



DAUPHIN COUNTY BOARD OF COMMISSIONERS

WORKSHOP MEETING

September 15, 2004

10:00 a.m.

MEMBERS PRESENT

Jeff Haste, Chairman
Dominic D. DiFrancesco, II, Vice Chairman
George P. Hartwick, III, Secretary

STAFF PRESENT

Marie Rebeck, Controller; Robert F. Dick, Treasurer; Chad Saylor, Chief Clerk; Julia E. Nace, Assistant Chief Clerk; Randy Baratucci, Director of Purchasing; Edgar Cohen, Director of Facilities Maintenance; Garry Esworthy, Risk Manager; Gary Serhan, Deputy Controller; Tom Wasco, Director of Veterans Affairs; Dan Robinson, Director of Community and Economic Development; Faye Fisher, Director of Personnel; Robert Knupp, Esq., Solicitor's Office; Bruce Foreman, Esq., Solicitor's Office; Mike Pries, Director of Safety & Security; Carolyn Thompson, Court Administrator; Dave Schreiber, Personnel; Diane McNaughton, Communications; Mark Templeton, Prison; Sharon Way, Personnel; Kay Sinner, Personnel; Melanie McCaffrey, Solicitor's Office; Kelly Wolf, Solid Waste; Lena Martinez, Communications; Tami Herb, PSU Cooperative Extension; Jena Wolgemuth, Commissioners' Office; Richie Martz, Commissioners' Office

GUESTS PRESENT

Jack Sherzer, Patriot-News; Pete Wasco; John Vergot, M. E. McElheney; R. Albright; Ralph DeSantis; Bruce Williams; Mark Lambdin; Joel Lambdin; Bob Harris; Neal Delisanti; Dominic DiFrancesco

MINUTES

CALL TO ORDER

Mr. Haste, Chairman of the Board, called the meeting to order at 10:00 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 four sets of Meeting Minutes that we will take up at next week's meeting.

PUBLIC PARTICIPATION

Mr. Haste: At this point in time, we are open for public participation. (There was none.)

PERSONNEL

Ms. Sinner: In the Personnel Packet, there are several Salary Board requests. We are actually abolishing the Director of Solid Waste and creating two part time positions. The salary for these positions is paid from disposal fees. There is no County money. We are reclassifying an Adult Probation Officer position. There are seven items on the New Hires Listing. On the Changes Listing, I would ask that you pull item #5. That will not be put through at this time and the rate.

Mr. Hartwick: Am I correct, we are supposed to be pulling #3 as well?

Ms. Sinner: I have not gotten word on that. That position is being reclassified due to a union contract. That person is actually performing duties of an Adult Probation Officer 2.

Mr. Hartwick: I must be looking at the wrong one.

Mr. Haste: You skipped over a couple of the reports that we have first. Kay, you are on the Changes Listing, correct?

Ms. Sinner: Yes, I am. Are you on the New Hires Listing?

Mr. Hartwick: Yes.

Mr. Haste: There was a Vacancies Listing and a New Hires Listing.

Ms. Sinner: On the Changes Listing, pull #5. There was another Changes Listing. It was revised. I am hoping that you have the correct one. Commissioner Hartwick may have the preliminary one that we discussed with him. We have overtime reports and a request for overtime from EMA. That is all we have.

Mr. Haste: Any questions of Kay? (There were none.) We will deal with this packet next week.

TRAINING PACKET

Mr. Haste: Chad, is there anything we need to deal with today.

Mr. Saylor: Items #1 and #2 need approval today. Both have been pre-approved by the oversight Commissioner.

It was moved by Mr. Hartwick and seconded by Mr. DiFrancesco that the Board approve the following Items #1 and #2 from the Training Packet:

#1 – Parks and Recreation (Jane Webster) September 22, 2004 “Promoting Pollinators in public Places” in Washington, DC at a total cost of \$93.75.

#2 – Prison (Nickolas Remick) September 29, 2004 “Drug Abuse and Addiction: Treatment, Enforcement and Sanctions for Adults and Juveniles” in Philadelphia, PA at a total cost of \$200.00.

