

**PORTER COUNTY BOARD OF COMMISSIONERS
REGULAR MEETING
TUESDAY, FEBRUARY 18th, 2020
10:00 A.M.**

(The entire meeting is available to watch on the Porter County website.)

The Regular meeting of the Porter County Board of Commissioners convened at 10:00 a.m. on Tuesday, February 18th, 2020 in the Commissioners' Chambers of the Administration Center.

Those present were: Commissioners Jeff Good, Laura Blaney, Jim Biggs, County Attorney Scott McClure; Administrative Assistant Melanie Massey and Recording Secretary Kathy Merle.

Call to Order/Pledge

Com. Good, Good Morning, this is the Porter County Board of Commissioners' meeting Tuesday, February 18th, 2020.

CONSENT AGENDA

Approval of Payroll – February 7th, 2020.

Approval of Claims – February 6th and February 12th, 2020.

Approval of Minutes – January 28th, 2020.

Treasurer's Monthly Report Filed – January 31st, 2020.

MEMORIAL OPERA HOUSE – SCOT MACDONALD, DIRECTOR

ARTISTIC SERVICES AGREEMENTS

1. Don Parker
2. Eric Lester
3. Michael Schwuchow
4. Abigail Krapuner
5. Jen Nelson
6. Michael Glorioso
7. Circles in the Wind / Midwest Big Band

Com. Blaney, moved to approve, Com. Biggs, second, motion carried.

ANNOUNCEMENTS

NEW BUSINESS

Com. Good, We're going to get into some new business. This is more housekeeping for County government employees. I think it was several years ago we came before this Board and addressed something that we've not been happy with regards to our IT and the use of county IT. We've been running reports again and we have been having a significant amount of people using the internet for all kinds of things. If you were here at our last meeting I think everyone saw how much time, effort and money over the last few years that this County has spent to try and lock down our systems with cyber security and all of the things that are going on in the world today. It is sort of a slap in our face when this happens. We don't take it very kindly. I personally am upset. What we are doing is creating a list and if this trend continues we will be bringing those names and I don't care who they are, we will be talking about them and putting their names out in front for everyone to know what is going on. That is about the only way that we can combat this. It's the only way. The last time we addressed it it went away for the most part, but here it is back again. We are just not going to stand for it up here. We have too much at stake. The County's information is the County's information. It is public information but in the same breathe we have to protect it. We're just not going to allow this to continue to happen. Consider this an announcement. I guess you can say it's a warning, but we are going to looking at our policies and our procedures. We are going to be coming up with another level of things that we have to inject to try and stop this. We're serious. If you don't feel that you're in county government and you

don't feel that that is going to reach you, you better be careful. We've had enough. I hate to start the meeting on such a negative tone, but

this is something that needs to be addressed. We can't be talking out of both sides our mouth and spending dollar after dollar trying to lock this thing down. We have people here within the organization that are doing everything possible they can to open it right back up. We're just not going to allow that to happen.

Com. Blaney, And we've all seen what has happened on either side of us in other counties when they get hacked. It's very expensive and we don't want to go there especially when people are doing things that they shouldn't be doing in the first place at work.

Com. Good, So we're watching. We're not trying to make this personal. This is an announcement that goes to everyone.

Com. Biggs, Well it isn't personal. It is just an unfortunate fact that when employees or elected officials here go outside of the system that opens the door for hackers to come in. We can't allow that because we're spending tens of thousands of dollars some years in cyber security for our system. To have employees or elected officials open that door back up after safe guards have been bought and put in place is extremely frustrating we can't allow it. We're sitting on millions of dollars every year in county government that have to be safeguarded. Hackers want into it. They are not here to get our road salt, they're not here to get our asphalt or anything else. They want access to the monies that we're holding. If it sounds like we're upset, if sounds like we're going to come down heavy handed it's because we are. Enough is enough.

Com. Good, They're doing this for the most part on County time too. So there is a whole other thing that we can address too from an employee standpoint. They're doing it while they're on the clock and I think that is addressed in the handbook as well too. I just find that hard to believe because I know myself up here part time there are not enough hours in the week to get this job done. I can't imagine anyone getting on an internet and playing games during the day. For me personally I just can't comprehend that because there is so much to do up here. There always will be so much to do up here. If you're doing it right and that is what we're trying to do here. The Board of Commissioners is the executive body of this County and we're laying it down right. We're laying the line in the sand. Hopefully we'll see the behavior change and we'll see it change for quite some time. We're not going to let our foot off of the gas pedal on this one. I apologize for the folks in the audience that this does not affect, it sort of does but it doesn't. This is our opportunity to broadcast out to the employees of this County of what we want to see happen. Consider yourself served and we will be following up.

COMMISSIONERS

Citizen Board Appointments for the following Boards:

- **Park Board**

Com. Good, We have one left and this is a carryover from the beginning of the year. I think there has been a lot of discussion internally regarding the law and the legislation which was passed last year about the appointments of the Park Board. I think there has been some confusion as to who gets appointed, who doesn't get appointed. I will refer to Atty. McClure real quick on what we're doing here.

Atty. McClure, We're going to reappoint the former appointment of this board to the new County Park Board to finish the original term that Bryan was serving and then appoint a new member to the new County Park Board and then that should be the full responsibility of the Commissioners' office at this point to reappoint one to the new board and appoint the new member to the new board.

Com. Good, We have to make 2 appointments. The first one is a reappointment of current member Bryan Waisanen to serve until December 31st, 2021 to the new County Park Board,

Com. Biggs, moved to approve Bryan Waisanen, Com. Good, second, motion carried.

Com. Good, Now we have to appoint a new member which would be a Democrat designation.

Com. Blaney, moved to approve Karl English to serve until December 31st, 2023 on the new Park Board, Com. Biggs, second, motion carried.

DLZ – General Service Contract.

Com. Good, We have a general services contract with 2 firms every year. American StructurePoint was approved at our January meeting and now we have one for DLZ.

Com. Blaney, moved to approve DLZ, Com. Biggs, second, motion carried.

Com. Good, Just to let everyone know these general services contracts if we decide to do something with these folks we still have to come before this Board and approve the work that they have to do. What this basically does is we've negotiated rates and certain things that locks them in to what we can negotiate with them. I just everyone to know this isn't just a blanket approval for anyone to go out and do whatever they want. That is not how this works. To get a contract out of this Board you have to come here 2 or 3 times and then we send you off to the Council. I just wanted to explain to people how this works.

R.E. Sutton – Health Insurance Renewal.

Com. Good, Hopefully we will keep the positive forward moving momentum that we have with our health insurance. Good Morning Tony.

Mr. Bontrager, Good Morning, thank you for having me here. This is for the County's contracts just as a quick reminder you do renew April 1st on your contracts with UMR and the Stop Loss and those things. Employees feel like it's maybe in January but that is when deductibles and everything gets reset. So it's just a reminder there that 2 different kind of dates that go into this is you're actual contract dates which is April through March and then you have what the employees kind of feel is that January deductibles reset and all of those types of things. The first page is what we just call our rolling 12. We update this in our office on a monthly basis just to keep a pulse on how things are going and running. We do have some bleed over in this report from your previous contracts that ended with your previous structure BAS and Cost Plus model that would have ended March of 2018 but obviously we've had run out that actually still continues to kind of impact a little bit, the H.R. Dept. and those payments. (Inaudible) most recently but we especially for that 12 month period after that really kind of still impacted your cost throughout that. If you look at this down to the bottom in green and yellow. I will point out some highlights here. You can see your enrollment is up .8% so virtually pretty flat. Anything plus / minus 3% is really just kind of general fluctuations. Your maximum, your expected claims, your medical claims are down 17% in the most recent 12 months compared to the 12 months prior. Your RX spend is up 10% and I am going to talk a little bit more that. Your dental is down 15.4%. You have other payments, exclusions those types of things. Claims over specific in the most recent 12 months, that's your specific Stop Loss. That protects the County from real catastrophic claims that would come in and kind of wipe out. We see claims on groups in the millions of dollars. That in one claim could wipe out any other progress made. So there is a Stop Loss that protects against that. Your Net Medical, Prescription Drug and Dental claim so when you combine all of that together from a claims prospective your claims are down 14.3% in the most recent 12 months compared to the 12 months prior. Percentage of expected that is just a metric we used to say what was projected versus what actually happened. We're at 92% in the most recent 12, 108% in the previous. It's really coming to normalize a little bit some of those expenses from what we had seen previously. Some estimated fixed costs, these are what we pay all of the various administrators and Stop Loss to run the plan. You can see your fixed costs are down 22%. That is a big drop there. Smaller dollars overall but still a very significant amount of money. When you net everything your total costs are down 15.1%. That's great on a rolling 12 report. I wish I was able to deliver this message every time I did one of these in today's world.

Com. Good, I wish you could have delivered this 5 years ago but we've been working at it. I'm ecstatic.

