

The seal of Colusa County Government is a circular emblem with a textured, halftone background. It features a central illustration of a landscape with a sun rising over a body of water, with hills in the distance. The words "COLUSA COUNTY GOVERNMENT" are written in a circular path around the perimeter of the seal.

**Board of
Commissioners'
Meeting**

August 20, 2013

**NOTICE AND AGENDA FOR
AUGUST 20, 2013 MEETING
OF THE
KALAMAZOO COUNTY BOARD OF COMMISSIONERS**

PLEASE TAKE NOTICE that a regular meeting of the Kalamazoo County Board of Commissioners is scheduled for Tuesday, August 20, 2013, at 7:00 p.m. in the Board of Commissioners Room, second floor, County Administration Building, 201 West Kalamazoo Avenue, Kalamazoo, Michigan, for the purpose of considering the following items:

- ITEM 1 Call to Order
- ITEM 2 Invocation
- ITEM 3 Pledge of Allegiance
- ITEM 4 Roll Call
- ITEM 5 Approval of Minutes
- ITEM 6 Communications
- ITEM 7 Citizens' Time
- ITEM 8 For Consideration

CONSENT AGENDA

Health & Community Services

- A. Request for Approval of an Agreement with the Alzheimer's Association, Michigan Great Lakes Chapter (MGLC) for the Confident Caregivers Program
- B. Request for Approval of Amendment #1 to the Contract for Professional Services with Norma S. Bour, MS, RD
- C. Request for Approval of Five Amendments for Providers of Services to Older Adults in Kalamazoo County
- D. Request for Approval to Submit a Grant Application to the Kalamazoo Community Foundation – Fetzer Fund
- E. Request for Approval to Accept Housing Rehabilitation Funding (CDBG) and Appointment of Environmental Review Certifying Officer
- F. Request for Approval of Appointment of Environmental Review Certifying Officer for Michigan State Housing Development Authority (MSHDA) Community Development Block Grant (CDBG) Funds
- G. Request for Approval to Increase Public Health Fee for Hearing & Vision Screenings
- H. Request for Approval of Hearing & Vision Amendments/Contracts with Various Kalamazoo County Schools/Districts to Increase Fees
- I. Request for Approval to Accept Grant Award from the Federal Department of Health & Human Services, Health Resources & Services Administration (HRSA) for the Healthy Babies Healthy Start (HBHS) Project
- J. Request for Approval of an Agreement with Dr. Joseph Bruno, MD, PC for Chest X-Ray Services
- K. Request for Approval of Elimination/Creation of Positions (grant/general funds)
- L. Request for Approval to Eliminate Positions from the Head Start Fund

Human Resources

- M. Request for Approval of Required Change to Active Employee Benefits Resulting from the Patient Protection and Affordable Care Act (PPACA) Regulations
- N. Request for Approval of Kalamazoo County Wellness Program Incentives and Ancillary Budget

- O. Request for Approval of Short-Term Disability Insurance Renewal with Reliance Standard Insurance Company
- P. Request for Approval of Retiree Drug Subsidy Agreement with Blue Cross Blue Shield of Michigan (BCBCM)
- Q. Request for Approval of Annual Rate Renewal for Humana

Sheriff

- R. Request for Approval to Submit the 2013-2014 Off Road Vehicle Education Grant to the Michigan Department of Natural Resources (MDNR)
- S. Request for Approval to Submit the 2013-2014 Snowmobile Grant to the Michigan Department of Natural Resources (MDNR)
- T. Request for Approval to Submit the 2014 SRP Traffic Grant to the Michigan Office of Highway Safety Planning

Board of Commissioners

- U. Request for Approval of Transfers and Disbursements
- V. Request for Approval of a Contract with the Kalamazoo Public Library for the Law Library
- W. Request for Approval of Appointments to the Community Action Tripartite Advisory Board (CATAB)

NON-CONSENT AGENDA ITEMS

The following items are Non-Consent Agenda Items and will be voted on individually.