(Question: Mr. Haste – Aye; Mr. DiFrancesco – Aye; and Mr. Hartwick – Aye; motion carried.)

DIRECTORS/GUESTS

Mr. Haste: At this time, we have a couple Proclamations to make.

Proclamation Presentation to Ralph DeSantis of TMI

Mr. DiFrancesco: Recently, it was noted in the media that there was a celebration down at Three Mile Island celebrating their 30th anniversary at the facility. Unfortunately, at that time no one from the Board was able to attend, so we thought it would be nice to chime in. We appreciate the fact that facility serves as a key place of employment for many people. We appreciate the fact that you do so much for the surrounding communities. While there are constantly issues that we have to deal with in balance, the bottom line is that throughout the last 20 years that I remember, at least, you have been a good community partner coming to the table when things do arise and when

there is a need in the community you are there to fill it. (Mr. DiFrancesco read the Proclamation.)

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

Proclamation

We, the Dauphin County Board of Commissioners, are pleased to join the community at large in congratulating Three Mile Island Unit 1 on its landmark 30th anniversary and celebrating its present-day commitment to safe and secure operation;

Whereas, Three Mile Island Unit 1, located in Londonderry Township, Dauphin County, and operated by Exelon Nuclear, is an important source of electricity to our region;

Whereas, Three Mile Island Unit 1 is a pressurized water reactor that, at full power, meets the electricity needs of a city the size of Philadelphia;

Whereas, Three Mile Island Unit 1 first went into commercial operation 30 years ago, on September 2, 1974, and has produced more than 140,000 megawatt-hours of electricity during that time;

Whereas, Three Mile Island Unit 1 is a significant employer in Dauphin County with more than 600 full-time employees, and is an integral business partner for many other companies in Dauphin County;

Whereas, Three Mile Island Unit 1 is an excellent corporate citizen whose many employees volunteer in the local communities as coaches, scout leaders and school organizers and who provide generous contributions to local charities;

Therefore, we join the 251,300 residents of Dauphin County in acknowledging the service of Three Mile Island Unit 1 for the past 30 years; we recognize Three Mile Island Unit 1 and its employees for providing electricity for three decades to residential, commercial and industrial users in the region; and we wish them a very happy anniversary and an even brighter future.

(The Commissioners presented the Proclamation to Ralph DeSantis and Bruce Williams.)

Mr. Williams: Thank you very much for the recognition and for the Proclamation. We have and are committed to working with you to protect the public health and safety in the operation of the nuclear facility at Three Mile Island. As you well know, a lot of the people that work at TMI are from the County and are a very dedicated, loyal and hardworking workforce at TMI. I humbly accept this recognition on their behalf, all the people that currently work at TMI, as well as those that have over the past 30 years. Thank you very much.

Check Presentation to Joel Lambdin & Mark Lambdin of the Harrisburg Players Collective

Mr. Haste: I will call upon George for a check presentation.

Mr. Hartwick: As many of you are aware, through the collection of our hotel tax and tourism related dollars, we have an opportunity to actually invest back in the community

and to organizations that provide a great deal of opportunities for local artists, local talent. Particularly in the area of the music and the arts to enhance the culture of our region, as well as, to hopefully lure more folks into the region to spend additional dollars and begin to increase the revenue that comes from the hotel tax dollars.

Today, we are fortunate enough to have with us the Harrisburg Players Collective, who is here to receive a \$2,000 grant from the County. This chamber ensemble brings many national talents into the area, along with many local musicians, to play at our downtown bars and restaurants. The Collective also provides free music education to children in our local elementary schools. The grant that they will be receiving today will help expand the presence of music education in our schools by educating children in active listening skills, basic music forms and the historical context in which they are performed. In talking to Joel and Mark Lambdin today, they may be able to assist Commissioner Haste as he looks to expand the educational piece into the Prison system and the Prison population to assist folks in, obviously education and, some real life skills as they move out of the Prison system. Currently they are looking for partners and direction from the County on how they may be able to partner. I suggested that they meet with Commissioner Haste. Today, on behalf of the Harrisburg Players Collective, Joel and Mark Lambdin are here and if they would like to make a few remarks.