Mr. Bontrager, On that far right hand side year to date costs if you go back to March of 18 which is when you would have ended that contract, that structure that we had previously, that 12 month period for that contract you ended the year at \$9.984 million. So just under \$10 million. If you drop to March of 19 which was the first year you had moved out of that structure and into UMR your net cost so again March of 19 year to date for that was \$8.5 million. You went from \$9.984 million down to \$8.5 million. A decrease of \$1.4 million. From 2018 to 2019 contract.

Com. Biggs, Four years ago we were roughly at \$14 million?

Mr. Bontrager, Yes. In a health and medical spend, prescription drug spend that tends to increase in the 8% to 10% range every year.

Com. Good, So we're more than paying for the clinic.

Mr. Bontrager, Absolutely.

Com. Good, Which was I think \$70 a year is what we're paying for the clinic.

Mr. Bontrager, A little bit more than that now.....

Com. Blaney, The use has gone up.

Mr. Bontrager, Your usage is now a point after that first year we hit that target number that we were really shooting for when that rolled out.

Com. Good, \$1.4 million, \$70,000.00.....

Com. Blaney, It's a pretty good return.

Com. Good, Yes it's a good return. I think the clinic is going to continue to help.

Mr. Bontrager, Certainly the clinic has played a part in this. A lot of the other changes you made though too have most definitely played a part. You did a lot of various changes in your contracts and the structure and everything. Really good moves on that that have ultimately resulted in this.

Com. Good, Without impacting the insurance for the employee. That is just not a footnote, that's in red.

Com. Biggs, Actually we've increased the benefit.

Mr. Bontrager, I would agree from working day to day with your H.R., Rhonda. The issues that we see people having with the insurance has dramatically decreased since you've moved away from that Cost Plus model where people were getting balance billed and those types of things. A lot of things that we worked on in the 6, 8, 10 months have still related back to that that bills have lingered for 2 years and are just now being sent out to employees and they are having to face those.

Com. Blaney, Some that don't even work here anymore.

Mr. Bontrager, That is greatly reduced from what it was a year ago.

Com. Good, This is a network that also goes into Chicago. When people went to Chicago before we had to negotiate with the individual hospital up there which was like hand to hand combat. They have a one off and they are going to bill it. With being in this network now that goes into Chicago and I'm talking good hospitals in Chicago this allows our employees to move around a little bit if they need. They also have the tools online that they can look to see how the doctors are rated and there are all kinds of metrics that go in there that allow our employees to make the proper decisions that they need to make to get to the right people.

Mr. Bontrager, Various cost measures as far as they can make some informed decisions and really walk into a provider's office and better know what to expect then previously not knowing well how is this going to be covered and the repricing and all of those things. I would agree that from the County's protection standpoint and predictably standpoint it's better. Then from the employees face its better.

Com. Biggs, Tony in your opinion what do you think is causing the spike in the pharmaceutical spend?

Mr. Bontrager, Various things. If you look at the pharmacy we have added a few really high costs and that is just the general pharmacy world so to speak right now. We're not seeing another \$100 cholesterol medication come forward it is when a new drug approved. It is a very specific drug for very specific diagnosis that is \$4000.00, \$5000.00 or \$6000.00 per month. It skews them pretty quick. If you add one on obviously you're (Inaudible) can jump, but if that falls off it kind of drops like a rock too in those situations. All of that still falls to Stop Loss. We're seeing a lot on the genetic sign. Instead of treating a general diagnosis of cancer they are looking

at the person's DNA and specifically targeting that. The advancements on the medication side are really driving that. Its utilization is about the same year after year it's just that the drugs are getting much more expensive. The pharmacy side is the fastest growing side and it is also kind of the biggest I would say shell game side of everything that happens. There is not a lot of transparency on the pharmacy side.

Com. Blaney, Is this 10% responsible compared to other places you do this for?

Mr. Bontrager, Overall it kind of trends depending on who you talk to. It can run anywhere in the 18 to 12% range. If you isolate the pharmacy side it's more in the low teens. If you go specialty pharmacy side you are in the high teens.

Com. Biggs, That would be for like cancer treatments?

Mr. Bontrager, Cancer treatments, a lot of what we're seeing is like rheumatoid arthritis and autoimmune. You just have to watch TV for 15 minutes and you will know exactly which ones are.....

Com. Biggs, The ones that are advertised.

Mr. Bontrager, They are great lifesaving and life changing drugs but it comes at a cost to who is actually footing the bill for those.

Com. Good, If you go into the clinic they have based on our census of our group they have 100 medications that they've mined out of our group. If you go into the clinic most of the times if you're needing one of those medicines you will walk out of that clinic with it. There is no extra charge. Obviously we're looking to drive that through the clinic because we are hoping that that would drive the cost of our prescriptions down, but now I see we're starting to get into the different types of drugs. I guess that is something that we need to make a note of and go back and start looking as to how we can go after that piece as well too.

Mr. Bontrager, This isn't a Porter County specific. We do have some various things that we are implementing across various clients to really try to combat this specifically.

Com. Good, We're seeing it in my 500 employees with our company. We're seeing the same thing we know then it's a trend. In our insurance people are telling us the same thing on our business side.

Com. Blaney, As far as generic drugs I was reading that the corona virus shutting down manufacturing plants in China is making those harder to get. Is that going to end up affecting us? Do you have an outlook or a prediction?

Mr. Bontrager, I haven't seen anything concrete yet. It may just be an excuse to raise the prices if nothing else. I've seen reports of that, but I have not seen anything come from the PBM the pharmacy benefit managers that say specifically we're seeing an increase on this, this and this due to corona virus.

Com. Blaney, Isn't there a huge percentage of the number of generic drugs which are manufactured in China?

Mr. Bontrager, Yes there are. The generics if you look at your costs make up probably about 20% of the overall spend. 80% of your cost are coming from the specialties and those are still manufactured in European countries, U.S. there are different manufactures.

Com. Biggs, But as you pointed out that part of our medical spend the pharmaceutical side is the portion that keeps the client ever so slightly. Almost no matter what you do.

Com. Bontrager, 10 years ago I was a director of finance at employer with about 260 employees and we had a self-funded plan. Our biggest concern was new cholesterol meds for \$300 and \$400 a month. I would take those all day now if that was the case. So over the last 8 to 10 years of watching this it \$800 and then a \$1000 and now \$3000.00 to \$8000.00 a month. Again, life changing, lifesaving drugs that people do need but it does impact overall cost. Some of those costs we see shifted from the medical. People aren't always just sitting in a hospital bed being treated now running up an inpatient cost. They are at home with an injectable drug that they are self-injecting on a weekly basis or something. Some of it is shifting that cost around a little bit too. Any other questions. If you flip to the next page a little bit of the same story just in graphical form I will just run through this quick. In that orange bar that jumps all over the place you can see a lot of movement. If you cut the graph in half and go backwards a lot of movement

in the previous.....that was your average monthly spend per employee per month. You can see it jumped all over the place. In the second half of the graph it's lower in the same area but it is much more stable and that is just from that change happening. Probably the biggest tell here is the red bar that goes across at a decrease that is your trend line over this period. Negative trend line over the last 3 or 4 years.

Com. Good, We like that. I think we need to frame this in our office back there.

Com. Biggs, Do you see the spikes they are very close to holidays or on holidays. I wonder what the correlation there is.

Mr. Bontrager, Correlation as far as for like end of year. Once people hit their deductible for the year if they are going to have some sort of elective surgery on, if they need a knee, a hip anything like that they are going to get that done. That's just human nature to say I've hit my deductible. If I'm going to get that done I'm going to get it done now before the end of the year.

Com. Biggs, I thought maybe it had something to do with spending so much time with family in a small room.

Mr. Bontrager, Could be, I would have to dig in to see on the behavioral health side.

Com. Good, Well our renewal isn't January 1 so if your renewal is April 1st then you can sort of back in (Inaudible) then what you're saying is how it's playing out. I think that everybody does that, I'm at the year end.

Mr. Bontrager, Flip to the next page the Summary of Benefits. This is your current summary of benefits just for reference there. The next page behind that at the top it says 4/1/2020 through 3/31/2021 Summary of Benefits. Not proposing major benefit changes at this point but a couple of things just to keep us in compliance. On your high deductible plan the IRS has raised the minimum deductible to remain a qualified high deductible plan and keep your health savings accounts and everything in good order with the IRS. It would require that you increase that single deductible from \$2700.00 up to \$2800.00. Again, that's really just for IRS it's nothing other than that just to keep you in compliance there. In turn raising the family up to keep in step with how (Inaudible) structure. A couple recommended changes that one really being highly needed based upon the IRS. Also, non-true air ambulance benefit, add cap on that \$25,000.00 for non-network that is a protection for the plan overall. So you don't get a non-emergency air lift that runs \$100,000.00 it adds a cap to that. Then a dialysis benefit exclude out of network dialysis. There are plenty of in network dialysis centers around Valparaiso and Porter County. We've seen where this can be a big issue where a non-network, this means you don't have contract with them walking in. You're entering in a little bit of that range where we were previously. Once someone starts dialysis somewhere it is really hard to get them to change out. Once they get a hold of that patient they do not let them go very easily. If you need dialysis there are plenty of places to go but you need to go in network.