- ITEM 9 Old Business
- ITEM 10 New Business
- ITEM 11 County Administrator's Report
- ITEM 12 Chairperson's Report
- ITEM 13 Vice Chairperson's Report
- ITEM 14 Members' Time
- ITEM 15 Adjournment

Dina Sutton

Dina Sutton
Office Manager for Administrative Services

AUGUST 14, 2013

MEETINGS OF THE KALAMAZOO COUNTY BOARD OF COMMISSIONERS ARE OPEN TO ALL WITHOUT REGARD TO RACE, SEX, COLOR, AGE, NATIONAL ORIGIN, RELIGION, HEIGHT, WEIGHT, MARITAL STATUS, POLITICAL AFFILIATION, SEXUAL ORIENTATION, GENDER IDENTITY OR DISABILITY. KALAMAZOO COUNTY WILL PROVIDE NECESSARY REASONABLE AUXILIARY AIDS AND SERVICES, SUCH AS SIGNERS FOR THE HEARING IMPAIRED AND AUDIO TAPES OF PRINTED MATERIALS BEING CONSIDERED AT THE MEETING/HEARING, TO INDIVIDUALS WITH DISABILITIES AT THE MEETING/HEARING UPON FOUR (4) BUSINESS DAYS' NOTICE TO THE COUNTY. INDIVIDUALS WITH DISABILITIES REQUIRING AUXILIARY AIDS OR SERVICES SHOULD CONTACT THE COUNTY BY WRITING OR CALLING:

Dina Sutton
Office Manager for Administrative Services
KALAMAZOO COUNTY GOVERNMENT
201 West Kalamazoo Avenue
Kalamazoo, Michigan 49007
TELEPHONE: (269)384-8111
TDD PHONE: (269)383-6464

A.-L.



Kalamazoo County

Health & Community Services

3299 Gull Road, P.O. Box 42, Nazareth, MI 49074-0042

DATE: August 20, 2013

TO: County Board of Commissioners

FROM: Linda Vail, Director/Health Officer

RE: ITEMS FOR YOUR CONSIDERATION

A. APPROVAL OF AN AGREEMENT WITH THE ALZHEIMER'S ASSOCIATION, MICHIGAN GREAT LAKES CHAPTER AND THE AREA AGENCY ON AGING IIIA OF THE HEALTH & COMMUNITY SERVICES DEPARTMENT

ACTION REQUESTED

HCS Administration requests Board approval of an agreement with the Alzheimer's Association, Michigan Great Lakes Chapter (MGLC) and the Area Agency on Aging IIIA (AAIIIA) in recognition of expenses associated with Alzheimer's Association MGLC providing the Creating Confident Caregivers program in Kalamazoo County, not to exceed \$1776.00.

DESCRIPTION OF SUBJECT

A grant was received from the MI Office of Services to the Aging and approved by the BOC on June 18, 2013 that encouraged the AAIIIA to collaborate with the Alzheimer's Association MGLC and provide additional Creating Confident Caregivers classes (also called Savvy Caregiver Evidence Based Program) during Fiscal Year 2013. This action fulfills our responsibility to host another Creating Confident Caregivers program for residents of Kalamazoo County who are caring for loved ones with dementia. It is scheduled to begin August 26, 2013.

RELATIONSHIP TO GOALS

This service helps to address the goal to strengthen the capacity of individuals and families at risk within the community to take control of their lives.

FUNDING SOURCE

Funding is from the federal government via a grant from the MI Office of Services to the Aging.

PERSONNEL

There are no new personnel associated with this request.

PROCUREMENT

There are no procurement issues associated with this request.

ISSUES/CONCERNS

There are no issues or concerns. If you have any questions, please contact Judy Sivak, Director, Older Adult Services at 373-5153 or jasiva@kalamazoo.org.