Mr. Lambdin: Thank you Commissioners for your support of the arts in general. One thing that I would like to say to folks who gave us money is that the favorite saying in arts fundraising is that “for every dollar that you invest in the arts you get \$2.00 back” from various types of things. For example, when people come downtown to hear our concerts they are spending money on other things. The educational and therapeutic aspects of what we do are worth reiterating. By doing the educational and outreach types of programs that we so strongly feel about we are able to do things like help reduce truancy rates and improve rates on continued education. Thank you very much for your support.

(The Commissioners presented Joel and Mark Lambdin with a check for \$2,000.)

Proclamation Presentation to Thomas Wasco, Veterans Affairs Director

Mr. Haste: At this time, if I could ask the Director, Tom Wasco, to come forward and if Commissioner DiFrancesco could read the Proclamation.

Mr. DiFrancesco: It is a great pleasure to present this Proclamation today. As all of you know from what we have said in the past, this Board is very, very committed to making sure that the things that we do in Dauphin County are done the best that they can be done in the world. I have to speak on a personal note with regards to the Department of Veterans Affairs. When I was running for this job, I was repeatedly told in a very personal way that if I did anything to harm that department or that great director that we had up there I was going to pay a heavy price. As many of you may or may not know in this room, my father has some runnings within the veterans community so I knew that if I didn't do it right that I would be getting calls all night long. I have to say, in the time

that I have spent here what's really been telling to me are the comments that I receive from the veterans community. The bottom line is Dauphin County is doing it right and we have the right guy doing the job. It is a great pleasure for me today to take a moment to read the Proclamation from the Board. (Mr. DiFrancesco read the Proclamation.)

Office of County Commissioner
Dauphin County, Pennsylvania

Proclamation

We, the Dauphin County Board of Commissioners, take great pride and pleasure in joining the countless friends, family members and fellow workers in congratulation Thomas P. Wasco on his election as President of the State Association of County Directors of Veterans Affairs;

Whereas, after high-school, Mr. Wasco served four years with great honor and courage in the United States Navy during the Vietnam War;

Whereas, upon his returning home to the country he defended so valiantly, Mr. Wasco served Dauphin County in many capacities prior to his appointment as Director of Veterans Affairs in 1998;

Whereas, Mr. Wasco has served the veterans community through various means for the past eighteen years, linking veterans in need with county, state and federal resources;

Whereas, as a 27-year member of the American Legion, Mr. Wasco served as Post Commander and was elected Dauphin County VFW County Council Commander, and was selected as one of the outstanding County Council Commanders by the Department of Pennsylvania Veterans of Foreign Wars;

Whereas, Mr. Wasco has been a member of the State Association of County Directors of Veterans Affairs for the past six years, and because of his outstanding work and leadership ability, he was elected to serve as their next president in June 2004;

Therefore, we join the 251,300 resident of Dauphin County in congratulating Tom as he ascends to the position of President of the State Association of County Directors of Veteran Affairs; we applaud his dedication and devotion to his work with veterans and the community as a whole; and we wish him every success in his new endeavor.

Mr. DiFrancesco: I just want to thank you for the job that you do. You do it very well and what is very meaningful is that you do it from the heart. It is not just a job that you come to, you believe in the issues that you fight for.

Mr. Wasco: I want to thank the Board of Commissioners, because without your support I could not be doing what I am doing now. For me to be President of the Association leads to travel time. I discussed this with Commissioner DiFrancesco about the traveling, which would be once or twice a month. I could not do this job without the Commissioners support and of course the veterans of Dauphin County, particularly one that I hear an awful lot from.

Mr. DiFrancesco: I share your pain.

Mr. Hartwick: He is a good Steelton guy.

Mr. Wasco: The boss's father can be tough. Thank you very much for your compliments.