Com. Good, Both of these recommended changes would go through the UMR network?

Mr. Bontrager, Yes. If you flip to the next page this is the actually contractual renewal. As a reminder we're entering the 3rd year of a 3 year agreement that we have with UMR. It's not to say we couldn't have changed because there was exit language. Really from the onset it was a 3 year deal there. If you go to the top you can see fixed costs. Across from the columns it shows current renewal with UMR HCC. All of these are renewing with UMR. The first 2 are with HCC which is your current Stop Loss provider and then the other ones on here are 3 other Stop Loss options that we bid out. We also had some others that bid that just didn't even make the page. Every year we look to see what's the best from a pricing and contract standpoint on the Stop Loss side. I'm going to focus as I go down through here on the current versus the renewal UMR HCC and then UMR HCC Premium PDL. Premium PDL is a formulary difference from what you currently have. With prescriptions drugs you have taking the formulary that you have now which is pretty wide open, I'm not saying it's not managed by any means, this will take it and manage it a bit tighter as far as that goes. If one of the bigger ones is a high cost generic, so even though things are generic it doesn't mean it's low cost. You can have five generics and one of those generics is three times the cost of another one and on the generic side. It's still formulary, people can still take it under the Premium PDL it is really going to say you're not going to take that generic drug that is three times the cost and clinically get worse or the same outcomes as the other four that is excluded. Unless you go through and you try those with you doctor. It really comes down to a management side on that Premium PDL. Just trying to manage those dollars a bit more and on the specialty side very similar in those regards. The impact of that it will potentially impact about 60 people under the plan as far as the drugs that they are currently taking. There is a process that if they are taking it and it seems to be working they can go

through process to still remain but it does really try to manage that prescription drug piece a little bit tighter than what it is today. Not that it has been wrong. It's just one of those things that as you go through the plan we look to see what else can be done and save dollars. I would say 60% or so of our contracts now have some sort of formulary tightening of that. Whether it's under UMR or Anthem or whoever else. We write new PMB contracts. A lot of them right out of the gate are coming out with a more managed formulary as opposed to just the open formulary. You can see as you go down through there the total Admin.

fixed costs for this year currently \$26.82 PEPM. That is after an RX rebate credit of \$22.00. As you can see it is increasing about 5% and there are various internal ones in there. A couple of things that I will hit on once we get down through here is some changes I would probably recommend on this. Your Stop Loss you can see currently 108.12 going up about 7.7% overall. A lot of that is just through large claim trends on Stop Loss. We saw two years in a row of decreases on your Stop Loss just with the other changes in contract that we made. We've kind of hit that point now where the pricing has settled in a bit as far as we're not making that drastic change from cost plus down to this. There are still changes we would recommend to continue to make but we took off a big bite. Your expected claims are factors but it does translate the total cost. You can see your claims projections are down 1.1%. The fixed cost is going up a little bit. The claims still continue to drop on that. You have a clinic expense in here. Estimated rebates, not only do you get a prescription drug rebate credit off of your Admin fee you will start to receive prescription drug rebates, those are pass through we don't touch, we don't do anything with that. Those are passed through directly from Optimum who is your PBM. You should start seeing checks on those rebates back from that.

Com. Good, Is there an audit trail with that?

Mr. Bontrager, We can request a full audit trail to see all of that, full transparency. There is nothing as far as that goes. They will provide the listing, here's what's generated the rebates, here's what those are. Those come quarterly in about 6 to 9 month lag. The PBM side in my opinion it is great to get a big check for rebates in all reality let's just cut the cost of the drug right up front. You will see renewal UMR HCC versus that center column Premium PEL the RX rebate currently \$22.00, the renewal is \$22.00 if you do change to that you see the credit which is a negative against your Admin fee is \$31.75 versus \$22.00. So that drops you Admin Fee for that. The Premium PDL does get better pricing on the prescriptions and it does have better rebates too. The rebate is down there at the bottom. The only other point on the reinsurance piece if you drop down to that bottom line F we do have which was something tagged by all of the Stop Loss carries we have a couple of big claims going on. We do have a laser on that and it's one of those we priced out. We take the laser, laser means someone has to have additional beyond your normal Stop Loss level before Stop Loss kicks in. It is a known claim. Essentially Stop Loss carries either say you either pay us more money in premium to offset a known loss or you just accept more liability on that. Then if the claim doesn't happen you don't end up paying. You're going to pay the premium no matter what even if the person leaves the plan prior to having the large expense you're still going to pay the premium throughout the year versus the chance that you never have the plan.

Com. Good, Tony are you saying premium reimbursement feature do we have that now? Both at HCC and Optimum include a specific premium and reimbursement feature.

Mr. Bontrager, That is at renewal.

Com. Good, That is for the renewal. If our loss ratios are less than 70% what are we trending now?

Mr. Bontrager, Actually the most recent month here....we've bumped up into the 90's just because we do have a large claimant that is really eating up a lot of that. It is a great feature to have.

Com. Blaney, If you have a good year.

Mr. Bontrager, Yes if you have a great year you get reimbursed some of that premium back that you paid in. You don't have to pay any more money so to speak in those bad years. It's just that you're not going to get any of that money back. Good question. That bottom footnote there....going back up to the Admin. Fee there are a couple of things that we put in place. When the contract was originally put in just again trying to replicate what you previously had to make sure with all of the changes going on people had access to programs and everything can ultimately help save money. You have a couple of programs though just through looking at your utilization of them that I don't think you're really utilizing. Nurse Line which is where people can call in the UMR Nurse Line and say I've got this going on what do you think nobody is calling. That is pretty typical anymore.

Com. Good, Do you think that is a result of the clinic?

Mr. Bontrager, That certainly helps. People can have no cost to walk into a clinic and have that as well or they can call in for an instant answer. That annually is about \$3500.00. It doesn't shift huge amounts. It is certainly something that you are paying \$3500.00 that people aren't really using. The maternity management piece that is about \$4500.00. In the last year we've only had a couple of people go through that program. This is one of those that if you catch the right person at the right time it can more than pay for this service. Statistically people are not utilizing that program.

Com. Blaney, Did we not have that many pregnant people or do they not use it?

Mr. Bontrager, You just didn't use it. Ultimately the recommendation from carriers UMR as I spoke with them about the utilization they said what we would recommend is providing an incentive of \$300.00 that if someone goes through the program then they get the \$300.00 incentive to do that, which then lays out more cost for someone to do that. We just don't see a lot of people utilizing the programs like that through the carrier side. We're still big fans of the disease management and those types of things that run through. Nurse Line, maternity management, people don't really care for having a phone call with the nurse somewhere else about their pregnancy.

Com. Biggs, Are we sure that they're aware of these programs?

Mr. Bontrager, That is the other hurdle with them in all realty is getting people to know and remember. That is whatever program you have ultimately. If UMR sees anything come through for maternity they would flag they reach out. People are contacted at that point but they are just not enrolling. They're going to their OB.

Com. Blaney, Which I get.

Com. Biggs, I understand that.

Mr. Bontrager, It's hard to remember all of the nuances programs and everything that you have. Again, those are just the 2 programs that you currently have from a cost perspective that either number 1 do away with number 2, more marketing, more messaging to let people know you have this we need to be using it. I know we've got a lot of other things going on though too if you throw ten things at them it may not stick.

Atty. McClure, In my perspective the numbers that jump off the board to me are our annual expected claims as deduced by the actuaries. I think the 2 numbers that are always very important are the annual expected claims and the maximum expected claims because one of the nuances to this plan that get lost in all of the other good news is that we now have total maximum expected cost that is kind of a ceiling that we didn't use to have. Now as I look down we're at \$90,000.00 give or take less on annual expected claims. We are about \$100,000.00 less on maximum expected claims. Again, that is not your number that is some actuary at UMR with all of our claims data coming up with that. Those numbers are pretty reliable as far as the forecasting goes. Now we're interpolating the clinic expense in our overall costs. Given all of that right now as the clinic ramps up and those payments change and what we're responsible for changing continue to go on we've interpolated \$125,000.00 give or take into this overall. Assuming we went with the UMR HCC Premium PDL renewal we're looking at a very small increase. The total maximum expected is at \$10,588,000.00. The year before was \$10,405,000.00 but we're adding \$125,000.000 of clinic expenses that weren't there the year before. So overall it's pretty flat and we've added a significant benefit with the hope that it continues to mine down on some of the expected claims and our maximum expected claims. It's pretty significant that if we hadn't added the clinic I don't know maybe our claims would be a little bit higher maybe they're not, but at the end if we added that and have a very small 1.8% increase overall even though we're adding the clinic and that is before any of the decisions as far the recommended change on the ambulance, the air ambulance or the dialysis we have to change the single deductible on the high deductible pursuant to the IRS regulations. Overall it's pretty exciting as far as when you start really digging into claims, expected claims along with the clinic expenses. What is really throwing this number off as you go down we're lower if we went with the Premium PDL option our administrative fixed costs are down 31%. The real difference here is the Laser Liability at the bottom. That is kind of the crap shoot that we all play when you're in some sort of self-funded health insurance. If circumstances were different we would be looking at a significant reduction this year which is almost difficult to believe and we're still possibly going down after this thing has been mined down this far. Pretty significant.

