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**To:** Gahanna City Council  
Raymond Mularski, City Attorney

**From:** Miranda Vollmer, Director of Administrative Services  
Laurie A. Jadwin, Mayor

**Date:** October 15, 2021

**Re:** Department of Human Resources Report (October 25, 2021 Committee Meeting)

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## ACTION ITEM(S)

### ACTION ITEM #1: ORDINANCE - JOINT SELF INSURANCE AGREEMENT

The Administration respectfully requests 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 (3) year trust cycle. The next three (3) year trust cycle goes into effect on January 1, 2022. Attached to this report is a red-lined version of the Agreement, as well as one with the changes accepted.

Rates for the 2022 Plan Year have been set for the City of Gahanna and will result in a 0% increase from 2021.

*About the COHCC:* Established in 1992, the Central Ohio Health Care Consortium (COHCC) is a group of 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 individually seeking fully-insured health insurance plans, providing long-term pricing stability and cost efficiencies. 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:

#### 1. 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

## 2. 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

## 3. 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

## 4. 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

## 5. 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

Legislation Needed: Ordinance

Emergency/Waiver: N/A

Attachments:

HR ATT COHCC Joint Self Insurance Agreement & COHCC Amended and Restated – Redline 2021



**ACTION ITEM #2: ORDINANCE - ADDENDUM TO EXTEND AGREEMENT FOR ADDITIONAL PERIOD – SEDGWICK MANAGEMENT SERVICES, INC.**

Sedgwick Claims Management Services, Inc. is the third-party administrator (TPA) for the City's workers' compensation claims. So that we can continue to utilize their services without disruption, the Administration respectfully requests legislation authorizing the Mayor to sign the Addendum to Extend the Agreement for an Additional Period.

The annual fees quoted are as follows:

Year	Price	% Increase
CURRENT 2021	\$13,715.00	
2022	\$14,058.00	2.50%
2023	\$14,339.00	2.00%
2024	\$14,554.00	1.50%

The forecasted cost throughout the three-year contract is based on actual usage from September 1, 2020 – August 31, 2021 for City of Gahanna claims. The cost also includes flat fees as determined by the State of Ohio. The City has been self-funded since March 2011.

Legislation Needed: Ordinance

Emergency/Waiver: N/A

Appropriated:

Each year in budget in account WORKERS COMPENSATION SELF-INSURANCE

Attachments: HR ATT Sedgwick Contract