Mr. Haste: On a personal note, if I could just say, I actually go back a few years with Tom. In addition to Tom being a Director and me being an employee of the County in two capacities over the last few years, Tom and I have become pretty good friends. I can remember back when Tom was the Deputy Director of another department and often times we would talk about if he ever had the opportunity the job that he would want would be Director of Veterans Affairs. Often times he would sit in my office and we would talk about ways to improve the department and ideas that he had. Tom, it is a pleasure to see that materialized for you and come to fruition. Edgar and Randy, we cannot call Tom Director, we must call him President.

(The Board congratulated Mr. Wasco and presented him with the Proclamation.)

ITEMS FOR DISCUSSION

Mr. Haste: At this time we have Items for Discussion A through F. I am not aware of any that we need to take action on this week. Are there any questions of the Board, Chad or anyone else? (There was none.)

- A. Reappoint Paul Clark to the Industrial Development Authority.
- B. Appoint H. Glenn (Bub) Manning to the Susquehanna Area Regional Airport Authority (SARAA).
- C. Household Hazardous Waste Disposal Agreement between Dauphin County and Curbside, Inc.
- D. Approval to donate Dauphin County's weights and measures equipment to the PA Dept. of Agriculture Weights & Measures.
- E. Approval of FY 04/05 per diem rates for the Schaffner Youth Center:
 - 1. Secure detention - \$285.29
 - 2. Shelter care - \$231.61
- F. Appoint Michael Musser to the Dauphin County Housing & Redevelopment Authority (replacing Todd Lechleitner).

SOLICITOR'S REPORT

Mr. Knupp: The Solicitor's Report has been submitted for your consideration and I would be happy to try to answer any questions you may have. Most of the items have been reviewed and will be in shape for your consideration at the Legislative Session.

PURCHASE ORDERS

Mr. Baratucci: You should have all received your Purchase Order Packet yesterday. I haven't had a chance to review it with Mr. Yohe, because he has been in budget hearings. We will go over it. There are a couple of budgetary items that need to be corrected. If you have any questions, I'll answer them now, otherwise we will get the budget items taken care of by next week.

Mr. Haste: You may be getting a phone call from Halifax. They were debating purchasing some items at their meeting this week. I suggested they give you a call for some guidance.

Mr. Baratucci: I haven't gotten a phone call yet. We have that program with the municipalities where they can get supplies, but one of the things that we encourage them to do is to contact us if they are looking for vendors. I would be happy to talk with them.

Mr. Hartwick: Explain to me the process on Page 13 in a little more detail.

Mr. Baratucci: This is just pass through money. What happens is our Parks and Recreation Department schedules various different trips. They schedule them through a travel agency. The money comes in from the participants of the trip to the County. They pay the County and then the County pays the travel agency. There is a small fee that the travel agency charges to handle all of this, but they have been working with this group for many years. All we do is pass the money through from the people who are taking the trips and paying the County and then the County pays the agency.

Mr. Hartwick: The bottom line is you have 45 people signed up for a bus trip. We make the payment and the folks who paid for the bus trip reimburses the County. In this case Parks and Recreation. I don't want to pay money to send people to Radio City Music Hall.

Mr. Baratucci: They pay for their own. I believe Parks and Recreation figures out a charge where they do make a small profit to cover their expenses, but it is pretty much a wash.

REPORT FROM CHIEF CLERK/CHIEF OF STAFF – CHAD SAYLOR

Mr. Saylor: I want to draw your attention to three upcoming items. Sunday is Fort Hunter Day from 10:00 to 5:00. It is an open air festival. The festival this year showcases African American presence at Fort Hunter and admission is free. Sunday also marks the beginning of the Gratz Fair. The County is sponsoring a booth. The Fair runs through the 25th. Finally, beginning this week, Channel 20 is airing our presentation on human services programs.