Com. Biggs, The audience benefit they may not be aware that outside of salaries the cost of health insurance for county government is far and away the single largest expenditure that we

have. Decreasing that really has ripple affect or in this case a wave affect through county government's ability to fund itself throughout the general fund. All of those things that are tied to the general fund.

Atty. McClure, I also think it's important to point out our employees kind of accepted the challenge. We did the clinic. We said get to 60%.

Com. Good, I was just going to ask....we're.....

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Atty. McClure, We're at 59% in the first year.

Com. Good, Ten months we ramped up to 60% very quickly.

Mr. Bontrager, There are some marketing strategies being rolled out now that we've really drilled down on, not by name or anything but who is using it. So we can really start to target message a little bit more. There are some departments that are using it well 90 to 100%. They get the message, they understand it. We don't need to send a bunch of mailings there.

Atty. McClure, Well ironically for instance I will call out one department that is doing pretty well. The Clerk's Office is at 100% usage. When you follow through their spouses and through their dependents they are at like high 80's or 90. That is pretty significant. That means the message was heard and received and Franciscan was producing when they went otherwise they wouldn't be going.

Com. Biggs, Quite honestly we had to get to that figure. We have to maintain it. Tony as you know seems to becoming popular in the industry is "you don't want to participate here is what you're premium will be, if you want to participate here is what you're premium will be" and that is becoming very popular.

Mr. Bontrager, Yes it is.

Com. Blaney, And Franciscan has turned out to be a good choice. They wouldn't be going back sending their kids and spouses if it wasn't good when they went.

Atty. McClure, I think after looking it overall and having the meeting I think the renewal of the UMR HCC Premium PDL looks like a very good option. I think we also deal with the single deductible increase to \$2800.00 on the High Deductible and then discuss whether we want to make a motion today on the dialysis, exclude out of network providers in the non-emergency air ambulance benefits. Those are up for discussion and also the UMR Nurse Line and the Maternity Management. I know those aren't large numbers but they are still numbers.

Com. Biggs, You have to have motions on these?

Atty. McClure, Yes.

Com. Biggs, Could you take each one of them and explain what this is without getting too far into the weeds.

Atty. McClure, The IRS changed the network deductible/base. Deductible for the High Deductible plan has to be \$2800.00. That is the minimum it can be by IRS regulations. We would need to change our summary of benefits.

Com. Good, moved to approve the High Deductible changed to \$2800.00, Com. Blaney, second, motion carried.

Com. Biggs, moved to approve Dialysis Benefit to be in network, Com. Blaney, second, motion carried.

Com. Blaney, moved to approve Non true Air Ambulance benefit add \$25,000.00 maximum per occurrence limit for out of network, Com. Biggs, second, motion carried.

Com. Blaney, moved to approve to exclude UMR Nurse Line and Maternity Management out of the policy, Com. Biggs, second, motion carried.

Com. Blaney, moved to approve the renewal of the UMR HCC Premium PDL policy for Porter County Government Health Insurance for 2020, 2021, Com. Biggs, second, motion carried.

Com. Good, We're sorry you had to sit through that but we are pretty proud of what we've done and we really haven't sacrificed anything for the employees which makes me feel even better.

Atty. McClure, And what is nice about this year is that next year as you brought up Tony we kind of hit the wall on somethings that we kind of attacked as far as the Stop Loss reinsurance. What's nice about this is that 60% on the clinic is roughly the breakeven point. If we continue to mine through departments that have a little less usage a little bit more employees and deal with those issues on the marketing you were discussing when we get to 80% usage then we start to see

potentially some more claims, more prescription costs go down. The reason why I bring it up and even the \$400,000.00 laser liability everyone has to keep in mind that a half a million dollars doesn't sound like a whole lot when you're talking about \$10 million, but a half a million dollars is roughly a what 3% raise across the board in this County. When we get to budget time and we have all of the hand ringing and crazy meetings that end up happening at the end and we're trying to come up with money for a raise. That is the raise money.

Com. Biggs, Quite honestly that is why I brought up decreasing our overall cost the way that we have has just had a huge positive affect on our General Fund.

Com. Blaney, And obviously this Board can't promise any raises, but we're doing our best to make it possible.

Atty. McClure, This money is basically coming out of the General Fund or LIT to pay for this. Money that is freed up from that or is not being eaten up on 5% and 10% increases year over year if nothing else it allows the growth portion to be available for raises once we get to budget time.

Mr. Bontrager, I think the other thing that you have is you've stabilized quite a bit. When we go to market the plan really makes it better, more competitive and more appetizing for others to take a bid on that.

Com. Blaney, We used to not even get some of these places to give us a bid.

Mr. Bontrager, Moving forward there are other programs that we would recommend now that things are stabilized and we're not pulling strings for employees from ten different places. We're starting to move forward on some different programs.

Com. Good, It is easier to communicate them too. Now we're just chipping around edges and they are not big wholesale changes that gets everyone.....

Mr. Bontrager, I think there is some great programs and benefits out there that can be put in now much better than what you would have a year or two ago.

Atty. McClure, At the end of the day we have a larger network. We've never had a network this large. We've never had a network with this type of national provider and we've never had a clinic. Not everything with health insurance is always the smoothest. Individuals may have issues specific to themselves but overall this County has never had this large of a network with this large of a provider or had this much coverage or this type of clinic benefit.

Com. Biggs, And do it all this inexpensively.

Atty. McClure, And in the same process reducing the cost down. Excellent.

Mr. Bontrager, Thank you, appreciate it.

An Ordinance Establishing a Non-Reverting Fund for the Porter County Circuit Court Adult Guardianship Grant Program – 1st Reading.

PUBLIC HEARING OPENEND

Com. Good, First call is there anyone wishing to speak against this ordinance? Second call anyone wishing to speak against this ordinance? Third and final call anyone wishing to speak against this ordinance? First call anyone wishing to speak in favor of this ordinance? Second call

anyone wishing to speak in favor of this ordinance? Third and final call anyone wishing to speak in favor of this ordinance?

PUBLIC HEARING CLOSED

Atty. McClure, Before we make the motion Judge DeBoer was unhappy that she wasn't able to attend today, but she does have a court call this morning. She was the driving force to get this grant I believe it's a \$25,000.00 grant for the Adult Guardianship Program. I just wanted to point that she sent her apologies for being unable to attend.

Com. Blaney, moved to approve the ordinance on 1st Reading, Com. Biggs, second, motion carried.

Com. Good, The 2nd Reading will be heard on the March 17th meeting.

A Resolution of the Porter County Board of Commissioners concerning the Assignment of Porter County Tax Sales Certificates to the Porter County Storm Water Management Board.

Atty. McClure, These are individual parcels that this resolution pull off of the tax sale. These would be going to our Porter County Storm Water Board to hold. These are parcels that they have picked off of the list that will help them with drainage, either future issues, current issues or projects that we are currently working on.

Com. Blaney, moved to approve the Resolution, Com. Biggs, second, motion carried.

A Resolution of the Porter County Board of Commissioners Concerning the Assignment of Porter County Tax Sale Certificates to the City of Portage.

Atty. McClure, I do have one to add there is an additional Resolution for a Tax Certificate. This one would be given to the City of Portage. They have a parcel of property that is a retention pond out off of POA Ave. basically out in front of the old Sears and Menards area, there is a large almost 2 acre retention pond that is currently on the Certificate Sale and Portage would like that sent to them as governmental unit. They would hold it and be able to maintain it.

Com. Blaney, moved to approve the Resolution, Com. Biggs, second, motion carried.

Com. Biggs, Vickie the Town of Porter had a piece of property they wanted withheld. Their town manager contacted us.

Ms. Urbanik, On the Certificate Sale?

Com. Biggs, On the Certificate Sale.

Ms. Urbanik, I would have to get some more information about that.

Com. Biggs, Let's do that and if you could let me know I will give it to Scott.

Ms. Urbanik, I believe we referred that to the attorney who handles the assignments. I will look into it.

Com. Biggs, You believe that we already have done that?

Ms. Urbanik, I think so, let me look into it.

Enterprise Fleet Management – A Lease Quote for a 2019 Ford F-250 truck for Weights and Measures in the amount of \$639.64 per month.

Com. Good, If you were at our last meeting we had voted on this prior, but the price did not have a bed liner and a cover for the bed to lock up. We are going to bring that lease back and revote on it again with these features that are added on to that truck.

Com. Blaney, moved to approve the Enterprise Fleet Management lease quote, Com. Biggs, second, motion carried.

Com. Good, The truck that Mike has has multiple miles on it. He waited last year for us to come up with the money and I just want to thank Mike for his patience. He is now going to be able to outfit Weights and Measures the way that they should be.

