

**STAFF MEETING MINUTES  
LANCASTER COUNTY BOARD OF COMMISSIONERS  
COUNTY-CITY BUILDING, ROOM 113  
THURSDAY, AUGUST 23, 2012  
8:30 A.M.**

Commissioners Present: Larry Hudkins, Vice Chair  
Bernie Heier  
Jane Raybould  
Brent Smoyer

Commissioners Absent: Deb Schorr, Chair

Others Present: Kerry Eagan, Chief Administrative Officer  
Gwen Thorpe, Deputy Chief Administrative Officer  
Dan Nolte, County Clerk  
Cori Beattie, Deputy County Clerk  
Ann Taylor, County Clerk's Office

*Advance public notice of the Board of Commissioners Staff Meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, web site and provided to the media on August 22, 2012.*

The Vice Chair noted the location of the Open Meetings Act and opened the meeting at 8:30 a.m.

**AGENDA ITEM**

**1 APPROVAL OF THE STAFF MEETING MINUTES OF THURSDAY, AUGUST 9, 2012 AND MINUTES OF THE THURSDAY, AUGUST 2, 2012 MEETING WITH VILLAGES**

**MOTION:** Smoyer moved and Raybould seconded approval of the minutes of the Staff Meeting on August 9, 2012 and Meeting with Villages on August 2, 2012. Smoyer, Raybould, Heier and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

**2 ADDITIONS TO THE AGENDA**

None were stated.

## **ACTION ITEMS**

- A. Purchase Certificate for Police Patrol Vehicles

**MOTION:** Heier moved and Smoyer seconded to authorize signature by the Chair. Raybould, Heier, Smoyer and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

- B. Reimbursement of \$304.70 Air Fare for Prudential Client Conference from Retirement Expense Account (Eagan)

**MOTION:** Heier moved and Smoyer seconded approval. Heier, Raybould, Smoyer and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

## **ADMINISTRATIVE OFFICER REPORT**

- A. Correspondence from County Engineer Regarding Jordan Cemetery Tree Removal

Board consensus was to direct Brent Meyer, Noxious Weed Control Superintendent, to hire someone, in consultation with the Purchasing Department, to remove the dead trees (see August 9<sup>th</sup> Staff Meeting minutes).

- B. Claims for Review:
  - 1. Payment Voucher No. 366202 to James Gerweck for \$1,199.74 (This Claim is Beyond the 90-Day Time Period)
  - 2. Payment Voucher No. 36470 to BJ Fichem for \$244.56 (This Claim is Beyond the 90-Day Time Period)

Kerry Eagan, Chief Administrative Officer, said the claims are related to the Southeast Nebraska Emergency Management Group. **NOTE:** The County serves as a "pass-through" for Federal Homeland Security grant funds for the following counties: Cass, Gage, Fillmore, Jefferson, Johnson, Lancaster, Nemaha, Otoe, Pawnee, Richardson, Saline, Seward, Thayer and York.

**MOTION:** Heier moved and Raybould seconded to handle the claims through the regular claims process. Smoyer, Heier, Raybould and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

C. Post Employment Health Plan (PEHP) Update (Transfer to the International City/County Management Association - Retirement Corporation (ICMA-RC))

Eagan said he and Doug Cyr, who are members of the Pension Review Committee (PRC) are still working with ICMA-RC; Kelly Bush, Public Safety Consultants, LLC (consultant); and Juliana Reno, an attorney with Kutak Rock, LLC, to make the transition from the Nationwide Retirement Solutions (NRS) Voluntary Employee Beneficiary Association (VEBA) to ICMA-RC, an Internal Revenue Service (IRS) Code, Section 115 Trust. He said a trustee will be required which will cost \$3,000. Eagan noted that ICMA-RC will reimburse the County \$5,000 for conversion costs.

**3 HEALTH AND DENTAL INSURANCE RATES** - Tracy Krause, AON Risk Solutions; Bill Kostner, City Risk Manager; Doug McDaniel, Personnel Director; Paula Lueders, Benefits Specialist, Personnel Department

Tracy Krause, AON Risk Solutions, disseminated copies of Lancaster County, Medical and Dental Experience Data Through June 30, 2012 (Exhibit A). She noted she had been asked the number of ambulance visits and said there were 42 in 2011, resulting in a cost to the County of \$12,000. Krause said that is not deemed high utilization.

Krause said the required increase for the health insurance plan is 12.7%. Proposed plan changes will reduce the increase to 9.4% (a cost shift of \$322,796). She noted that concerns had been expressed regarding co-pay increases for primary care physician and specialist visits and said making those co-pay amounts \$20 and \$30, respectively, rather than the \$25 and \$40 co-pays which were previously proposed, will only reduce the increase to 11.1% (a cost shift of \$156,000). Krause noted the proposed change of adding a 20% deductible to the \$150 co-pay for emergency room (ER) visits (waived if admitted within 24 hours for the same diagnosis, if waived, benefits are subject to deductible and co-insurance) also represents a cost shift of \$156,000. She said there were 221 ER visits last year. There were also 6,373 primary care physician office visits and 8,191 specialist visits.