On May 26th, our healthcare insurance provider, Highmark, came before us and notified us that based on claims and utilization, our projected claims for the remainder of 2004 will be estimated that the County will incur an additional \$3.3 million more in health insurance claims than we have paid for in premium and administrative expenses. The shortfall would need to be collected by Highmark over the future unless we took some steps. Obviously, the Board has made a priority getting the County's financial house in order and it is clear that with the skyrocketing costs of healthcare insurance that there is no way that we can do that unless we get control of our healthcare costs. So, what we have before you, we have worked together with the Personnel Office in taking a look at what other counties do, what the businesses do, and what the State does in terms of providing health insurance to its employees. We have looked at a number of different options. What you have before you right now is basically a system of co-pays for various services. For the first time, it will give this county a major tool to try and control the skyrocketing healthcare costs. You made clear that it was priority that you wanted to be sure that employees and their families would continue to enjoy the same level of care that they have come to expect and deserve. This plan does that. They have the same doctors, specialists and the same level of care. However, as we are informing providers of what our plan is we are learning that if we made no changes and stayed with our current provider, the expected increase next year would be \$5.8 million. If we do institute the changes that you have before you now, it looks like between healthcare and prescription drug we can reduce that to \$3.2 million. In other words, healthcare costs are going to go up next year. It is a matter of by how much. If we institute the changes that you have before you it looks like you can cut that in half. Clearly, I think additional savings can be made if we shop around with healthcare providers. Basically put the service out there and let them fight over who wants the business. The proposed co-pays that you see before you are basically near what the State adopted in 2003 and negotiated successfully with AFSCME at their level. They are clearly in line with other counties and businesses.

The Patriot-News reported last week an AP story. There was a report by the Keiser Family Foundation and Health Research and Educational Trust. According to this, the Foundation did a study that employer sponsored healthcare insurance rates in this country have increased for the fourth straight year. The average increase was 11.2% in 2004. It is the fourth straight year of double digit premium growth. I am told that Dauphin County in 2004 saw its healthcare premiums grow by 17%. The cost of our prescription drug plan grew by an excess of 20%. Clearly, this demonstrates a need for these kinds of changes, as part of an entire package. We will give you a week to review it. The information has been distributed to the directors. We will send a communication directly to employees so that they are aware of it. We anticipate some feedback and we look to consider this at the Legislative Meeting next week.

Mr. Hartwick: I think starting out on this topic that if we would not have acted as a Board of Commissioners on this subject it could have been fatal to the taxpayers of Dauphin County to have to foot the bill. I think all of us have felt and the feedback that I have received yesterday as being a very fair plan to our employees. Keeping in mind that sometimes they are lower paid and they need to make sure that they have these

benefits to maintain their salary and maintain their position in County government. It could have been a whole lot worse. We took this decision extremely seriously and thanks to Personnel and the Committee that has been set up to spend hours trying to review the consultant proposals, and to understand this issue thoroughly enough to make the best decision for taxpayers and for our County employees. We still are not going to realize any savings as a result of these plan design changes. We only minimized the impact of the amount of increase that would have been incurred here in Dauphin County. For instance, if we would have done nothing, with our current plan it was reported to us that next week, instead of \$8.3 million we might have been paying upwards of \$16 million in our premiums. The bottom line is that we needed to minimize that impact and do that in a fair and equitable way to employees. I think we have come up with a very good plan and the feedback from employees that I have heard is that it could have been a lot worse. It is also important to note that we did this in an open way asked for and provided feedback from County employees. That feedback from our County employees was very influential. I know that in all of our decision making processes as to where we were going to try to go to provide the fairest plan and actually Commissioner Haste yesterday instructed the directors to go back to their employees to thank them for the feedback that we received. It was critical in the decision-making process. I just also want to let folks know that it doesn't take just geniuses and management to add co-pays and to change plan design. We are taking a look at all available options that may also increase the amount of savings to the County.