DEVELOPMENT & STORM WATER MNGMNT. – BOB THOMPSON, DIRECTOR

Bid Opening for Surface Treatment for the following projects:

- **Thornapple Way; from SR 2 to Valparaiso City Limits**
- **Springwood Dr.; from CR 100 South to CR 600 West**
- **Cherrywood Lane; Division Rd. to Dead End**
- **Meadow Glen Dr.; from Sager Rd. to CR 150 East**

Com. Good, We're going to open up bids for surface treatment for the following projects. This is based off of the Community Crossings Grant that we submit to the State of Indiana for match money for paving.

Mr. Novotney, Thank you for moving these up in the agenda so we can award the contracts to stay in line with INDOT.

BIDS

- **Pavement Solutions Inc. \$129,029.00**
- **Micro-Surfacing Contractors LLC \$230,723.82**

Bid Opening for HMA Overlay project for the following roads:

- **Sager Rd.; from City View Dr. to CR 100 North**
- **CR 500 West; from CR 500 South to CR 350 South**

BIDS

- **Walsh & Kelly \$246,736.40**
- **Boyd Asphalt \$263,287.40**
- **Reith Riley Construction \$211,239.20**

Com. Good, As we start going for matching grant money from the State of Indiana these projects need to be designated, approved by the State and then they need to bid in a public meeting and also awarded in a public meeting. This is part of the new requirements that the State of Indiana has put on a County for resurfacing projects.

Mr. Novotney, Any of the CCMG which require a match from us.

Mr. Thompson, This is for the 2019 award that we received in late fall.

Com. Good, This was awarded last year but the paving will be this year. We're just bidding it now to release for the spring.

Mr. Novotney, I and our distinguished Highway Superintendent Rich Sexton reviewed the bids. We found the bid from Pavement Solutions Inc. to be responsive and the bidder to be responsible. We are recommending the bid from Pavement Solutions Inc. of \$129,029.00 be accepted and the contract awarded to Pavement Solutions Inc. in that same amount.

Com. Biggs, moved to approve Pavement Solutions Inc., Com. Blaney, second, motion carried.

Mr. Novotney, The second bid was for the inlay project. Again Rich Sexton and I reviewed bids and the bidders. We found the bid from Reith Riley Construction Company Inc. to be responsive and find Reith Riley to be a responsible bidder. We are recommending that the Board accept their bid and award a contract in the amount of \$211,239.20 for the Porter County asphalt project.

Com. Good, moved to approve Reith Riley, Com. Biggs, second, motion carried.

NORTH COUNTY ANNEX – ALLOWANCE AUTHORIZATIONS & CHANGE ORDERS & PAY APPS.

Arctic Engineering – Allowance Authorization #1 in the amount of \$7,887.00 for relocation of floor drains in Sally port, re-pipe water mains, rod out and clean sewer line & relocate existing water mains south entry.

Mechanical Concepts – Allowance Authorization #1 in the amount of \$1,815.00 to provide 6” supply duct in holding duct and miscellaneous demo of existing piping.

Midwest Tile & Interiors – Allowance Authorization #1 in the amount of \$2,911.00 to provide LVT in lieu of sealed concrete in staff restrooms and installing tile in corridor.

Stan’s Painting & Decorating – Allowance Authorization #1 in the amount of \$4,937.00 to provide sealed concrete floors in holding area and painting of downspout boots and misc. steel at office building.

Com. Biggs, moved to approve all of the above Allowance Authorizations, Com. Blaney, second, motion carried.

Arctic Engineering – Change Order #1 in the amount of \$14,223.00 to provide water heater revisions in Food Pantry.

Com. Good, This is for the Food Pantry. This isn’t a cost to the County but we’re running it through our books and then Portage Township is reimbursing us for this and the Food Pantry as well. Based on how the contracts are done they come through us and then they reimburse us back. We’re keeping an accounting of that. The second out building out there if you recall we’re splitting it 50/50 with Portage Township. They moved a food bank in there, the Township offices and then a Community room in there.

Pangere Corp. – Change Order #3 in the amount of \$33,733.00 to provide 6 roof drain pans along existing Annex roof line, 15 additional keys for office building, grinding of existing floors for new flooring elevations, demo of corridor floors for new flooring elevations, concrete bench in holding cell, cut 4 door openings in existing walls & pass through window for food pantry office.

Com. Good, This is basically the work you have to do to bring the old and new building together. There is grinding and things to make it look like it was always one building. This is something that you can’t usually price out in a bid.

Stan’s Painting & Decorating – Change Order #1 in the amount of \$12,068.00 for sealed concrete floors in Food Pantry.

Circle “R” Electric – Change Order #3 in the amount of \$25,704.00 for auto door opener, lights for flag poles, 2” conduit form office building to fire alarm phone lines, relocate existing light pole, and rough in for IT closet.

Com. Biggs, moved to approve the above Change Orders, Com. Blaney, second, motion carried.

Kleckner Interior Systems – Pay App. #8 in the amount of \$26,643.84 for Bid Package #2. With a remaining balance of \$395,030.16.

Stan’s Painting and Decorating – Pay App. #6 in the amount of \$4,750.00 for painting. With a remaining balance of \$90,321.30.

Ziolkowski Construction – Pay App. #14 in the amount of \$38,650.75 for Bid Package #1. With a remaining balance of \$311,684.00.

Pangere Corp. – Pay App. #8 in the amount of \$124,444.30 for labor and materials. With a remaining balance of \$576,213.41.

Circle “R” Electric – Pay App. #9 in the amount of \$31,903.19 for electrical. With a remaining balance of \$160,857.28.

Midwest Tile & Interiors – Pay App. #5 in the amount of \$5,320.00 for flooring. With a remaining balance of \$127,874.00.

State Line Fire Systems – Pay App. #5 in the amount of \$18,477.50 for fire suppression. With a remaining balance of \$21,608.75.

Mechanical Concepts – Pay App. #9 in the amount of \$81,586.00 for HVAC. With a remaining balance of \$279,649.00.

Arctic Engineering – Pay App. #7 in the amount of \$23,557.38 for plumbing. With a remaining balance of \$66,229.89.

Com. Blaney, moved to approve all of the above Pay Apps., Com. Biggs, second, motion carried.

157 S. FRANKLIN ST. – PAY APPS.

Circle “R” Mechanical – Pay App #6 in the amount of \$10,659.00 for plumbing. With a remaining balance of \$38,826.85.

State Line Fire Systems – Pay App. #3 in the amount of \$24,599.30 for fire suppression. With a remaining balance of \$33,706.10.

Midwest Tile & Interiors – Pay App. #6 in the amount \$14,782.00 for flooring. With a remaining balance of \$72,828.00.

Stan’s Painting and Decorating – Pay App. #5 in the amount of \$15,200.00 for painting. With a remaining balance of \$52,539.45.

Pangere Corp. – Pay App. #7 in the amount of \$137,583.08 for material and labor. With a remaining balance of \$191,591.12.

Continental Electric Co. – Pay App. #8 in the amount of \$85,472.75 for electrical work. With a remaining balance of \$430,992.28.

Stevens Engineers & Constructors – Pay App. #7 in the amount of \$60,516.90 for labor and materials. With a remaining balance of \$182,664.30.

Com. Good, These are pay apps. for the project which have been completed. When these pay apps. come in they are looked at by us and Skillman who is there to oversee the work is being completed. There is an entire process to this.

Com. Blaney, moved to approve the above pay apps., Com. Biggs, second, motion carried.

SHERIFF DAVE REYNOLDS

An Ordinance Establishing a Fund for the Indiana Dept. of Homeland Security – State Homeland Security Grant Program - 2nd Reading.

Com. Biggs, moved to approve the ordinance on 2nd Reading, Com. Blaney, second, motion carried.

CORONER’S OFFICE – DORIS AMLING

AXIS Labs – Drug Related Mortality Agreement.

Ms. Amling, The State has a (Inaudible) grant and they gave it to AXIS Labs instead NMS who we’re using for all of the drug and alcohol related deaths. We do not have to pay for those tox screens for those cases.

Com. Biggs, As long as you use AXIS Lab?

Ms. Amling, For those specific cases.

Com. Blaney, moved to approve AXIS Labs, Com. Biggs, second, motion carried.

EXPO CENTER – LORI DALY, DIRECTOR

Doris Stringer / Dori's Food Staff – A Concessions Agreement.

Com. Blaney, moved to approve Dori's Food Staff, Com. Blaney, second, motion carried.

EMA – LANCE BELLA, DIRECTOR

Porter County Disaster Emergency Declaration & Travel Restriction.

Mr. Bella, This is an extension of the declaration that we signed on January 14th and said we would revisit it at this month's meeting. We continue to have issues with the lakefront. They are not going to go away so we would just like to extend this another 30 days.

Com. Blaney, moved to approve and extend the declaration until March 17th, 2020, Com. Biggs, second, motion carried.

Com. Good, Just so everyone knows we can only declare an emergency 30 days at a time. We can't just do a blanket emergency declaration. If you see this come up on our agenda all of the time that is why.

