CONTINUED MEETING OF THE JASPER COUNTY BOARD OF COMMISSIONERS
NOVEMBER 9, 2018

COUNTRY HEALTH INSURANCE: Mr. Fagen and Mr. Fagen were present to provide updates regarding the two insurance quotes discussed at the meeting on Wednesday, November 7th. Prairie States lowered the maximum. The two proposals are within $5,000.00 of each other. Mr. Dan Fagen stated that he received a glowing letter of recommendation for Prairie States. The writer of the letter has only been with Prairie States for one year; however, Mr. Fagen included in the book a letter of recommendation from a company that’s been with Prairie States for three years and one that’s been with them for eighteen years. The company that’s been with them for three years stated that their rate increases have been minimal and the transition went smoothly. Mr. Culp asked if Fagen obtained any references from UMR. Mr. Dan Fagen stated that he has personal experience with UMR since Kankakee Valley Schools are with them. KV schools have human resource employees who took two full days to go over their plan documents to make sure everything went well. Prairie States’ implementation process is more flexible than UMR’s.

Mr. Dan Fagen stated that Auditor Grow had questions about funding requests. Currently, the County gets a notice from KBA and a check is written. With UMR, they either pull it out of the county’s account or the county sets up a custodial account at a bank that they determine. The county would fund it and UMR would still pull the money out. With Prairie States, there is the option of having it withdrawn from the bank account or a check can be written. Mr. Culp stated that he thinks it would be best to have the money automatically withdrawn out of a separate account. Auditor Grow stated that she wants notification and does not like the idea of them pulling money out. Mr. Dan Fagen stated that, either way, the County would get notification. Mr. Culp stated that he called the three references that were provided. Kosciusko County has their payments withdrawn daily. He confirmed with Auditor Grow that the county currently pays weekly. He stated that he also talked to Commissioner Judy Anderson from Vigo County. Vigo left Anthem because of pricing and are thrilled with UMR. Kosciusko County has been with UMR for two or three years and they are happy. He also called Parke County and talked to Payroll. This is their first year. The implementation didn’t go as well as she had hoped for. She spoke negatively about the Commissioners stating that they made the change; however, they don’t receive the calls that the office does. All three references stated that the customer service is great. Mr. Dan Fagen stated that he doesn’t believe the employees will have problems with customer service with either one; however, he believes that the implementation will go smoother with Prairie States.

Mr. Culp asked for clarification on the numbers as he is seeing a discrepancy. After some double-checking Mr. Dan Fagen informed the Commissioners which numbers were incorrect.

Mr. Walstra asked about UMR’s transplant coverage. Mr. Dan Fagen replied that there is no transplant coverage, although transplants will be covered. Come time for renewal, if there is a claim for a transplant at the end of the year to be processed the following year, it could cause a large rate increase. With Prairie States, a transplant will not affect the renewal. UMR was unable to quote a separate transplant policy. If there are no transplants, it would not affect rates. Auditor Grow stated that there are two people on the insurance that will possibly need transplants. Mr. Culp asked how many there have been in the past ten years and she replied that there haven’t been any since she’s been here.

Mr. Dan Fagen stated that the total annual fixed cost for UMR is incorrect. There was discussion about the corrected UMR numbers.

Mr. Walstra asked what the rate could be raised to if there were to be a transplant. Mr. Dan Fagen replied that UMR stated that they will not allow SunLife to raise the specific premium more than fifty percent. Mr. Maxwell stated that he does like that UMR has other counties insured with them, whereas we would be the first county to go with Prairie States. In response to a question from Mr. Culp, Mr. Dan Fagen went over the prescription coverage for both companies. There are no lasers, no excluded drugs and no specific pharmacy required. He stated that neither company will be requesting to see claims to adjust their offers and he has both sets of paperwork ready for signatures.

Mr. Jack Fagen stated that Prairie States is a large company and has just started to develop the Indiana Territory. He has known Jeff for twenty five years.
CONTINUED MEETING OF THE JASPER COUNTY BOARD OF COMMISSIONERS
NOVEMBER 9, 2018

COUNTY HEALTH INSURANCE: In a response to a question from Auditor Grow, Mr. Dan Fagen stated that Prairie States has the same network as Sagamore and the employees can still use LabOne. The United Healthcare Network has one doctor that is not in network. This doctor is also not in network with Sagamore.

There was discussion regarding how much money switching third party administrators is going to save the county. Mr. Culp mentioned that Kosciusko County went from a January 1st renewal to an October 1st renewal in order to be able to budget that number. Mr. Jack Fagen stated that it can be done, but the county would have one short year. There are also other problems that come along with that.

The Commissioners all agreed on giving the employees the three plan options. There was a brief discussion on the pricing of the current and middle plan and the deductible on the middle plan. Mr. Dan Fagen explained how an HSA plan works.

