Currently the two incentive programs that we have at the County level are the THANKS Program that I'll address and the Wills for Heroes Program, which we just recently started. I don't know if you are familiar with that program, but it is a service where attorneys in the area offer free wills to any emergency service responder.

Mr. Haste: We've participated in two of those so far here.

Ms. Silverstein: Great! We just had one in the spring as well. We did 58 wills so it is a great program and very well received. As far as the THANKS Program it is a way to allow businesses to show their appreciation to volunteers. It is an incentive program for them to continue to volunteer. It also promotes the relationships between local businesses and our volunteers. The volunteers are serving them. It is great for them to get out and know the businesses that they are serving and that they can help them. It is also a great way to educate citizens and businesses on the dedication of time and energy that volunteers put in. In Cumberland County we often have people that will come up to our volunteers and say "you guys are paid, right?" and everyone has to say, "No we are volunteers." It is not a commonly known thing. Currently we have guidelines set forth and we offer the service to volunteer fire service, volunteer emergency medical services, emergency management volunteers, who would include our special teams or any emergency operation center volunteers we have, as well as our American Red Cross volunteers in Cumberland County. A volunteer is eligible if they meet certain criteria that we have set forth. I believe you were all given copies of what the criteria is so I won't waste your time going through that. You can look through them, but we kind of push back a little bit to the volunteer fire companies to help us know if their volunteer is in fact eligible for the program. We kind of work with them to make sure that they still are volunteers. They actually help us set forth the criteria as well. Again these are just the different criteria that we go through. One thing we look at too is it is not just about volunteer firefighters; it is about the person that works the fundraiser every week, but may not ride the fire truck or the person that helps do the paperwork and the grant paperwork every week, but may not ride the fire truck or the ambulance. We try to hit that group as well, because they are important to the volunteer service. It is a great program that we would love to see expanded throughout the several counties, not only because it increases the amount of incentives for our volunteers, but our volunteers are already running into each other's counties. We already have that mutual aid relationship going on and it would be great to see it expanded in this way as well. Our special teams also run into the other counties. That

is essentially our THANKS Program. We have about 600 volunteers so far that have signed up for it. We are trying to expand it and revamp it. We are definitely hitting the streets to get more businesses to come out. That is one thing that we do on our own, as well as go out and solicit businesses that way the volunteer companies don't have to do that. Do you have any questions?

Mr. Pries: Commissioner Haste had to step out for a quick update.

Mr. Hartwick: I think you started to answer my initial question. I'm familiar with the program. I presented to the COG a while ago and actually support the idea. It is one that I think provides a direct benefit to those who do volunteer and it is also another acknowledgement besides us investing in the radio communications system. We attempt to buy fire trucks through our gaming program which we have a high regard for the investment in emergency services particularly volunteers in this region. We share your same sentiment. They are the true heroes. This is one additional incentive that we can join in doing. The question I have is what is the process of solicitation? Who would be responsible for that and where would you target? How would you then notify the local fire companies, ambulance companies, and police as to where they are able to go? How is that communication established and who is managing that? Who would do it for Dauphin County?

Ms. Silverstein: The way we did it with our department is the Department of Public Safety, which Dauphin County could do similar or the four counties could work together to go out and solicit, but staff from our office actually goes out and will talk to the volunteer organizations and say what businesses would be beneficial to you. What places would you utilize this program. We get some ideas from them and we actually go out and solicit. Essentially we have the list available when they first sign up for the program. They are provided a list at sign-up. We have it available on our website that we update all the time. It is out there for them to find out who they are able to go to, but again we do the solicitation ourselves.

Mr. Hartwick: Who is ourselves?

Ms. Silverstein: The Department of Public Safety. Some of our staff members will go out. John Quirk who is the Emergency Resource Manager goes out and Bob Shively the Deputy Director, myself and anyone in our office who is helping with the THANKS Program. It takes two or three of us and it really doesn't take that much time to go out and do it; once or twice a year.

Mr. Hartwick: If we are going to make this a regional effort we should participate in solicitation. We should develop those relationships with our Emergency Management folks to do the solicitation. You talked about the value added benefit of getting to know your own businesses. Quite frankly it would be great if you are going to a Lower Paxton business, but it would be great to get the volunteer fire companies, law enforcement folks engaged with actually going out to the vendors as well in helping to provide that list, because they have certain favorite locations that they currently stop and visit. We

need to ensure that they are a credible organization in a time where we have folks soliciting for twenty or thirty different things. We want to make sure, even from our standpoint, if we need to help in sending a letter out to vendors that you are going to be talking to in a certain area have it come from the county commissioners. At least you have a letter saying that this is something that is on the up and up and is supported by the county. I just want to make sure that we are coordinating those efforts and we also have a little stake in the game with some of our personnel. Otherwise you will have my support.