Com. Biggs, I complement your office for staying right on top of what has been going on out there. You may or may not be aware but I represent the Board of Commissioners, Jeremy Rivas the President of the Porter County Council along with Councilman Poparad and Atty. McClure met with town officials last Friday. Hopefully some good had come out of that meeting.

An update on the State of EMA in 2019.

Mr. Bella, I've been wanting to give an overview of EMA's activity from 2019, but what I would like to do is just take a few minutes to talk about what Emergency Management does. Recognizing that a lot of people may not understand what we do so I wanted to cover that first and then I will go into our activity from 2019. I will start with what is our mission because that is what we do. Porter County Emergency Management's mission is to assist Porter County in preparing for, responding to, and recovering from hazardous incidents and disasters. We'll break that down real quickly on what does that mean and what does that entail. It falls into 3 components and those being the Planning. Planning Response which also entails some support for emergency services and we will cover that and then the recovery aspect of any type of incident or disaster. The Planning can be anything from a severe storm all of the way to a terrorist attack. What we try to do is try to anticipate what could possibly happen and how would we respond to that and what would be the assets and the capabilities we would need in order to mitigate that threat. We do a lot of planning and trying to look at those things to make sure we have things in place. There is that end of the planning. Then the other end of the planning is we do some event planning. We do not draw up plans for everybody's events but things such as the Porter County Fair we get together and collaborate with the Police Depts., Fire Depts., EMS and then the Fair Board and say if something were to happen at the Fair what would we do and have those plans in place. We will look at that. Other entities Popcorn Fest and different things that have events we don't necessarily write their plans for them but they will come to us and say can you look this plan over and offer any suggestions and we will try to do that. So that is kind of the other end of Planning. Moving on to the responding too we have 2 halves of EMA that covers our response and that is our hazardous materials team. They respond to any type of hazardous materials incident. It could be a chemical spill or a release and that is comprised of 12 members of the team that are volunteers and they are from local fire depts., we have a police officer and then some private industry that are Hazmat Techs. If needed the commander of that team who is Greg Eckhart who is a full time Porter County employee once he assess the situation if he deems that the team is needed with the additional response equipment that we have they can be called out. The other end of our response is our Service and Support Division. We have our regular command staff members but we're also comprised of an additional 16 volunteers. We have anywhere from 16 to 20, 20 is our sweet spot with volunteers. Right now we're at 16. What they will do is respond to calls for service from police, fire, EMS. If they get on scene and they do not have the assets, the equipment or the capabilities if they've exceeded those they call us and our job is to either bring equipment that we have in order to assist them so they can do their job or find that. An example of not having some equipment was we were called to an emergency scene one night by a local fire chief. They had a gas leak, a water line break and a loss of power and he needed to evacuate up to 40 people from an apartment complex and needed buses. We don't have buses. It's developing these relationships throughout the year with entities throughout the County that assist us to be able to call somebody which we did and get assistance in getting buses to help these people and get them out of that area. Secondly we needed a place to take them. They didn't know where to take them. Again, we had developed some relationships with local churches. We had a church that took those people that were evacuated and actually house them for 2 days until they could return back to their homes. So are some of the things that we're

doing behind the scenes even with equipment that we don't have in order to aid the emergency responders in getting their job done. We continue doing community outreach. So both from the command staff presence as well as our volunteers. Our goal is to raise citizen awareness. What does EMA do and what can they do to help if something were to happen. Then we also try to provide citizen training so that recognizing that in a disaster EMS, police, and fire may not be able to always get to citizens right away if they are overwhelmed. How can citizens receive some training to better respond and take care of themselves until such time as we can get to them? The volunteers help operate and maintain our response equipment. There is a lot of different equipment that we have and it takes a lot of work to not only maintain that but train on its use and then make sure that those things are doing the things that we need them to do in order to help both emergency services and the citizens. Sometimes those needs change and we have to adapt for that. We also 52 tornado sirens that we have in the County. Our volunteers maintain those siren systems. It is very very complex work. It's not just a matter of hooking up a siren. It is diagnostics when we have problems. These people repair computer boards and are out usually when it's not very nice weather

and they are out there looking at systems to make sure that they are maintained and working so that if they are needed they are ready to go. This is just an example of some of the equipment that EMA has on hand. Some of these are Porter County assets and others are District 1 assets. There are additional assets that we can call upon from the District. There are mass triage tents and other assets that we can call if we are overwhelmed here at Porter County to get additional assistance as well. We also respond to disaster. A couple of years ago when we had the flooding we were out on the Kankakee almost every day talking to citizens, looking at what needed to be done. We work in cooperation with the other entities within the County. Our county engineers, Storm Water, Com. Blaney was out there quite a bit. Just looking to see what do we need to do? What dangers are there? Taking a very good look at the unincorporated areas and the county bridges and roads to make sure they are safe. The picture on the right is obviously from the Beverly Shores area which there has been a lot of discussion on that lately. Just going out there and assessing the situation in order to see where we're at. What can we do to make things safe? Then if we do have to respond if something gets worse knowing what the situation is already. The last goal is the recovery. So how do we restore things whether it's County resources or outside resources to get things to as much of a sense of normal as we can or if it's a large enough disaster it may be what we call the new normal. Looking at county funds Porter County had about \$1.4 million worth of damage from the floods a couple of years ago just too unincorporated county assets. Looking at that and saying can we use County funds for that but can we also get some money back from FEMA so that that is not a burden on our county and then looking at other areas as well. The one thing that I would like to point out is we take care of those unincorporated areas. So towns and cities within Porter County we will look and we don't necessarily provide financial assistance to them but what we try to do is connect them with State and Federal authorities that can provide some assistance or help. We at least try to bring those people together and help them beyond what the capability of just our County is. This is just our organizational structure. Myself being the Director, we have Deputy Director, Greg Eckhart is our Hazardous Materials Commander, and we have a full time Administrative Asst. The Director's position, Deputy Director and Admin. Asst. half of our salaries are paid for each year from a grant through Homeland Security. Half of that is at no burden to the County. That relieves the County of paying for half of those funds and then we have our Hazardous Materials Commander which I mentioned before he is charge of that Hazmat Team. We have our EMA volunteers right now 16 that we manage. There is a great deal of training and effort that has to go in place to keep them engaged because they are volunteering their time. They are not getting paid anything. What I always tell people is being an EMA volunteer is not necessarily glamorous. As a firefighter in past life it's a little bit glamorous at least you can look at that aspect but standing out by a generator in the middle of the night freezing to death there is really not a lot of glamor to it, but it is really important because the people that call for that really need it. I can't say enough about these volunteers because they are out there doing it. They volunteer a lot of time and there is a lot of training that goes into that as well. Just a little bit of our overview for 2019 and I will start with our Hazmat team to cover their activity. They responded to 75 calls. This isn't necessarily the entire team. It could be Commander Eckhart responding to a call for service from fire or any other entity that would call. Assessing the situation and then from there he make take care of the call himself. He may instruct the fire personnel or the emergency personnel on scene or call out a cleanup company. Three of those were actual team call outs where the magnitude was great enough that we had to have the entire team respond with our response vehicle in order to mitigate that. 47 motor vehicle accident calls, 18 chemical or medical disposals, we get a lot of calls. There may be chemicals or medical supplies that someone left on the side of the road or spilled and need to be taken care. We're constantly looking at that. 10 mutual aid responses. LaPorte County has a large team. Both LaPorte and Porter County's teams are very good and have received great accolades from the State and we will respond to help each other as needed. There is numerous requests for information that come in in fact there are so many we couldn't even put a number to it.

Commander Eckhart is constantly getting calls relative to gases, pesticides, people that have concerns and he will go out and look at those and offer advice and escalate as needed. There is a great deal of training that goes into these teams. Each team member from the Hazmat team last year received 57 hours of training. That equated to 684 as a team. That does not count Commander Eckhart's training. He additionally did 240 hours just himself of training. There is a lot of information that can change or new things that need to be learned. So he is constantly training in order to make sure that he can respond and direct his team accordingly. We participated in 58 planning meetings. These are exercise meetings it could be public events, the Popcorn Fest, the Porter County Fair where they are doing planning and they want our opinions or advice or a potential emergency. If they anticipate there could be an emergency assisting in those planning meetings in order to offer our expertise. We participated in 9 planned events so this would be Porter County Fair examples, Popcorn Fest and those might be from 1 to 4 or 5 days or in the event of the Fair 2 weeks. We would have personnel on scene in that case maybe with our command vehicle. At the Porter County Fair we were running a weather command and also helping coordinate with police, fire and all of those entities. In case something were to happen and monitoring what is going on. That could be a very lengthy event but 9 of those planned events...hazard assessments we'll get called by entities within the County. It could be health care