We did that through many innovative techniques that exist out there in the marketplace. Currently, we have not engaged with anyone to administer some additional cost saving measures to date, but we are looking at several things. Again, just the change of plan design is the beginning. Now we are going to go out and shop with providers, but we are also considering things like the medical expense reimbursement plan, which hopefully will allow the County to receive even additional savings. We are taking a look at savings in prescription drugs, with rebates and past contracts to maybe allow the County to realize additional savings. Actually, a consultant had made the proposal that they are going to be paid from the savings they incur for the County, as opposed to an upfront payment. What a switch that is for us up here on the County level that they may be able to save the County money and be paid out of the savings that they provided the County. One of the things that we have heard over and over is even though we are trying to promote a plan that is similar to the State plan, the County employees may be lower paid. Well the difference between our plan and the State plan that we are actually trying to put forward, is no employee contribution. On the State plan the employees contribute 1% of their salaries towards their healthcare benefits. In Dauphin County there is no employee contribution, which does set us apart from what has occurred in the State plan. As the Democrat on the Board, I also made it very clear that this is not just something that is going to be applied on non-union folks. This is the number one point of contract negotiations in Dauphin County. Union and management alike are in this situation together. We have a very difficult financial ship that we are trying to turn around and we need everybody to understand and realize that this is not just a management problem, not just a County Commissioners' problem, this is a problem for all of Dauphin County and we want to encourage labor unions to come on board. The

message is clear that if they don't this will be our top priority in contract negotiations as we move forward. The taxpayers in Dauphin County demand to have us keep our costs in line and this is a very fair plan, more fair than is offered out there in most government sectors, let alone in the private sector. The changes we are making are certainly not unreasonable. We would like to thank everybody who has participated on that committee and thank the employees for the feedback. I feel the feedback that we received so far is we put the time and effort together to make and promote a very fair plan and it could have been a lot worse. We kept the consideration of our employees first. Commissioner Haste and Commissioner DiFrancesco have always said one of the top priorities that we had in this administration was to improve employee morale. It is kind of challenging when you are asking for a zero percent growth in your budget and asking for healthcare changes and also making sure that the employees feel that they are the most important part of the team. I was always told that the employees who work for you make or break you. We are asking directors and employees to realize that even though we are weathering a difficult ship right now we still have their morale and their interest as the number one priority and we know that they do make and break Dauphin County government. We also have a responsibility to the taxpayers and I know they do to, the people that they serve. This is going to be some tough times, but we know they are going to step up to the plate and allow us to turn around this ship to provide better services for the people that we represent. Thanks for the opportunity to comment.

Mr. DiFrancesco: Just a couple of comments and some are things that have been said in the past. As Commissioner Hartwick has said this is the first step. Unfortunately, with the number of employees that we have and the way the market is right now there will be a cost increase next year. This action plan is the first step in reducing that cost increase, which ultimately helps the budget. We continue to wrestle with the fact that we have this budget deficit hole to fill and we are doing everything we can to bring that in line. Today, I want to specifically talk about this medical benefit. As a first step, this helps us contain our costs. As a long term goal and very much a part of this change, this County is going to become much more committed to wellness programs and to actually support our employees' good health. We have invested millions of dollars in protecting them from times of illness. We have invested millions of dollars to protect them when possibly their manner of living takes them down a road that will cause them greater problems in the future, but we have not invested money, in a much more cost effective way, to find ways that we can work with them, come along side them and promote good health habits, healthy living. Ultimately for us to truly contain our healthcare costs, we have to drive usage down and the way you drive usage down is promoting healthy living. You are going to find as another part of this plan is not only worrying about cost containment, but worrying about the actual health and well-being of our employees to make sure that we are providing them a very easy convenient way to begin an exercise program, to get the health screening that some may be foregoing at this point, to possibly do things such as have weight watchers right on site where you can go at lunchtime. It is very convenient you don't have to take time away from your families in the evenings or mornings, you can do it over your lunch hour. You are going to be seeing a very, what I hope, innovative and visionary holistic approach to investing in the employees. Because ultimately, it is great to provide this benefit that protects

them should bad things happen. It is much better to invest in their well-being and their health going forward. If they can live healthy lifestyles and enjoy their time with their family, their co-workers and their time in retirement because of the healthy life choices that we can hopefully help them make. Ultimately, it is good for the taxpayers of Dauphin County, but it is also very good for our employees who we do value greatly. Thank you.