Mr. Pries: I echo George's comments. I'm in support of this concept as well. I need to let you know that Supervisor Seeds has been a very strong advocate on behalf of the COG and coming here today to explain in more detail what is being undertaken. I for one join with George in support of this concept and look forward to working with you moving ahead in the future. As George mentioned about the gaming funds, the public service area is one area where we have been able to assist. Public safety was the big winner this year. Millions of dollars went to fire companies and EMS companies throughout the county to provide new fire trucks, money towards new fire stations and that enables the Lower Paxton Township, Derry Township and the Borough of Hummelstown and West Hanover Township to utilize that money instead of going back to their communities and raising taxes. That is one area where we have been able to assist. When we can in the future we will continue to do so.

Mr. Haste: Very good. Thank you!

Mr. Hartwick: Mike, are you going to be the head person from the Board to talk about our staff and how we are going to coordinate it? As the oversight for EMA are you going to take the lead on that?

Mr. Pries: Yes, and whoever is the contact, whether it is Bill or anybody from Cumberland County. We need to establish some point people and then we can report back to this board.

Mr. Seeds: As I said we will help coordinate it through the COG too, because that way we get all municipalities involved. I'm sure Cumberland County would be glad to work with anybody on your staff to set the program up.

Mr. Hartwick: I'm talking about EMA staff, the letter and the coordination of solicitation all of that stuff a committee should be formed to take a look at that.

Mr. Hertzler: In terms of the solicitation of the businesses and that, I think we can engage our local municipal officials in this as well; working hand-in-hand with our volunteers. As we all know as the volunteer list diminishes, as Megan pointed out, that means that our volunteers have more tasks to perform. That was one of the things that we found in our study. They actually need whatever assistance we can provide. This is something that we can do for them. I think we do need to engage our local municipal officials. We can work on that through COG to assist Dauphin County and our folks

here in Cumberland County to move this program forward in a regional basis. We thank you for your support.

Mr. Pries: This isn't just a commissioner on down thing. This has to be a buy-in from the local municipalities on up and that is why I'm glad to see Mr. Seeds here on behalf of the COG and Lower Paxton Township. I see this as a win-win, but we do need the buy-in from the local municipalities.

C. Al Loomis, Benecon

1. 2010 Year-End Report

Mr. Loomis: Thank you for taking some time this morning to allow us to review the performance of the health plan over the last couple of years. Before I get started for the record my name is Al Loomis and I'm with the Benecon Group. With me is Dave Wuenschel. Dave is also with Benecon.

It has been two years now since we actually completed two years of self-funding since we started working with the County. We want to take a little bit of time today to review with you quickly the benefits of self-funding, but more importantly the plan performance over those two years of 2009 and 2010. In particular we want to look at some of the factors that impacted your increased costs for 2010. We'll take a look at the medical versus your RX and some things that are being done in that area to try to keep costs under control. We want to review your administrative costs in this new program and we'll talk about your reserves a little bit at the end. Finally, we'll wrap it up by talking about how we have done actuarially in this program.

Some of the keys about self-funding are your ability to fully understand what your claims are doing. Prior to being self-funded you did not get detailed claim information. That is something that we do have access to now. That is a real advantage. Another thing is you get to see and understand exactly what the funding components are of your health benefit programs. By being self-funded you also get the advantage or benefit of lower administrative costs. I think we can demonstrate that for you today. You also by being self-funded get the advantage of any cost savings that are generated. By that I mean actually a couple of things. One is in a fully insured environment if there is a good year who gets the windfall, the insurance company does. That doesn't happen in this arrangement. In self-funding any good years you retain those dollars here at the County. Secondly, any investments you make to try to control claims here at the County you get a dollar for dollar return on those investments, because if you can reduce claim costs you can save the County money and you are going to see that claims are the biggest cost that you have in this operation. Finally a little bragging on Benecon is you get the advantage of having health actuaries who are actually on your side working to make sure that the pricing is appropriate in this environment.