facilities or we did a lot of school safety assessments this year. Walking through the schools and seeing how could they better secure those schools and be ready for any type of emergency that might come up and we participated in 12 of those. We try to sponsor classes throughout Porter County for emergency responders and government people. These would be classes that we requested and hosted that would be taught by the Department of Homeland Security or someone that they would bring in. We did 8 of those classes. Some of those classes were 1 day, some were 3 to 5 days but those were at no cost to the County or no cost to the emergency responders who participated in those. We just continue to work and look at how can better train not only ourselves but the responders within the County in order assist them. We participated in 10 live exercises. These might table tops where all the way where Ivy Tech had a live active shooter exercise that lasted most of the day and we were there with our command vehicle setting up coms, making sure we had camera systems set up and helping relay and assist police, fire and EMS in their efforts to make sure how would we communicate and work together if this were to really happen and then looking at what could we do better if this were to happen for real in order to make sure that we were capable and ready to go. 6 disaster responses, we're responding to flooding and different problems that occur throughout the County. It could be the distribution of sandbags or looking at other things. Operational Support we just have 1 there. That was a multi-jurisdictional police action that was set up with a command center in the middle of Gary but it entailed Lake and Porter Counties and that was police sweep that they requested our personnel to set up our command truck for them, help supply coms and then coordinate their efforts as they were moving with police actions without those 2 counties. That was an entire day spent of making sure that that went right, but these are some of the things that happen behind the scenes that EMA personnel do, they set up and then stay there to make sure that things are working the way they are supposed to in order to make sure those emergency people can do their jobs. WE had 9 emergency callouts throughout the year and those ranged from a rehabilitation trailer that we can heat and cool to help emergency responders on fires or long term search rescues to make sure that people don't get too cold or overheat. Obviously last winter that trailer was used quite a bit for structure fires where we had lives in danger because it was so cold and they were wet. The water is freezing to them. It gives them a place to warm up. Get the rehabilitated as far as get some food and something to drink and then get the back out into the fight. We participated in several search and rescues where we assisting looking for citizens who were either lost or missing. That may be setting up the command post or it may be getting into ditches and laying down in culverts with water in them in order to look to see if people that we are looking for are there. Then establishing the command post as I mentioned earlier. Total hours worked by the volunteers was 2736. I just kind of broke this out we're going to probably break this down a little bit more next year because I think this is probably a little bit low. Looking at specialized work that was done and breaking that out if you took that times the average dollar amount that we would pay in Porter County just to pay someone to go out and do that it would have equated to \$15,857.00. We through all of the other hours into a lump sum and used the national average for an hourly rate for volunteers at \$25.43 and those hours equated to \$59,709.00. If we were to pay somebody to do these things and these are just for the hours we would have been paying over \$75,000.00 for these people and that is not to mention that they save us in the repairs and the things that they do. Just a short example we have computer boards in our sirens that cost between \$300 and \$400 a piece to replace. Early in the year we had to replace one. We bought one. Our volunteers looked at those boards, did diagnostics on them and figured out how they were put together and figured out that they could fix that board for \$.50. So rather than paying \$300 and \$400 a board now we've gotten them equipment where they are saving us a great deal of money way beyond what is up there. If we were paying someone else to do that they would just swap the board out they wouldn't fix the board. They are taking the time in fixing this stuff to make it is working properly and also to save the county money. We will probably break that out a

lot better next year so we can put some real accurate dollar figures up there to show that. Then just finishing I've said what we do but our vision which is where we want to be and this is our 3 to 5 year plan. We want to be the benchmark for emergency management in the State of Indiana. We did a lot of talk about looking and said we want to be the best but how do you measure that. We kind of came up with that if everyone is copying off of Porter County's Emergency Management Program that gives you a pretty good indication we're doing pretty good. So you are going to see a lot of things that maybe EMA has not done in the past that we're asking for looking to do, but what we're trying to do is go to the next level of Emergency Management so we can ultimately protect and help the emergency responders but ultimately the citizens of the County which is what it's all about. Thank you for your time.

Com. Biggs, I would like to report to the Commissioners that I went out just last week and visited with Lance. The amount of organization and cleanliness of the entire facility is like night and day. It is the way it used to be. It is really really evident. In regard to this volunteer time, I noticed the administrative section including the training area, down the hallways. It was painted by your administrative assistant.

Mr. Bella, We're very fortunate she just came on in October. She recognized that we wanted to paint and said I would like to volunteer to do that and patched and painted the walls knowing that everyone is overwhelmed and I'm willing to do it if you get the paint. So we got the paint and she spent time doing it.

Com. Biggs, I don't know what that would have cost had we had hired someone to do it. It's just a huge difference the interior of that building compared to what it was a couple of years ago.

Mr. Bella, Appreciate it.

Com. Good, Thank you Lance you guys are making a lot of strides and I'm glad you had the opportunity to come up here and celebrate and explain to the folks are really doing. You have a lot of tentacles out there and a lot of people don't see you all of the time, but that is a lot going on. Thank you and thank the volunteers too for everybody.

Com. Blaney, That is a department I think we're all proud of.

Com. Good, Yes very much so.

PORTER COUNTY SOIL & WATER CONSERVATION – MICHELLE BENSON

A Ordinance Establishing a Non-Reverting Fund for the Receipt of Clean Water Indiana Grant Funds for the Porter County Soil and Water Conservation District – 2nd Reading.

An Ordinance Establishing a Non-Reverting Fund for the Receipt of USDA-NRCS Funds for the Porter County Soil and Water Conservation District – 2nd Reading.

Com. Blaney, moved to approve both ordinances on 2nd Reading, Com. Biggs, second, motion carried.

CLERK JESSICA BAILEY

A contract to approve a multi-purpose vehicle for Elections and Registration.

Com. Good, So you're back at it. What do you have anything different? Pretty much the same thing.

Ms. Bailey, I supplied a little bit more additional information in the packet to get on this agenda. So if you have any questions.

Com. Good, I've pretty much read everything you sent over twice. I don't really have any questions at this point. I think it's very clear what you're trying to do.

Com. Blaney, moved to approve MTE / Midwest Transit Equipment, Com. Good, second, motion carried. Com. Biggs opposed.

AUDITOR VICKI URBANIK

The Howard E. Nyhart Co. – An agreement for the County’s annual GAAP financial report which will provide an actuarial valuation of the county’s Other Post-Employment Benefits (OPEB).

Ms. Urbanik, I have a contractual agreement for your consideration. This is with the Nyhart firm to perform an actuarial evaluation and disclosures in accordance with the Government Accounting Standards Board Statement #75. Just to give you a little bit of background about why this is going to be a reoccurring cost for us going forward. Every year we are required to submit information to the State on our other post-employment benefits also known as OPEB. This is part of our annual financial reports that are due March 1st. The contract before you takes it a step further. This is related to our upcoming GAAP GASB Report. We are one of 17 counties that must produce essentially a second round of financial statements under the GASB Standards. In order to fully comply with the GASB requirements is that we must have our OPEB come under an actuarial evaluation with certain disclosures. That is what Nyhart would be providing for us after we submit some census information and some additional information about our OPEB. We really do not have a very extensive OPEB in our County. Basically, we just allow retirees to stay on the County’s health insurance program but only if they pay the COBRA rates. We don’t contribute towards our own trust fund like some other counties might.

Com. Good, Good point.

Com. Blaney, moved to approve the Howard E. Nyhart Co. agreement, Com. Biggs, second, motion carried.

Com. Good, My question Vicki is you have the first at \$6500.00 and the second is \$3500.00 so I’m thinking it’s front end loaded for all of the beginning work that they have to do.

Ms. Urbanik, Yes it’s a 2 phase project and this is under GASB requirements that we are to do this on a....the second year is more like an interim report. I will be back before you in 2 years for a similar first year round of it.

Com. Good, Thank you Vicki.

ITS DEPT. – DON WELLSAND, DIRECTOR

Revolving Networks – Wireless access points for 157 Franklin St. and the North County Annex in the amount of \$12,895.00.

Mr. Wellsand, We need to purchase access points and licenses for our access points for North County and 157 Franklin. These should be the end of that and both buildings should be up to speed as far as wireless.

Com. Blaney, moved to approve Revolving Networks, Com. Biggs, second, motion carried.

NCI – Communications Cabling at the North County Annex in the amount of \$979.00.

Mr. Wellsand, We had to add some extra drops in for the holding cell at North County. They had 5 devices they needed to plug in and the specs only called for 2. We went in and added f4 more.

Com. Biggs, moved to approve NCI, Com. Blaney, second, motion carried.

NCI – Call Center Cabling on the 4th Floor at 157 S. Franklin St. Annex in the amount of \$23,496.00.

Mr. Wellsand, That is the additional cabling we needed for that. Once we get this I will tell you exactly where we stand on each building.

Com. Blaney, moved to approve the NCI for the Call Center Cabling, Com. Biggs, second, motion carried.

Com. Good, Just to let everyone know we elected not to put the false floor in our 911 Center which they do a lot of cabling underneath, but the cost of that floor was just so significant. We decided to go with a more cost effective alternative, but there is going to be more cabling and that was the byproduct of that. We feel confident that we made the right decision and that is what that is for. I just wanted people to know whether they care to know or not that is what we did.