Raybould asked how to get the message out to employees that there are substantial savings to the County and employee by not using the ER. Doug McDaniel, Personnel Director, said through education and experience. Bill Kostner, City Risk Manager, said information could be provided in open enrollment packets and on the website. Paula Lueders, Benefits Specialist, Personnel Department, added that if an urgent care center cannot handle a medical situation, the patient will be referred to the ER and the urgent care co-pay refunded.

McDaniel noted that plan changes are a mandatory subject of bargaining.

Hudkins inquired about buying-down the premium increase. Krause said a buy-down is not recommended this year. She suggested the Board let the reserve build back up, noting it could be an option in the future. McDaniel said the total plan costs are not reflected when there is a buy-down, which could be a problem in the event the Board has to go before the Commission of Industrial Relations (CIR).

Smoyer suggested they compromise by making the co-pay amount \$25 for primary care physician visits and \$30 for specialist visits. Krause said it would be better to make them both \$30, noting the differentiation is intended to drive utilization.

Krause said a fourth pharmacy tier could be added as another cost shifting measure. She suggested a \$75 amount.

**MOTION:** Raybould moved to proceed with the proposed plan changes.

Heier said he believes the Board should delay a decision until Commissioner Schorr is present.

The motion died for the lack of a second.

Hudkins asked whether there are modifications that would reduce the increase to 10%. Krause said no, noting the \$20/\$30 co-pay plan only saves the County \$20,000.

McDaniel noted the County will have to make some plan design changes and cost shiftings to avoid the "Cadillac tax", an excise tax on premium insurance plans which will take effect in 2018.

Raybould noted some changes are already taking place as a result of the Affordable Care Act, such as no co-pays for certain wellness visits. McDaniel said those are seemingly good components but the plan sponsor will still be charged for those visits. Raybould said preventive wellness care can reduce the employer's costs in the short-term and long-term. Krause said there will be minimal impact to the County's plan because the County is "non-grandfathered" and is already offering the majority of those preventive services with no co-pay.

Heier asked whether it would be more cost effective to pay for supplemental Medicare coverage for employees that are 65 and older. Krause said the County's plan is the primary coverage if they are active employees.

Hudkins questioned why the County plan does not have the same prescription drug pricing as discount prescription cards. McDaniel speculated that those plans have greater purchasing power and may be able to offer different discounts.

There was general consensus to schedule further discussion on the August 30<sup>th</sup> Staff Meeting agenda. Krause was asked to bring back information regarding how many employees have met their deductibles.

**4 VIEW POINTE NORTH PRIVATE ROAD** - Josh Engel, Rob Miller and Jason Schmeeckle, View Pointe North Homeowners Association (HOA); Brittany Behrens, Deputy County Attorney; Sara Hartzell, Planner; Doug Pillard, Design Division Head, County Engineering; Ken Schroeder, County Surveyor

Rob Miller, View Pointe North Homeowners Association (HOA), said there are two roads (Emmawalter and Giebenrath, also known as Outlot D) that go through the development and area residents use the roads to cut through from Waverly Road to North 70<sup>th</sup> Street. The roads are identified on the plat map as private roads with a public access easement and the HOA is responsible for maintenance and repair. He said the HOA asked the County to assume maintenance and completed a punch list of items it was told needed to be addressed to bring the roads up to standards. They were also informed that the roads would need to be public roads. Miller said the HOA was then told that it would not be able to convey the road system to the County because it had applied for a bonus density earlier.

Brittany Behrens, Deputy County Attorney, explained that amendment of the Community Unit Plan (CUP) for a 20% density bonus was requested in 2011 under the City of Lincoln's zoning language and design standards. **NOTE:** The development is within the City's three-mile zoning jurisdiction. She said the design standards state that no new public streets or roads are to be dedicated in the case of a density bonus. Josh Engel, View Pointe North Homeowners Association (HOA), indicated that wasn't clearly conveyed to them at the time. He said the HOA tried to get assurances that the roads would be accepted if the HOA brought them up to County standards. Engel said the HOA knew there would be a replat for the density bonus and was trying to avoid paying for a replat twice. He also pointed out that the roads they are trying to convey are not new roads. Ken Schroeder, County Surveyor, said he informed Engel that one of the first requirements was for public ownership of the road right-of-way. He also referred Engel to the Planning Department for questions regarding the replatting process. Behrens said there is no legal reason why the County could not accept the roads for maintenance. The HOA would be deeding the right-of-way to the County but the final plat couldn't be amended. She said the City could file an injunction and argue that the County would be accepting a dedication that is contrary to the plat, but said that is unlikely because there would be no harm to the City. Behrens also pointed out that the punch list and cost items that the HOA indicated were additional expenses they incurred in order to bring the roads up to County design

standards were costs that should have been incurred at the time they applied for the CUP in 2002 and for an amendment in 2011. She said both applications required that those items be done and it was an oversight that they weren't caught at that time. Raybould asked whether a bond is typically required for the punch list of items. Behrens said the developer would have put up the bond for the original CUP. She said the County could have gone back at any point in time and required the items to be completed.