Mr. Walstra stated that although he would prefer Prairie States, UMR offers the most savings. He made a motion to accept the quote from UMR to be the 2019 health provider for Jasper County. The County will move to three plan options for the employees. Mr. Maxwell seconded and the motion carried. Mr. Maxwell stated that he also prefers Prairie States. Mr. Culp asked the Fagen’s to communicate to Prairie States that the County was impressed with them and will talk more with them at conferences. Mr. Dan Fagen will meet with each department on November 20th and 27th. He will forward the termination letters to Auditor Grow that will need to be sent to Key Benefit Administrators.

Mr. Maxwell made a motion to move to Principle as the life insurance carrier. Mr. Walstra seconded and the motion carried. He stated that UMR will be setting up a meeting with him and Auditor Grow to go through the plan design. The Commissioners thanked the Fagen’s for their work obtaining quotes.

AMBULANCE CONTRACTS: Mr. Culp stated that he received an email from Diana Haberlin, the Keener Township Trustee, inquiring about what was stated at the previous meeting regarding the ambulance contract increase. He misstated at the November 7th meeting, saying that the ambulance providers would receive a three percent increase over what they’re currently receiving. He corrected his misstatement in his response to her and would like to also correct the statement for the record. What should have been said is that the three percent increase is three percent above the 2018 amount.

QUOTE / PUBLIC AND EMPLOYEE ENTRANCES: Auditor Grow stated that Mr. Andree informed her that Mr. Carney has a company coming from Illinois to give a quote on the employee entrance. Mr. Walstra has a quote from DeMotte Glass. There was discussion regarding the quote from DeMotte Glass and what is being proposed.

EMPLOYEE LEAVE REQUEST: Mr. Culp asked Auditor Grow if she’s heard back from Kent Irwin regarding the employee at the Health Department that wants to take unpaid leave to work at the hospital. Auditor Grow replied that Mr. Irwin informed her that, if the employee took vacation time, she could get payment from the hospital. Mr. Culp explained that she is wanting to take unpaid time off and would be willing to pay for her healthcare. She stated that she was not aware of that. Attorney Beaver stated that, in government context, there is a law against ghost employment. If there’s a general understanding on what the hours are for a certain employee and what the duties are and the duties do not include the same duties she’s performing for the hospital, he doesn’t see that there would be a problem with it. He suggested referring to the handbook and then stated that there may be some type of arrangement the county and the employee could work out. He also stated that the employee has to be a full-time employee to be eligible for PERF and health insurance.

COUNTY HIGHWAY DEPARTMENT: Ms. Ackerman and Ms. Witherington were present and gave the Commissioners and Auditor Grow a letter. Mr. Culp asked how many miles of roads we have in subdivisions. Ms. Ackerman replied that she can get that information for him.
Ms. Ackerman stated that they had asked for two additional spots in payroll. She’s unsure if the Council is aware of the position they’re in. They’ve had three employees turn in retirement notices. They would like to hire the replacements a few weeks to one month prior to them retiring. They are replacing Willie Hilton with Jacob Wilson. Steve Robinson will be retiring January 5th. Logan Ritter was hired to fill his spot. She said the Commissioners had given them permission to hire an additional person. They hired Jeffery Snodgrass, thinking he would be an extra, but Kevan Schultz retired so they now have no extra help. If they are chip sealing or paving, they need every highway department employee to run the crews, which means there is no on in the yard and the mechanics are usually out on calls. If someone comes in for a pipe, there’s no one there to load it for them.

Mr. Culp stated that the current situation is that there is an employee that has major health issues and is still on the job, unable to do what he did before. He cannot drive a truck. Ms. Ackerman and Ms. Witherington stated that that is correct. He stated that that actually leaves them one snow plow route uncovered. Ms. Witherington stated that it’s impossible to put routes together with the limited number of employees they have. There would like to make the territories smaller to allow for the work to get completed. Mr. Fishburn stated that it took each subdivision employee approximately eight hours to get through his area. Currently they are down one subdivision snowplow driver so that work will have to be put on the remaining employees. Mr. Culp mentioned that there are two employees in the Surveyor’s Office that plow. Ms. Witherington said that one of those employees is on leave now as well. There are two employees at the Highway Department that are on leave with health issues and one employee that is working that has health issues. Ms. Witherington stated that they recently had another employee get hurt. He is at work doing what he can. In response to a question from Mr. Culp, Ms. Ackerman and Ms. Witherington stated that the new employees would be paid out of Motor Vehicle Highway money. Ms. Witherington stated that they asked for the money in the budget, but it was not approved. Mr. Bontreger stated that the Council was aware that the Highway Department needed to replace two people, but Mr. Haberlin didn’t explain their situation at the time, which is why the Council didn’t approve it. He stated that, if they need the additional employees and the Commissioners approve it, the Council will appropriate it. Ms. Ackerman stated that Ms. Witherington can move money around within the payroll for them to hire two new employees December 1st; however, once January 1st rolls around, they won’t have a slot to put them in. Mr. Maxwell stated that he’s out at the Highway Department one to three times a day and sometimes there’s only one person in the office.