Mr. Haste: I too, would like to thank the Committee and everybody who was involved with this. A lot of research was done and in talking with the providers they also have been appreciative of how professionally this has moved forward. I pass that thank you on as well. As both George and Nick said, this is the first step. In addition to the wellness, one of the other things that I hope this moves us towards is changing behavioral patterns. Through this we found some examples of things that you don't really think of or take for granted, but quite frankly have been driving up healthcare costs. This is a real example, someone had a lingering cold and could have used a recently over the counter drug to address the problem. It was a drug that was just two years ago a prescription but is now an over the counter. It cost that person \$11.00 for that item to buy it in the drug store and because of the way our plan was set up instead of them spending that \$11 they went to the doctor, which our plan paid for because they didn't have to pay anything and got a prescription for a drug a little bit higher than this one, which they didn't necessarily need and paid the \$2 co-pay. So, we caused someone to sort of abuse the system so that they could save \$9 on their medication. Under this new plan that employee would have to pay the cost. What we are hoping to do is to encourage people if they can deal with it in a less costly manner that they do that. This plan is also set up in a way that we address those behavioral problems, but we don't adversely affect the person who needs real care. Hopefully as we move forward with these programs we can change that pattern. The other pattern that we need to change is quite frankly management and some of our thought. The other thing that came out of this is we found out that in some of our union contracts when a person is out ill and they start to be viewed as an abuser of the sick leave process, what do we do is we require them to go to the doctor and get a slip to come back to work. Again, if it is someone who has a sinus problem or a head cold or whatever the case may be they were encouraging them to use over the counter prescriptions to deal with it, they get themselves better, but we say you can't come back until you spend more of our money and see a doctor. We also need to look at those practices that we thought were helping us out with other problems and make sure that we are not in fact driving up the cost of healthcare when that is not the intent. This has been an eye opening process as both George and Nick have said it is the first step. Hopefully it does move us forward to those corrective actions that we need. On the feedback that we received from the employees I know there are some employees that quite frankly don't like this change and wish we weren't doing it. They like things for free. On the other hand, I was tremendously surprised by the intellect of some of the comments we got back from the employees and how they truly feel that they are a partner in this process. As recent as last night, I ran into a County employee who said I heard what is out there and quite frankly I wouldn't be upset if you raised the co-pays higher, because that person also saw other abuses that were going on and felt that one of the things that we needed to

do was to drive down that misuse of the system. I really would like to thank the employees for their thoughtful approach to this and responding back to emails and letters that we have put out there because it has been very helpful in us shaping where we are going with this. Is the suggestion from the Committee Plan #3?

Mr. Saylor: Yes.

Mr. Haste: Plan #3, what that does is it takes the office visit co-pays from \$0.00 to \$15.00, specialists from \$0.00 to \$25.00 and emergency room co-pays is \$50.00 and if you are admitted that gets waived. The prescription co-pay would move from the traditional \$2.00 to the \$10.00 for the generic. Again, even though this is moving in the right direction, there is nothing drastic to our employees, but yet saves a substantial amount of money. As Nick said, if we couple this with wellness programs and we change behavioral patterns, hopefully we will be able to minimize those increases. I don't think there is any way that we are not going to see increases in healthcare. That is what this plan is all about. I think this is a good move in that direction. We have a week to further look at these plans with the idea that the Committee has recommended Plan #3. Are there any other questions of the Board? Bob or Marie, do you have any questions?

Mr. Dick: I didn't have an opportunity to review this, but everything seems sound.

Mr. Haste: Anything else, Chad?

Mr. Saylor: No.

COMMISSIONERS' DISCUSSION & ACTIONS

Mr. Haste: Commissioners DiFrancesco and Hartwick, do you have anything further to add? (There was none.)

PUBLIC PARTICIPATION

Mr. Haste: We are again at the point in time where we are available for public input. Is there anyone in the audience that would like to address the Board at this time?

Mr. DiFrancesco: No roasting from the back at all.

(There was none.)

ADJOURNMENT

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

Transcribed by: Richie Martz
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