Heier asked Schroeder whether there is any reason for the County not to assume maintenance. Schroeder said it is a private road system. He also expressed concern that it could "open the door" for other subdivisions with private roads to pursue County maintenance. Behrens said it would not set a precedent as the Board would approve taking over maintenance on a case-by-case basis.

**MOTION:** Heier moved and Smoyer seconded to begin the process to assume maintenance of the road system within the development. Smoyer, Heier, Raybould and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

**5 PENDING LITIGATION** - Doug Cyr, Chief Administrative Deputy County Attorney; Brittany Behrens, Deputy County Attorney

**MOTION:** Smoyer moved and Raybould seconded to enter Executive Session at 9:52 a.m. for the purpose of protecting the public interest with regards to pending litigation.

The Vice Chair restated the motion for the record.

**ROLL CALL:** Raybould, Heier, Smoyer and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

**MOTION:** Smoyer moved and Raybould seconded to exit Executive Session at 10:40 a.m. Raybould, Heier, Smoyer and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

**6 BUDGET UPDATE** - Dennis Meyer, Budget and Fiscal Officer

Dennis Meyer, Budget and Fiscal Officer, gave an overview of Lancaster County, Fiscal Year 2012-13 Allocation of Levy (Exhibit B), noting he has reduced the levy for the Railroad Transportation Safety District (RTSD) to 1 cent. The RTSD will still be able to levy over \$2,000,000. He said the final allocation of levy is well under the 15 cent levy with the increase in valuation. **NOTE:** The proposed budget was based on a projection of a 4% increase in valuations. That number has been revised to 5.74%.

Meyer said he has increased the cash reserve by \$500,000, which makes the General Fund balance \$6,100,000, and increased the delinquent tax by \$300,000. He said he removed the Keno Fund transfer to the General Fund and will make any transfers to the self-insurance funds from the General Fund. Hudkins asked Meyer whether he feels enough has been allocated to shore up those funds. Meyer said he plans to move \$300,000 into one of the self-insurance funds, adding he would like to see more go into those funds.

Heier inquired about the Lancaster Manor Fund. Meyer said it has a fund balance of \$1,700,000, noting he has budgeted \$400,000 for workers compensation claims.

In response to a question from Raybould, Meyer said he builds \$2,000,000 into the General Fund for mid-year items such as cost-of-living and health insurance increases.

Raybould felt it would be beneficial to get a projection of the following year's budget by mid-year.

Heier asked Meyer what the cash reserves should be. Meyer said at least 15%, adding ideally the cash reserve should be at least \$11,000,000.

Meyer also recommended that the Board take action to exceed the budgeted restricted funds limit for Fiscal Year 2011-12 by an additional 1%. He explained this allows growth of the base limitation.

**NOTE:** The Board will hold a public hearing and take action to adopt the budget at the August 28<sup>th</sup> County Board of Commissioners Meeting.

**7 UPGRADE DEPUTY POSITION TO SERGEANT (FUGITIVE TASK FORCE) - Jeffrey Bliemeister, Chief Deputy Sheriff**

Jeffrey Bliemeister, Chief Deputy Sheriff, presented a summary of justification to upgrade a deputy sheriff position to a deputy sheriff sergeant position with specific responsibility for the Fugitive Task Force (Exhibit C). He estimated the fiscal impact at \$3,500, depending on the pay step of the deputy who is promoted. That cost will be absorbed within the budget.

**MOTION:** Heier moved and Smoyer seconded approval. Smoyer, Heier, Raybould and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

**8 CONTRACT FOR COUNTY TREASURER'S PROPERTY TAX SYSTEM**

- Andy Stebbing, County Treasurer; Steve Henderson, Chief Information Officer Information Services (IS); Brittany Behrens, Deputy County Attorney

Brittany Behrens, Deputy County Attorney, said she discussed the contract for the County Treasurer's property tax system with Steve Henderson, Chief Information Officer Information Services (IS), and Steve Huggenberger, Assistant City Attorney, and they indicated they would have to consult the Mayor. She said the Mayor indicated he would like the matter addressed through amendment of the interlocal agreement for IS services, not a separate contract. Behrens said she is unable to move forward with a contract due to the Mayor's position and said the Board needs to discuss the issue further with the Mayor.

