



TO: Mayor Thomas R. Kneeland
Dottie Franey, City Administrator
Joann Bury, Director of Finance
Members of City Council
Shane Ewald, City Attorney

FROM: Abby Cochran, Director of Human Resources

DATE: October 5, 2018

SUBJECT: Report to Council, October 8, 2018

ACTION ITEM FROM THE DIRECTOR OF HUMAN RESOURCES

ACTION ITEM # 1 – Ordinance – Joint Self-Insurance Agreement

We are respectfully requesting Council to authorize the Mayor to sign the Amended And Restated Central Ohio Health Care Consortium (COHCC) Joint Self-Insurance Agreement. In order to continue as a member of the COHCC, the City must enter into the Joint Self-Insurance Agreement as part of the three year trust cycle. The next three year trust cycle goes into effect January 1, 2019. Attached to this report is a red-lined version of the agreement, as well as one with the changes accepted.

Rates for the 2019 Plan Year have been set for City of Gahanna and will result in a 0% increase from 2018.

About the COHCC: Established in 1992, the Central Ohio Health Care Consortium (COHCC) is a group of eleven governmental entities joined in a collaborative effort to manage a group health plan program for its employees. By pooling resources, member entities spread risk amongst one another within the self-funded pool rather than seeking fully-insured health insurance plans individually, providing long-term pricing stability.

The COHCC is governed by a Board of Directors, each member holding one vote on matters of the Board, regardless of the size of the entity.

The five pillars of the COHCC are as follows:

Financially Sound

- Reserves at long-term financially sound levels
- Monthly billing rates developed by USI Actuarial Services
- Specific and aggregated stop-loss coverage in effect
- Stop-loss carrier is A+ Rated by AM best
- Implemented Fiduciary and D&O policy to mitigate risk
- COHCC retains outside legal counsel
- Annual Independent Auditor reports

Plan Integrity

- COHCC has been in effect for over 20 years
- Renewals well below that of state and national trends
- Joint Self Insurance Agreement updated every three years as voted on by each entity
- Each entity has rates sets as a function of their own claims experience in relation to the performance of the consortium as a whole
- UHC's Choice Plus network

Transparency

- Each entity has a seat at the table for monthly board meetings (Voice and a Vote)
- Claims experience at both Consortium level and per Entity level
- Opportunity to meet with carrier representatives
- Get to know your fellow COHCC Members
- COHCC approves pricing for prospective new members
- Subcommittee for finance, benefits, and cost care management

Flexibility

- No financial barriers to entry
- No penalties to exit
- COHCC currently has 6 plan design options
- Ability to keep current plan if required by union contracts or desired to minimize employee disruption
- Not committed to one carrier and will market a la carte
- USI and the COHCC recognize that your needs might be different from others

Forward Thinking

- On-site and near-site health centers
- Telehealth services (both video and telephonic)
- Outcomes-based wellness programs
- Evolving consumer-directed health plan concepts

Requested Legislation and Funding

- Legislation Needed: Ordinance Emergency/Waiver: None
- Already Appropriated (Amounts & Accounts): None
- Supplemental/Transfer (Amounts & Accounts): None