We put together a spreadsheet to help you get oriented a little bit. It shows the actual results for the years 2008, 2009 and 2010. We also showed you what your funding was

for 2009 and 2010. I would like to start with a quick review of 2008. Back then you were fully insured and your total costs that year came in at \$14,220,000. About \$1.2 million of that went to cover retention costs from your fully insured company, which at the time was Highmark and \$13 million of that went to cover claims. We broke the claims down in the self-funding years to claims over \$90,000 and claims under \$90,000. We did that so that we could track for you whether or not it made sense to buy stop-loss coverage. We have been tracking that since the beginning. In 2009 the claims under \$90,000 came in at \$12,857,000. I do need to point out that is not a full 12 months of claims, because your first year in the program the claims that were incurred in December of 2008 and even late November 2008 a lot of those didn't get paid and wouldn't normally get paid until January and you had Highmark responsible for those claims. They paid most of those claims in January. Your claim load really didn't start until late January, early February. There is only about eleven months of claims in there, but be that as it may, we wanted to show you the total numbers.

Claims over \$90,000 came in at \$524,000. I will tell you that these are what we would call the shock claims, the big expensive claims. In 2009 your performance there was excellent. You had a very good year. It was much better than actuaries would have projected for a group this size. We had funding at \$1.3 million for those claims. Again it was a very good experience. Your administrative costs are broken down into two areas. Highmark fees provide you the administrative services to adjudicate your claims and they generate the claim reports for us. Their fees for doing that in total were about \$505,000. The Benecon fee is a flat fee per employee per month and that came in at \$105,719. There were no stop loss purchases in 2009. So, you have no costs there. Your total costs, including claims, were almost \$14 million in 2009 or \$230,000 below 2008. Again you were helped there by the fact that you had some run out paid by Highmark. In 2010 the claims under \$90,000 were at \$14,952,000. That is probably closer to what the actuaries would project. In fact you will see that in a few minutes. The claims under \$90,000 came in at \$938,000. We had a significant jump in those claims. We talked about those claims the last time we were here. I will tell you that you are pretty much on target with where the actuaries think those claims should have been for the year. Highmark fees are predicated partly on a flat fee basis and partly on a claim basis so they did increase to \$590,000. Our fees predicated on employees are \$107,000 for 2010. We did buy some stop-loss coverage in 2010 for claims over \$750,000 and that came in at roughly \$55,000. Total cost was \$16,644,000. That is about \$2.6 million more than the prior year. I'll tell you where those costs came from.

Mr. Hartwick: Did we protect ourselves from any claims over \$750,000?

Mr. Loomis: Yes, that \$55,000 would protect you from that, but you didn't have any. I think the highest claim was about \$400,000.

Mr. Wuenschel: \$392,000.

Mr. Loomis: One thing to keep in mind and I think this is an important point when you have \$15 million claims expected or budgeted and you have medical inflation in this

country running at 9%, right away you are going to get hit with \$1.2 million in increased costs in the marketplace, because of that inflation that is built into this business. That is one important point to keep in mind. The 2009 year, cash wise, was a little bit better than 2008. 2010 was, however, the more mature year and lastly the increase for 2010 was about 19% or \$2.6 million. We'll talk about what was driving that \$2.6 million increase. Again, I just mentioned inflation at 9%. \$1.2 million of \$2.6 million can be attributed to the inflation that you had on your overall costs in 2010. Your shock claims was up \$414,000. Your stop loss premium was \$55,000. You didn't have that in the prior year. Your administrative costs were increased about \$87,000 and the claim catch up or claim maturing of about \$864,000. You got 12 months of claims compared to a year where you had 11 months of claims. That is one reason why 2010 looks so much more. Does that make sense?

Mr. Hartwick: I just have trouble understanding the inflation we just attribute that to general inflation. That is kind of hard for me to see a \$1.2 million number just for general inflation. You have no idea what that means, because one of the thoughts that I had when I was reviewing this before we started was the idea that we are seeing additional utilization in doctor office visits and upfront routine checkups as a result of our Lifestyle Returns, which would be a good increase in expenditure, because we would be doing early detection, figuring out ways to do maintenance and keeping folks from progressing along and doing disease maintenance in a way that would cost us less money to be able to make an investment upfront in doctor visits. This doesn't jive with just inflation.