Smoyer questioned how the County can control costs for the system without a contract. Henderson said his department provided a cost estimate and pledged that the project will come in under budget and ahead of schedule.

Heier asked whether there are any warranties regarding the product and follow-up. Henderson said IS stands by any system it develops and if a problem is discovered, it will be fixed. Heier asked whether a charge would be assessed. Henderson said if it is a "bug" in what has been done IS will fix that as part of the system. If it is an expansion or change to the system, then funding would need to be addressed.

Andy Stebbing, County Treasurer, said the system is 40% complete and may be completed by the time this gets resolved.

Heier said he has serious concerns and would have liked to have seen the system bid. Behrens explained that it is a professional service and was not required to be bid.

**VOICE OVER INTERNET PROTOCOL (VoIP) SUBLEASE WITH CITY OF LINCOLN** - Lauren Wismer, Gilmore & Bell P.C. (Bond Counsel); Scott Keene, Vice President and Managing Director; Ameritas Investment Corporation

Scott Keene, Vice President and Managing Director; Ameritas Investment Corporation noted the City is proceeding with plans for a \$10,000,000 certificates of participation financing for equipment and real estate projects, that will include the Voice over Internet Protocol (VoIP) System. He said the County can partner on that financing through a sub-lease agreement, with the City making the payments for the County's share of that project. The estimated split of costs is \$1,170,000 for the City and \$816,000 for the County. Keene said the financing will be rated by both Moody's and Standard and Poor's, with a low interest rates anticipated. He said the County's share

of the cost of issuance is estimated to be \$15,000. Keene said the repayment schedule shows principal payments in the month of May, beginning in 2013 and said Dennis Meyer, Budget and Fiscal Officer, has indicated that his preference would be to schedule the first payment as interest only. The County's first principal payment would be May, 2014. Meyer has recommended that the financing be structured so that the County's payment is approximately \$360,000, which equates to current payments for telephone service. The County will have a smaller payment of \$116,000 in May, 2016 to complete the acquisition. True interest costs for the County's portion are estimated to be 1.23% and all inclusive costs are estimated to be 1.59%. Keene noted there isn't a prepayment option for the County because the financing is for a short term.

**9 EXECUTIVE SESSION (SECURITY MATTER) - Andy Stebbing, County Treasurer; Brittany Behrens, Deputy County Attorney**

**MOTION:** Smoyer moved and Raybould seconded to enter Executive Session at 11:25 a.m. for the purpose of protecting the public interest with regards to a security matter.

The Vice Chair restated the motion for the record.

**ROLL CALL:** Raybould, Heier, Smoyer and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

**MOTION:** Smoyer moved and Heier seconded to exit Executive Session at 11:59 a.m. Heier, Raybould, Smoyer and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.

**10 VOICE OVER INTERNET PROTOCOL (VoIP) SUBLEASE WITH CITY OF LINCOLN - Lauren Wismer, Gilmore & Bell P.C. (Bond Counsel); Scott Keene, Vice President and Managing Director; Ameritas Investment Corporation**

Item was moved forward on the agenda.

**11 ACTION ITEMS**

- A. Purchase Certificate for Police Patrol Vehicles
- B. Reimbursement of \$304.70 Air Fare for Prudential Client Conference from Retirement Expense Account (Eagan)

Items were moved forward on the agenda.

## 12 CONSENT ITEMS

There were no consent items.

## 13 ADMINISTRATIVE OFFICER REPORT

- A. Correspondence from County Engineer Regarding Jordan Cemetery Tree Removal
- B. Claims for Review:
  - 1. Payment Voucher No. 366202 to James Gerweck for \$1,199.74 (This Claim is Beyond the 90-Day Time Period)
  - 2. Payment Voucher No. 36470 to BJ Fichem for \$244.56 (This Claim is Beyond the 90-Day Time Period)
- C. Post Employment Health Plan (PEHP) Update (Transfer to the International City/County Management Association - Retirement Corporation (ICMA-RC))

Items A-C were moved forward on the agenda.

- D. Geographic Information System (GIS) Privatization

Smoyer said he spoke to an acquaintance who works for a private Geographic Information System (GIS) firm and asked him if his firm could assist the County. He said his company would be willing to look into the GIS system. Smoyer said he was just looking to open a dialogue and get feedback to see if privatization of the system was worth pursuing. Eagan noted there are a number of partners in the system (City of Lincoln, Lancaster County, Lincoln Electric System (LES), and the Lower Platte South Natural Resources District (NRD)) and many departments have GIS specialists. Raybould said she believes it is always good to look at privatization options.

- E. City-County Common Meeting Agenda Items (September 4, 2012)

It was noted there are no agenda items at this time.

- F. Nebraska Association of County Officials (NACO) Legislative Conference (October 11, 2012)

Heier and Raybould indicated plans to attend.