NCI – New network cabling to be installed at the North County Annex, Building Area A in the amount of \$9,744.00.

Mr. Wellsand, These are more cabling that we needed for the Area A up there in Portage.

Com. Blaney, moved to approve NCI for additional network cabling at North County, Com. Biggs, second, motion carried.

Com. Good, Judge Thode has moved in to his new courtroom and now we're working on the empty courtroom to get that ready for the next judge to move in and then we will have the last one remaining. People are slowly starting to move into spaces up there. We knew this would take a while to do but so far so good.

NCI – New network cabling to be installed at 157 S. Franklin St. in the amount of \$18,001.40.

Mr. Wellsand, The last one is for the additional cabling for 157 Franklin St. to finish up Ethernet cable (Inaudible).

Com. Good, To move up and down.

Com. Blaney, moved to approve NCI for Ethernet cabling, Com. Biggs, second, motion carried.

Mr. Wellsand, I just wanted to bring you up to date a little bit on the cabling. All of the Ethernet cabling is complete at 157 Franklin. We have 6 cables to run I think it was on the 2nd or 3rd floor where the...the desks aren't in there yet so he has to wait until some of that stuff gets put in place. We're in pretty good shape. I have another fiber cable to run from the basement up to the 4th floor yet. As far as Portage the office building is completely done where the Township people are going to be. Most of Area B is complete now and we're waiting on the walls for the old section where the Clerks and Prosecutors used to be. Once the walls get up they will be able to finish the cabling at that point. We are well ahead of schedule.

Porter County Government Security Policies.

Mr. Wellsand, Yes last November I put together 20 security policies that I would like to have you approve these security policies so we can get these put in place before the end of the year.

Atty. McClure, I have reviewed them. H.R. has reviewed them that is why it has been in the works since November. It is 144 pages I believe so it was no small measure, but obviously significant. Some of these are based upon the IT kind of audit we had with Purdue and things like that. These have been gone over at nauseam and need to be approved.

Com. Blaney, moved to approve the Porter County Government Security Policies, Com. Biggs, second, motion carried.

Com. Biggs, With these policies Scott is this something that is applied to the user?

Atty. McClure, Yes, it just goes into detail. Email use, confidentiality, network access, what's unacceptable uses, blogging and social networking.

Com. Biggs, These are going to be new policies so we're going to make preparations in getting these new policies in front of the employees and they sign off on them.

Atty. McClure, I hadn't thought about signing off on them but yes getting them to the employees was obviously part of it.

Com. Biggs, I can't follow something that I'm not aware of.

Atty. McClure, Correct.

Com. Blaney, And that is why Rhonda was included.

Com. Good, H.R. was included.

Juvenile Detention Center – Security System Replacement quotes:

- Videotec \$152,168.00
- ATN Technology \$171,635.00
- Tri-Electrics (Requested 3 times with no response.)

Mr. Wellsand, I did get the third quote this morning.

Atty. McClure, Basically we have the same issue at the Juvenile Center as we had the Jail not too long ago. The overall underlying security system is probably analog and it's failing. It's much smaller than the Jail however it is still Jailek in its processes. This is to redo that entire system I'm assuming. The Jail in comparison was \$1.5 million to replace that system and this is a low quote on our agenda of \$152,168.00. This is all about the access controls, being able to buzz doors open, open cells, shut cells, intercoms. It is the same basic system as the Jail except in the Juvenile compartmentalized section.

Mr. Wellsand, And the hardware is going to be the same so once you learn one the other one...

Com. Good, What is the age of the software?

Com. Biggs, It has to be nearly 30 years.

Mr. Wellsand, 2012.

Ms. Cox, 2012 is when we upgraded the boards.

Com. Biggs, So it has been upgraded once before?

Ms. Cox, The boards were, our control panel, but the server wasn't and our intercoms are still the same. Those were installed in 94 when the building was built.

Atty. McClure, I think the 2012 was a patch.

Ms. Cox, It was a patch.

Atty. McClure, To get us to 2020 basically.

Com. Good, This technology anymore it lasts about 8/9 years if that.

Ms. Cox, And we're there.

Com. Good, And we're there. We had the same thing with the voting equipment. We've had the same thing with the Jail system, 911 we're not even done there yet. It is just an expensive world when it comes to technology at least in government systems and especially jails and secured areas.

Com. Good, The low bid here is Videotec. I do believe Videotec did the Jail system.

Com. Blaney, Tri-Electric.

Com. Good, Oh I'm sorry you told me that Don.

Mr. Wellsand, Tri-Electric came in at \$312,000.00, ATN came in at \$171,635.00 and Videotec came in at \$152,168.00. We recommend Videotec.

Com. Biggs, May I ask have you had this conversation with the Council yet where these monies are coming from?

Ms. Cox, We did go to the Council last month but we didn't have the final quotes yet, but we did tell them it was going to be upward of about \$175,000.00.

Com. Biggs, So they know it's coming.

Ms. Cox, And they asked us to come to you guys to see if we can all work together to figure out how we're going to pay for it.

Atty. McClure, Yes I think reading between the lines we'll have Don take care of it now and when we get to July or August and you are depleted that's when we'll go back to the Council. This is one of the bigger issues we can draw a red circle around as far as what a significant expenditure has been so far in 2020 to get the Juvenile Center back up to speed.

Com. Good, I guess the question would be Jim do we make it contingent to their approval for funding?

Com. Biggs, I would.

Com. Blaney, moved to approve Videotec contingent on Council approval of funding, Com. Biggs, second, motion carried.

FACILITIES – RAY CLOYD, DIRECTOR

Facility IT Group – A UPS Service Maintenance contract for the Jail in the amount of \$6,810.00.

Mr. Cloyd, We had bids from Mitsubishi and Facility IT and we are recommending Facility IT.

Com. Blaney, moved to approve Facility IT Group, Com. Biggs, second, motion carried.

Com. Good, Were you looking into the possibility of maybe taking over some of this stuff? This is different?

Mr. Cloyd, This is different this is UPS. This is uninterrupted power supply.

Com. Good, I'm sorry we were talking about generators.

Atty. McClure, This is our battery back-up.

Com. Good, I'm sorry Ray. Just another discussion we had trying to save the County money.

Com. Blaney, moved to approve Facility IT Group, Com. Biggs, second, motion carried.

DEVELOPMENT & STORM WATER MNGMNT. – BOB THOMPSON, DIRECTOR

An Ordinance Establishing the Right-of-Way Permit Fund – 2nd Reading.

Com. Blaney, moved to approve the ordinance on 2nd Reading, Com. Biggs, second, motion carried.

United Consulting – Supplemental Agreement No. 1 for on call services for February 1, 2020 through January 31, 2021.

Mr. Thompson, United Consulting does our bridge inspections yearly. They are under contract for that and we also have them under a service agreement where they do additional work on bridges for us. For example Bridge 208 and 152 last year Wagner Rd. and Shorewood Forest were done under their service agreement.

Com. Biggs, moved to approve United Consulting, Com Blaney, second, motion carried.

CSX Transportation – An agreement for the rehabilitation of Bridges 272 and 273 which carries the Willowcreek / Crisman Rd. bypass over the CSXT tracks.

Mr. Thompson, Since these 2 bridges cross the CSX Railroad tracks we have to go through a permitting process which is also costing us \$17,000.00 to go through this process as well.

Com. Good, Is this for those approaches?

Mr. Thompson, For the approaches and for sealing of the decks.

Com. Biggs, Just going through the process costs us \$17,000.00?

Com. Good, Oh yes.

Mr. Thompson, They send it off to an independent engineer who has to review our set of plans to give the railroad.....this is just an estimate now. If it runs into more we could get a further invoice on this. Also, they are very strict about these applications and stuff like that. Please sign them in blue ink and also I have to make sure I coordinate this with the Auditor's office because if I send this agreement down there and the \$17,000.00 isn't down there within 10 days it's void.

Atty. McClure, Dealing with the railroad isn't always an easy interaction. Usually when they close a road we don't even get a call.

Com. Good, It seems a little unbalanced.

Com. Blaney, moved to approve the CSX Transportation agreement, Com. Biggs, second, motion carried.

SEH of Indiana – Supplemental Agreement for Bridge 150.

Mr. Thompson, This is one that is up for construction in 2023. The supplemental agreement is for 2 items. One in the Environmental Port that has to go out we ran into some issues with historically significant structures out there on the sight and also the area engineer for INDOT has requested some additional borings where the piers are going to be going at with the channel area.

Com. Good, You mean the river?

Mr. Thompson, Well they are trying to clear the normal water level. The piers are going to be located down within so they wanted some additional geotechnical borings.

Com. Good, So they could see what is down there.

Mr. Thompson, Correct.

Com. Blaney, moved to approve SEH supplemental agreement, Com. Biggs, second, motion carried.

With no further business the meeting was adjourned at 11:57 a.m.

BOARD OF COMMISSIONERS
PORTER COUNTY, INDIANA

Jeffrey J. Good

Laura M. Blaney

Jim Biggs

Attest: _____
Vicki Urbanik, Auditor