Mr. Loomis: Those kinds of things have helped you. One is if you average out your cost increase over that two year period of 2009 and 2010, your average increase was about 8.5%. Medical inflation was running at about 10% so you actually came in a little bit under medical inflation. Things that you did to try to control your costs have helped you keep your costs down. So, your average over those two years of 8.5% is pretty good in this market. If you talk with private companies and other employers and see what kind of increases they experienced over the last couple of years, if you average yours out at 8.5% by going self-funded I think you have done well. Certainly the things that you have done to try to control costs have helped.

Mr. Hartwick: I just need to have a little bit more breakdown of the inflation piece.

Mr. Loomis: The medical inflation is calculated by the industry. Each carrier comes up with its own calculation for medical inflation. There is an actuarial company called Millimam who does a study every year and they for 2010 said the medical inflation in this country was 9%.

Mr. Hartwick: But when we equate it we could take a look at if physicians increased their doctor room visits, what RX has increased from name brand. I would like to see a further breakdown of that actual number and what it meant to our plan rather than just national inflation numbers. We can talk about that afterwards.

Mr. Loomis: In 2010 your ratio of RX expenditures to your overall claim expenditures came in at about 17.7%. Again Milliman, which is the national standard, their index for 2010 says that the standard in the country is about 15%. So, your RX utilization was a little bit higher than the national standard. You have a better benefit than a lot of the private companies out there that are being included in this. So, it is not surprising that you are a couple of points above the national standard. You have a nice program for your employees. The other thing that we wanted to talk about is the efforts that have been made to try to keep those RX costs down and in one major effort in 2010 was the cholesterol campaign. We worked with Melissa to try and put together a campaign for your employees to educate them on cholesterol and what that can mean to them. We wanted them to get to know what their cholesterol numbers were and to take action if they were high. Did that have any impact, well, if you look at the number of scripts that were written for cholesterol they actually went up 26%. Hopefully the education campaign had put the idea in their head that they needed to go to the doctor and find out what their cholesterol was. As a result you saw scripts going up 26%. You had 45 new patients that went on cholesterol medicine.

Mr. Wuenschel: And they were generic.

Mr. Loomis: Even though your scripts went up 26% your cost only went up 9% in the generic utilization which was part of the education campaign was up 50.9%. These are realistic efforts in attempts to make sure your employees are getting the right care, but also trying to control your costs. For this year we are working on a diabetes campaign and stress and depression campaign. We are going to be doing some continued RX education to try to shift some other drug uses. I mentioned lower administrative costs. The interesting thing is the three-year projected savings on administrative costs by being self-funded is \$2.2 million. You will see a reserve balance. You have funded your healthcare costs based on the recommendations of the actuaries. Your experience overall has been better than projected. As a result you have generated surpluses in the program – 190,000 in claims over \$90,000. Over the two year period you've actually accumulated \$3.5 million in surpluses. Lastly, I wanted to review with you the actuarial performance. How did you do? For 2009, your claims actually came in above expected. However, the good news is that by the close of 2010 year, your claims have actually dropped below expected. Again, this is a good trend. When you are below expected you can actually expect increases in the marketplace less than inflation, lower than what inflation is running. If you are above expected you can expect increases that are at inflation or above. I think that is a positive indication for you as to where you were by the end of 2010. Do you have any questions?

Mr. Hartwick: I have a whole load of them. Just a little bit about historical perspective, but we went over the last seven years from a retro refund arrangement to a perspective arrangement where we were fully insured and finally getting a handle on our utilization to over the past two years now in the self-funded arrangement, which once we got control on our utilization we understood what we were paying to the insurance companies in a perspective arrangement. I think we clearly saved millions of dollars being in a self-funded arrangement versus a prospective arrangement based upon what

I see utilization trends in healthcare and obviously the cut that the insurance companies were taking out of us despite having two good years during that prospective arrangement, which I could have defined almost exactly how much Highmark made off of the county. That is no longer the case. We are in a position now where we can understand our utilization history and trends. With that history in mind one of the things that I'm going to be asking from you and I think we asked before and we are really going to focus on this year are specific recommendations whether it be in plan design, in co-pays and particularly the name brand drug area. That is one of the areas where I've seen an increase in your reports. Quite frankly to try to make it a little bit more challenging to acquire the name brand drug and we are at least having the benefit. The idea is that you can make it more difficult and more expensive to try the name brand drug and you can also incentivize using the generic drug by lower co-pays based upon the total amount of expenditures. Those are areas that I want to see, if the Board is willing to, a proposal that could show if we would change plan design what could the potential cost savings benefits be; and I don't want to prohibit folks from being able to utilize name brand drugs if the generics aren't working. Ultimately we need to make the test one with the generics to see if, in fact, they are able to work. I know for a fact that it is going to, based upon the trends of increases in prescription drugs, have the potential to save us significant dollars.