- G. Nebraska Association of County Officials (NACO) Annual Conference (December 12, 2012)

Heier, Hudkins and Raybould indicated plans to attend.

## H. 2012 County-City Food Bank Drive Report

Minette Genuchi, Administrative Assistant to the County Board, appeared and reported \$25,072.33 was raised in the combined County/City Food Bank Drive, an increase of \$2,361 over last year. There was also 5,605 pounds of food collected. She added that the County/City Food Drive is deemed one of the most successful.

## I. General Assistance (GA) Discussion

Eagan said Gary Chalupa, General Assistance Director, is looking at tightening the eligibility requirements. Smoyer said he believes this is a good time to look at those requirements with the possibility of Medicaid expansion under terms of the Affordable Care Act. Raybould felt the GA Advisory Committee is more supportive of the health insurance exchanges called for in the federal health care reform law than Medicaid expansion. She said the County would benefit either way. Eagan said the County would benefit much more from Medicaid expansion.

## J. County Government Day Luncheon Speaker (November 7, 2012)

Hudkins agreed to serve as the luncheon speaker.

## **14 PENDING**

There were no pending items.

## **15 DISCUSSION OF BOARD MEMBER MEETINGS**

### A. Information Services Policy Committee (ISPC) - Schorr

No report.

### B. Parks and Recreation Advisory Board - Raybould

The meeting was cancelled.

### C. Region V Governing Board - Smoyer

The meeting was cancelled.

D. Meeting with Mayor - Schorr, Hudkins

Hudkins said they discussed the proposed increase for the 911/Emergency Communications Center and the Mayor indicated he is firm on the increase. **NOTE:** The City has proposed the County's share of funding increase from 4% to 8%. He noted the calls for service numbers remain an issue and said there are also some service issues with the 911 Center. Gwen Thorpe, Deputy Chief Administrative Officer, said she and Terry Wagner, Lancaster County Sheriff, met with Rod Confer, City Attorney, to discuss the County's concerns, which include administrative and operational control of the 911 Center. She said they also discussed the funding formula. Eagan noted the County's share of funding had been 8% and was reduced to 4% when the enhanced 911 fee went into effect.

Hudkins said the Mayor also stated he believes the County Board is usurping its authority by reducing the Railroad Transportation Safety District (RTSD) allocation.

E. Public Building Commission (PBC) Meeting with Mayor - Hudkins

Hudkins said they discussed the City's new mandatory watering restrictions.

F. Public Building Commission (PBC) - Hudkins, Raybould

Hudkins said they approved the budget.

G. Board of Health - Smoyer

Smoyer said they discussed surveys and were informed the methodology has changed. He said they also had a presentation from Animal Control on the bat population increase.

H. Planning Meeting

The meeting was cancelled.

I. Visitors Promotion Committee (VPC) - Smoyer

Smoyer said discussion focused on the budget and two grant extension requests, one from the Audubon Society for Spring Creek Prairie Nature Center and the other from Lincoln Parks and Recreation for the Haines Branch Prairie Corridor.

- J. Lincoln Independent Business Association (LIBA) Budget Monitoring Committee - Smoyer

Smoyer indicated the group would have liked to have seen a property tax reduction.

- K. Community Mental Health Center (CMHC) Invitation to Negotiate (ITN) - Raybould, Smoyer

Raybould said they discussed the draft document and said the intent is to share the draft document with providers, stakeholders, CMHC staff and consumers to get feedback. Eagan explained it is a technical document rather than a policy document. Raybould said those groups may be able to identify something that was missed. Smoyer said Ron Sorensen, CMHC Executive Director, presented a timeline to the Committee that shows the process being "wrapped up" by the end of Fiscal Year 2013.

- L. Community Mental Health Center (CMHC) Advisory Committee - Raybould

Raybould said they reviewed the budget. She said it was suggested that someone meet with employees and discuss their options (transition to a new provider, retirement, separate from employment, etc.).

## **16 EMERGENCY ITEMS AND OTHER BUSINESS**

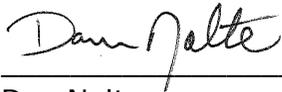
Heier reported that Dick Esseks is no longer serving on the Planning Commission and the process to find a replacement needs to be initiated.

Heier also reported he has been lobbied by people who want to speak to Commissioners in small groups and said he is not sure that is appropriate. He felt they should address Commissioners in a public meeting so all of the Commissioners hear the same information. Smoyer and Raybould concurred. It was noted representatives of the Lancaster Event Center have scheduled meetings of this type with Commissioners next week and staff was asked to cancel those meetings.

Eagan noted an article in today's edition of the Lincoln Journal Star said the Lancaster Event Center has announced that a \$44,000,000 bond issue to expand the facility will not be scheduled on the November ballot to give the Lancaster County Agricultural Society time to re-evaluate the cost and financing of the project. He felt that decision should be up to the County Board. The Board scheduled discussion of the matter on the August 30<sup>th</sup> Staff Meeting agenda.