Mr. Fishburn stated that they will only be able to plow each road once a day with the current staff that they have. If we get a lot of snow, it will be less than that. Ms. Ackerman added that some of the roads may only be plowed one lane. She said that she will not make them work more than sixteen hour days.

Mr. Culp stated that the county has a little more flexibility with the increase in the gas tax. The more money that’s spent on personnel from MVH means less money to spend on roads. He stated that, from a financial position, this looks like the best time to add those two positions. Ms. Witherington stated that she can transfer money in January to pay them until their positions are approved in February. Mr. Maxwell made a motion to approve the hiring of two new highway department employees. Mr. Walstra seconded. Mr. Culp asked if the hiring needs to be staggered. Ms. Witherington replied that she thinks they can hire both in December. A vote was taken and the motion carried.

Mr. Walstra asked if the County is really saving any money by doing their own blacktopping. He said that there are multiple roads without any shoulders and it is a hazard. There are also trees hanging over roadways and mowing should be done better than it is. He is aware that they don’t have time. He would like to do some investigating on if the asphalt plant is saving the county money. Mr. Maxwell stated that our quality is better. Mr. Walstra stated that the roads that were paved in his district look great. Mr. Fishburn stated that Town & County has done a nice job. Mr. Culp complimented the Highway Department, stating that they are efficient with their employees.

**VACANT LOT / PRIOR JOHNNY RUSK BUILDING:** Mr. Bontreger stated that he received a call from a citizen who stated that the lot is starting to look shabby.
CONTINUED MEETING OF THE JASPER COUNTY BOARD OF COMMISSIONERS
NOVEMBER 9, 2018

VACANT LOT / PRIOR JOHNNY RUSK BUILDING CONT’D: Mr. Maxwell stated that the Commissioners had planned on hauling in stone. Mr. Culp stated that it could use to be mowed one more time.

COUNTY HIGHWAY DEPARTMENT CONT’D: This topic will be further discussed at the Joint Session on November 20th in order to get the Council’s verbal approval. Ms. Ackerman stated that they interviewed a candidate this morning that they are very interested in. He’s from the north end and already has a CDL.

JANITORIAL: Mr. Culp stated that he hired Christine Schultz for the two buildings.

MILEAGE / COUNTY CARS: Mr. Culp stated that there are employees that don’t want to drive the county car so they take their own vehicle and don’t turn in mileage. If the policy is changed, the mileage claims will go up since those that haven’t been turning in mileage would start to do so. Mr. Maxwell stated that he thinks if the employee does not take the county car if it’s available, they don’t get paid. Mr. Culp stated that an employee had a conference in Iowa and did not feel comfortable driving the county car so she took her own. Mr. Culp told her that the county could pay for her fuel. She provided fuel receipts. Mr. Culp suggested considering allowing an employee to take their own vehicle if they will be traveling beyond a certain number of miles. Auditor Grow stated that on the letter from the State Board of Accounts, it states that the county is to pay mileage. Mr. Culp stated that, if the county furnishes a car, they wouldn’t have to pay mileage. She replied that she doesn’t know and would need to check with Paul Joyce. Attorney Beaver stated that mileage is for fuel and depreciation on the vehicle. If the employee doesn’t use their own vehicle, they are not bearing depreciation. Since there’s a gas card in the county vehicle, the employee would not be bearing loss or out of pocket expenses and therefore there would be no reason for them to be reimbursed for that.

SIGNAGE REQUEST / SHERIFF: Attorney Beaver stated that, in response to Sheriff Risner’s request to have signage at the jail and the north annex, he prepared an ordinance. Mr. Walstra made a motion to approve the ordinance. Mr. Maxwell seconded and the motion carried.

EMPLOYEE EMPLOYMENT EXTENSION REQUEST: Auditor Grow stated that an employee at Community Corrections ran out of FMLA leave time on October 17th. She said that her employment needs to be extended without pay. She is now off the county health insurance and has to pay COBRA. Attorney Beaver stated that a doctor’s note stating the individual is not fit for duty along with a request to extend employment allows the county to extend employment for six months or a year, depending on what the handbook says. Auditor Grow stated that it is six months. The request is for six months; however, she just talked to Mr. Wakeland and the way Auditor Grow understood it was that she is getting close to being released. She stated that this employee was on the clock in a county owned vehicle and the accident was not her fault. She stated that she thinks three months would be plenty of time. Mr. Maxwell made a motion to extend her employment ninety days. Mr. Walstra seconded and the motion carried.

INVESTMENTS: Auditor Grow gave the Commissioners the investments that are up for renewal. The Treasurer, Mrs. Jordan, will need an answer on how to proceed.

JOINT SESSION: There was a brief discussion regarding the agenda for the upcoming joint session.

There being no further business, Mr. Walstra made a motion to adjourn. Mr. Maxwell seconded and the motion carried.

______________________________
Kendell Culp, President

______________________________
James A. Walstra, Vice President
Richard E. Maxwell, Member

Kimberly K. Grow, Auditor of Jasper County