I would also like to try to do some other specific recommendations of addressing the cost drivers in our claims. One other area, if we could focus on as well, all the things that we are attempting to do in the Wellness area in trying to make the investment to reduce those future claims. I want to make sure that any claim that hits \$90,000 or above that you are communicating directly with our office so we are able to get a handle on what those cost drivers are and take some proactive action to be able to address that and manage that in a way that can benefit any of those expenses that have increased particularly in our shock claim areas.

We have been wrestling with whether or not we take stop loss insurance and what that would mean to us in the premiums versus what we paid out in shock claims. If we are going to make the decision as the Board has and quite frankly the bets been right and I was wrong. I'll admit that in a public forum. It's great that those trends are moving in that direction. I had some concerns with about 20 to 21 folks that are in our workforce right now that are in some challenging health scenarios. We just need to make sure as folks move into that threshold that we are doing the job of actively managing that area to the extent that we can to try to reduce those from excelling at a rate which would expose the county.

Recommendations from Wellness, I'm glad we are focusing on diabetes. One of the things that we have instructed our Chief Clerk to do is we are going to try to find a wellness person from each county department and I want to go and personally speak to them and talk about the level of commitment, not just from here in the Commissioners, but from our organization. While we hear about trends happening, I have a belief that if you take a proactive approach and make this a culture change that we will buck those trends. That is the only way that we are going to be able to see real savings. We have

to understand what our cost drivers are, making a significant change and taking it from the administrative level directly down to the employee level and doing campaigns that directly have an impact on our cost drivers as you've shown can happen with cholesterol and heart disease. We would like to see specific recommendations from you related to the cost drivers and ways that we can make plan design changes or investments in wellness areas. What I would like to see from you are four of the top areas that we can focus on from the wellness perspective.

Mr. Loomis: When would you like to see that?

Mr. Hartwick: In the next few weeks. Otherwise, I'm glad we are moving in the right direction. I think we got a lot more work that we can accomplish.

Mr. Wuenschel: I'll just add that in working with Scott and Melissa and maybe we can try to bring in someone from each department, because then you have someone who has a good understanding of what is going on. We do provide an ongoing monthly report of some of the detailed data and also a quarterly summary. That might be good to incorporate that whole process in with the people that you are identifying in each one of the departments. That way they can communicate. It is obvious that when we did the newsletter with Melissa on cholesterol that we did basically get a result, a positive result. I had 50% more people taking a generic drug versus a brand, but more importantly the whole thing was focused on do you know your numbers. Obviously we had 45 people that found out that maybe I ought to be doing something. We need to continue to focus on where our claims are coming from and what areas we can continue to communicate and provide those resources.

Mr. Hartwick: We'll set a follow-up within two weeks.

Mr. Haste: What is the targeted reserve total that we are looking for?

Mr. Loomis: That depends on what the ultimate goal would be. You can get to the point where you only have to fund it at expected and you won't have to worry about funding at max any more. That goal would be two times what the corridor is. I think we are looking at about \$8 million to get to that point. It really depends on the goal. We can talk about that a little bit more. I think we have had some discussion with your team about that.

Mr. Wuenschel: I know George has sort of alluded to the bet here on the stop loss. Let's look at it realistically; we had a very good year. We had about a 40% loss ratio the first year as far as claims over \$90,000 from what we funded in. This past year we were very close to the actuarial expectation of what we thought your claims would be over \$90,000. You are going to have bad years too. If you take the national average there is two bad years out of seven. The whole idea there was to hopefully stockpile enough reserve and we can have our actuaries look at that and say what is the appropriate reserve that you might want to have on hand for claims over \$90,000. Then you got an idea of the benchmark that you got to hit. If you suddenly have a bad year that could

erode the whole surplus that you have, which right now is about...What we did, remember the idea of putting the money in sort of a lockbox that is why we were putting it through the PCHIP program as far as the stop loss fund. We sit here after two years and we have \$1,176,000 that will be reserved.

Mr. Haste: We have \$2.5 million.

Mr. Wuenschel: You do have \$3.5 total, but we had sort of allocated the claims over \$90,000 and what you paid in for those as \$1,175,000 and then the claims under \$90,000 is where you have an additional \$2.3 million. Both of those we could do separately as to what would be the reserve benchmark.