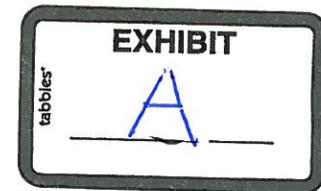
**17 ADJOURNMENT**

**MOTION:** Heier moved and Smoyer seconded to adjourn the meeting at 12:35 p.m. Smoyer, Raybould, Heier and Hudkins voted aye. Schorr was absent from voting. Motion carried 4-0.



Dan Nolte  
Lancaster County Clerk





# Lancaster County

## Medical & Dental Experience Data Through June 30, 2012

August 23, 2012



**Lancaster County**  
**Projected Total Cost Summary- Medical and Prescription Drugs**

Effective January 1, 2013

WITH PLAN CHANGES

WITH 20/30 COPAY CHANGE

	01/01/2012 - 01/01/2013 Projected Plan Costs	01/01/2012 - 01/01/2013 Anticipated Plan Costs	01/01/2013 - 01/01/2014 Projected Plan Costs	01/01/2013 - 01/01/2014 Projected Plan Costs	01/01/2013 - 01/01/2014 Projected Plan Costs
<b>Enrollment Assumptions</b>	<b>Current Year Assumed Enrollment</b>	<b>Anticipated Plan Year Enrollment</b>	<b>Current Enrollment</b>	<b>Current Enrollment</b>	<b>Current Enrollment</b>
Employee		398	398	398	398
Family		199	443	443	443
<b>Total</b>	<b>874</b>	<b>597</b>	<b>841</b>	<b>841</b>	<b>841</b>

<b>Annual Fixed Costs</b>	<b>Plan Cost Projected</b>	<b>Plan Cost Anticipated</b>	<b>Plan Cost Projected</b>	<b>Plan Cost Projected</b>	<b>Plan Cost Projected</b>
<b>Claims Administration</b>	\$445,950	\$463,227	\$446,167	\$446,167	\$446,167
<b>RX Rebates</b>	\$0	\$0	\$0	\$0	\$0
<b>Stop Loss</b>	\$436,301	\$455,562	\$495,396	\$495,396	\$495,396
<b>Total Annual Fixed Costs</b>	<b>\$882,251</b>	<b>\$918,789</b>	<b>\$941,563</b>	<b>\$941,563</b>	<b>\$941,563</b>

<b>Total Annual Maximum Cost</b>					
<b>Maximum Claims Cost -- Aggregate Liability</b>					
Medical and Prescription Drugs	\$0	NA	NA	\$0	\$0
Aggregating Deductible	NA	NA	NA	NA	NA
<b>Total Maximum Claims</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Maximum Cost -- Fixed + Claims</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Maximum Annual Cost PEPM</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

<b>Total Annual Expected Cost</b>					
<b>Expected Claim Costs</b>					
Medical and Prescription Drugs	\$9,495,458	\$9,254,248	\$9,811,569	\$9,488,774	\$9,655,570
<b>Total Claim Liability</b>	<b>\$9,495,458</b>	<b>\$9,254,248</b>	<b>\$9,811,569</b>	<b>\$9,488,774</b>	<b>\$9,655,570</b>
<b>Projected Total Cost -- Fixed Cost &amp; Claims</b>	<b>\$10,377,708</b>	<b>\$10,173,037</b>	<b>\$10,753,133</b>	<b>\$10,430,337</b>	<b>\$10,597,133</b>
\$ Change from Plan Cost Projected		-\$204,671	\$375,424	\$52,629	\$219,425
% Change from Plan Cost Projected		-2.0%	3.6%	0.5%	2.1%
<b>Expected Cost PEPM</b>	<b>\$989.48</b>	<b>\$1,008.03</b>	<b>\$1,065.51</b>	<b>\$1,033.53</b>	<b>\$1,050.05</b>
<b>Projected Plan Year PEPM</b>		<b>\$989.48</b>	<b>\$989.48</b>	<b>\$989.48</b>	<b>\$989.48</b>
% Change from Plan Cost Projected		1.9%			
<b>Required Increase</b>			<b>7.7%</b>	<b>4.5%</b>	<b>6.1%</b>
<b>Expected Cost PEPM</b>			<b>\$1,065.51</b>	<b>\$1,033.53</b>	<b>\$1,050.05</b>
<b>Current Plan Year Funding PEPM</b>			<b>\$945.09</b>	<b>\$945.09</b>	<b>\$945.09</b>
% Change from Plan Cost Funding w/ Buy Down					
<b>Required Increase</b>			<b>12.7%</b>	<b>9.4%</b>	<b>11.1%</b>

Lancaster County

Requested Medical Plan Design Changes  
Effective January 1, 2013

Eligibility: All Active Employees working at least 20 hours per week.

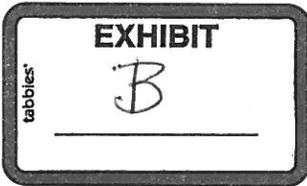
Effective Date: First of the month following 90 days of active work or first of the month following date of hire (EE pays full premium amount).

Carrier	Current		Proposed Changes		Proposed Changes	
	BCBS of NE		BCBS of NE		BCBS of NE	
Plan Name						
Plan Type	PPO		PPO		PPO	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Calendar Year Deductible						
Individual	\$400	\$800	\$500	\$900	\$500	\$900
Family	\$800	\$1,200	\$1,000	\$1,800	\$1,000	\$1,800
Out-of-Pocket Limit (includes Deductible)						
Individual	\$1,200	\$2,800	\$1,400	\$3,000	\$1,400	\$3,000
Family	\$2,400	\$5,200	\$2,800	\$6,000	\$2,800	\$6,000
	In and Out-of-Network deductibles are aggregating		In and Out-of-Network deductibles are aggregating		In and Out-of-Network deductibles are aggregating	
Maximum Benefit	Unlimited		Unlimited		Unlimited	
Physician Office Services						
Office visit	\$20 Copay	Deductible, 30%	\$25 Copay	Deductible, 40%	\$20 Copay	Deductible, 40%
Specialist visit	\$20 Copay	Deductible, 30%	\$40 Copay	Deductible, 40%	\$30 Copay	Deductible, 40%
Allergy Injections and Serum	\$20 Copay	Deductible, 30%	\$25 Copay	Deductible, 40%	\$20 Copay	Deductible, 40%
Preventive Benefits	\$0 Copay	Deductible, 30%	\$0 Copay	Deductible, 40%	\$0 Copay	Deductible, 40%
Vision Care (exams)	\$15 Copay	Deductible, 30%	\$25 Copay	Deductible, 40%	\$15 Copay	Deductible, 40%
Inpatient Hospital Services	Deductible, 15%	Deductible, 30%	Deductible, 20%	Deductible, 40%	Deductible, 20%	Deductible, 40%
Outpatient Hospital Services	Deductible, 15%	Deductible, 30%	Deductible, 20%	Deductible, 40%	Deductible, 20%	Deductible, 40%
Emergency Room Services	\$150 copay (waived if admitted within 24 hours for the same diagnosis, if waived, benefits are subject to deductible & coinsurance)		\$150 copay Deductible, 20% (waived if admitted within 24 hours for the same diagnosis, if waived, benefits are subject to deductible & coinsurance)		\$150 copay Deductible, 20% (waived if admitted within 24 hours for the same diagnosis, if waived, benefits are subject to deductible & coinsurance)	
Urgent Care Centers	\$35 Copay	Deductible, 30%	\$35 Copay	Deductible, 40%	\$35 Copay	Deductible, 40%
Mental Illness/Substance Abuse						
Outpatient Services-Office visit	\$20 Copay	Deductible, 30%	\$25 Copay	Deductible, 40%	\$20 Copay	Deductible, 40%
Emergency Care Services	\$150 copay (waived if admitted within 24 hours for the same diagnosis, if waived, benefits are subject to deductible & coinsurance)		\$150 copay Deductible, 20% (waived if admitted within 24 hours for the same diagnosis, if waived, benefits are subject to deductible & coinsurance)		\$150 copay Deductible, 20% (waived if admitted within 24 hours for the same diagnosis, if waived, benefits are subject to deductible & coinsurance)	
Therapy & Manipulation						
Physical, occupational, or speech therapy services, chiropractic, or osteopathic physiotherapy and chiropractic or osteopathic manipulative treatments or adjustments (combined limit 75 sessions per calendar year)	\$15 Copay	Deductible, 30%	\$25 Copay	Deductible, 40%	\$25 Copay	Deductible, 40%
Prescription Drugs	Generic/Brand Form/Non-Form		Generic/Brand Form/Non-Form		Generic/Brand Form/Non-Form	
Retail (30 days)	\$5 / \$30 / \$50	\$5 + 25% penalty \$30 + 25% penalty \$50 + 25% penalty	\$5 / \$30 / \$50	\$5 + 25% penalty \$30 + 25% penalty \$50 + 25% penalty	\$5 / \$30 / \$50	\$5 + 25% penalty \$30 + 25% penalty \$50 + 25% penalty
Mail (90 days)	\$12.50 / \$75 / \$125	N/A	\$12.50 / \$75 / \$125	N/A	\$12.50 / \$75 / \$125	N/A

\*\*NOTE: This Schedule of Benefits is intended to provide you with a brief overview of possible benefits. It is not a contract and should not be regarded as one.