Mr. Hartwick: Can I recommend a strategy if we are saying historic trends and I agree with Jeff that we should add that to the "to do" list in taking a look at potential shock claims in exposure in the bad year. I would recommend taking sort of a novel approach and different approach. If we have the anticipation that those numbers are moving why not buy stop gap insurance if we are anticipating this as a bet for the year but maybe a huge claim, get through that year and then not buy stop gap. This is almost like the stock market.

Mr. Haste: You can do that once you have your fund to the point where you need it to be.

Mr. Wuenschel: Yes, the only difficulty as far as let me buy it as soon as I see a bad year coming is if I see it coming so will also the stop loss carriers see it coming. They are going to basically say well I don't want to take on that risk I'll use my higher deductibles.

Mr. Hartwick: Can we leverage the Co-op to get better rates?

Mr. Loomis: Yes, if you were in it.

Mr. Hartwick: We can make the determination to go...We'll explore that option as well.

HUMAN RESOURCES

Ms. Lengle: Do you have any questions on the Salary Board item? (There was none.) Do you have any questions on any of the items in the Personnel Packet? (There was none.) I do have to make a change on the effective date of Item #20, a separation. It should be April 29, 2011.

PURCHASE ORDERS

Mr. Baratucci: You have a report from this morning. There were a number of items that had budget issues that we'll work on. We actually started working on them already. Do you have any questions at this point? (There was none.)

TRAINING PACKET

Mr. Haste: Is there anything that we need to vote on? (There was none.)

ITEMS FOR DISCUSSION

- A. Contract with Linton Managed Services, Inc. for emergency food services at Schaffner Youth Center. (*****A VOTE IS REQUESTED 4/20/11*****)
- B. Subordination Agreement Pedro Domingos on the property located at 173 Chartwood Drive, Harrisburg, PA 17109. (*****A VOTE IS REQUESTED 4/20/11*****)

Mr. Haste: We have two items that are on the Agenda for action, Items A and B. Are there any discussions or anything else we need to know on these items? (There was none.)

It was moved by Mr. Hartwick and seconded by Mr. Pries that the Board approve Items A and B, listed above under Items for Discussion.

Question: Mr. Haste – Aye; Mr. Pries – Aye and Mr. Hartwick – Aye; motion carried.

REPORT FROM SOLICITOR – WILLIAM TULLY, ESQ.

Mr. Tully: There are no changes to the report. If you have any questions I would be happy to address them.

Mr. Hartwick: If I could take a look at #21, it's the Memorandum of Understanding between the Coalition to Prevent Teen Pregnancy and County Human Services. I just want to see that one.

REPORT FROM CHIEF CLERK – LAURA E. EVANS, ESQ.

Ms. Evans: I just wanted to remind everyone that Earth Day is April 22, 2011 and we have some Earth Day related events designed to encourage residents to safely dispose of potential harmful substances. This Saturday the County's Recycling Center will host the residential tire recycling collection from 10:00 a.m. to 2:00 p.m. and then the following Saturday April 30, 2011 we'll host an unused or expired medication collection for safe disposal.

COMMISSIONERS' COMMENTS

(There was none.)

PUBLIC PARTICIPATION

Mr. Haste: We are again at the point in time in the meeting for public participation. Is there anyone in the audience that would like to address the Board?

Mr. Jenkins: My name is Derrick Jenkins. I have somewhat moved back into the area. Just a point to give you some direction, I work with young people recruiting and going to college since 1978 when I was a sophomore at Southern University. I haven't looked at the results from any of the State information to see how they refer to young folks now, but in your Proclamations it said men and women. Please don't rush to make them men and women. They are still young people. In the college realm we kind of say that they are young adults in transition to adulthood. Sometimes young people rush to become adults and some of them are still kids based on their maturity level.

You might want to give the girls their stuff first, because it is ladies first.

I actually lived in Indianapolis and the natatorium was there and those young folks are exceptional. Even though I do track and field, swimming and athletic championships, Indianapolis is kind of the capital. From what I've seen over the ten years that I lived in Indianapolis they are extremely exceptional by all means.

ADJOURNMENT

There being no further business, it was moved by Mr. Pries and seconded by Mr. Hartwick that the Board adjourn.

Respectfully submitted,

Laura E. Evans, Esq.
Chief Clerk

Transcribed by: Richie-Ann Martz