Required Increase	12.74%	9.36%	11.11%
Savings in Dollars		\$322,796	\$166,000





LANCASTER COUNTY  
2012-13 ALLOCATION OF LEVY

	<u>Valuation</u>	<u>Dollar Request</u>	<u>Debt Service</u>	<u>Amount Applicable to 15 cents</u>	<u>Tax Rate</u>	<u>Total Tax Rate</u>
Agricultural Society	20,119,951,547	197,880.00	-	197,880.00	0.000984	0.000984
Ag Society Capital	20,119,951,547	104,040.00	-	104,040.00	0.000517	0.000517
RRTSD	20,119,951,547	2,011,995.00	-	2,011,995.00	0.010000	0.010000
Public Building Commission	20,119,951,547	3,420,392.00	3,420,392.00	-	-	0.017000
Lancaster Fairgrounds JPA	20,119,951,547	706,559.00	706,559.00	-	-	0.003512
Lancaster Correctional Facility JPA - City	16,676,196,896	2,947,000.00	2,947,000.00	-	-	0.017672
Lancaster Correctional Facility JPA - County	20,119,951,547	2,000,000.00	2,000,000.00	-	-	0.009940
Rural Library	3,443,754,648	695,610.00	-	695,610.00	<u>0.020199</u>	0.020199
Total Prior to Fire Districts					0.031700	
Bennet Rural Fire District	346,117,959	100,852.21	-	100,852.21	0.029138	0.029138
Firth Rural Fire District	245,517,693	192,780.00	94,780.00	98,000.00	0.039916	0.078520
Hallam Rural Fire District	159,277,841	91,800.00	-	91,800.00	0.057635	0.057635
Hickman Rural Fire District	372,048,973	124,263.77	-	124,263.77	0.033400	0.033400
Highland Rural Fire District	99,037,251	33,170.00	19,675.00	13,495.00	0.013626	0.033492
Malcolm Rural Fire District	199,762,248	195,737.00	-	195,737.00	0.097985	0.097985
Raymond Rural Fire District	290,493,740	403,439.16	128,585.03	274,854.13	0.094616	0.138881
Southeast Rural Fire District	403,989,926	219,000.00	-	219,000.00	0.054209	0.054209
Southwest Rural Fire District	506,882,557	436,574.00	156,330.00	280,244.00	0.055288	0.086129
Waverly Rural Fire District	306,773,351	55,857.00	-	55,857.00	<u>0.018208</u>	0.018208
*** Highest Fire District Levy						
Total with Highest Fire District					<u><u>0.129685</u></u>	

**Justification to upgrade a deputy sheriff (D-01) position to a deputy sheriff sergeant (D-02) position with specific responsibility for the Fugitive Task Force.**

Because of the number of officers from different agencies, conducting very high risk operations, a supervisor needs to be assigned to the Task Force on a full time basis. The Fugitive Task Force is comprised of Lancaster County Sheriff's Deputies, Deputy US Marshals, Nebraska State Trooper, Lincoln Police Officer on a full time basis and deputies from Saline, Saunders and Gage counties on a part time basis. At any one time 6-8 officers from 5-6 different agencies are operating out of the Sheriff's Office. In an IACP survey, the average span of control is one supervisor to 5-7 officers.

On extremely hazardous warrants, the Sergeant assigned to the Criminal Division, or the Captain accompanies the Task Force. The Criminal Division supervision is being taken from their normal supervisory duties several times a week to supervise the Task Force.

The operations of the Fugitive Task Force are very high risk, both from a potential for injury and the exposure to tremendous liability for the County. Of the 70 Law Enforcement Officers killed by firearms in 2011, six of those officers were members of Fugitive Task Forces and several others were wounded. The recent shooting in Louisiana that killed two deputy sheriffs and wounded several others was committed by a Beatrice man who the Task Force had been looking for for a month.

But the results of the Task Force are reduced violent crime in Lincoln- Lancaster County by putting the really dangerous criminals back in jail. Having the Task Force based out of our Office truly showcases the Lancaster County Sheriff's Office. The criminals in this and surrounding communities know that when a warrant is issued for their arrest, the Task Force will be all over them.

Lincoln/Lancaster County experienced an increase in Part I crimes every year from 1994 through 2003. The Fugitive Task Force was established in 2004 and since that time Part I crimes have gone down 25%. Both the Sheriff's Office and the Police Department have seen a steady decrease in our calls for service (CFS). In 2004 the Task Force arrested 238 people on Felony Warrants. Every year this number has increased and in 2011 538 people were arrested on Felony Warrants. The correlation of the increase in warrant arrests to the decrease in Part I crimes and CFS can't seem to be explained by any other Law Enforcement initiative.

A current deputy sheriff position would be upgraded to a supervisory position for the Task Force. The fiscal impact for this upgrade is about \$3,500, depending on the pay step of the deputy who gets promoted. With the vacancies the Sheriff's Office now has and two anticipated military deployments, our budget can absorb the additional cost.