B. APPROVAL OF AMENDMENT #1 TO THE CONTRACT FOR PROFESSIONAL SERVICES WITH NORMA S. BOUR, MS, RD AND THE COUNTY OF KALAMAZOO THROUGH ITS HEALTH & COMMUNITY SERVICES DEPARTMENT/AREA AGENCY ON AGING IIIA

ACTION REQUESTED

HCS Administration requests Board approval of an amended contract for Professional Services with Norma S. Bour, MS, RD, who will provide coordination services for Personal Action Toward Health (PATH) and Diabetes PATH classes under the Area Agency on Aging IIIA license. This amendment #1 covers the original contract for the period of October 2, 2012 to September 30, 2013. Total consulting fees not to exceed \$23,050.

DESCRIPTION OF SUBJECT

Ms. Bour is contracted to provide PATH coordination services in Kalamazoo County for regular PATH, diabetes PATH, and chronic pain PATH classes. She is a Master Trainer and has been meeting and exceeding expectations of the original contract. The amount of time required for coordination is greater than we expected and this amendment recognizes an increase in her hours to accomplish agreed upon tasks.

RELATIONSHIP TO GOALS

This program addresses the goal to strengthen the capacity of individuals and families at risk within the community to take control of their lives and work toward self-sufficiency.

FUNDING SOURCE

Funding for this position include federal Title IIID funds for evidence based programs and local funds generated through grants.

PERSONNEL

There are no additional personnel required.

PROCUREMENT

Procurement for these services was sought and approved as sole source as Ms. Bour is the only certified PATH Master Trainer serving all of Kalamazoo County.

ISSUES/CONCERNS

There are no concerns or issues. If you have any questions, please contact Judy Sivak, Director, Older Adult Services at 373-5153 or jasiva@kalamazoo.org.

C. APPROVAL OF FIVE AMENDMENTS FOR PROVIDERS OF SERVICES TO OLDER ADULTS IN KALAMAZOO COUNTY

ACTION REQUESTED

HCS Administration requests Board approval of seven Amendments with the following providers for the funding period of October 1, 2012 to September 30, 2013:

<u>Providers</u>	<u>Services</u>	<u>Amount</u>
Advocacy Services for Kids (ASK)	Caregiver Education Support & Training	\$ 4,019
	USDA	\$ 1,642
Covenant Senior Day Program	Legal Assistance	\$ 12,377
Legal Aid of Western Michigan Senior Services, Inc.	Transportation, USDA	\$676,406
	Congregate & Home Delivered Meals	
Western Michigan University Center For Disability Services/Alliance	USDA	\$ 1,387
	GRAND TOTAL	\$ 695,831

DESCRIPTION OF SUBJECT

Area Agency on Aging Service Providers are currently under a four year master agreement for the period of October 1, 2009 through September 30, 2013. The services funded through these amendments reflect decreased funding due to Sequestration and the allotment of carry forward funds. The last Amendments were approved November 20, 2012.

RELATIONSHIP TO GOALS

The services contracted for will meet the goal of improving the overall health of the community by reducing preventable disabilities and promoting healthy lifestyles and choices.

FUNDING SOURCE

There are no County funds associated with this request. All of the funds are from the federal and state government.

PERSONNEL

No personnel actions are required as a result of this request.

PROCUREMENT

This is a four year provider master agreement and these amendments are for year four.

ISSUES/CONCERNS

There are no concerns or issues. If you have any questions, please contact Judy Sivak, Director, Older Adult Services at 373-5153 or jasiva@kalamazoo.org.

D. PERMISSION TO SUBMIT A GRANT APPLICATION TO THE KALAMAZOO COMMUNITY FOUNDATION - FETZER FUND

ACTION REQUESTED

HCS Administration requests Board approval to submit a grant application to the Kalamazoo Community Foundation for a Fetzer Fund grant in the amount of \$3,900 to support the PhotoVoice students showcased at the recent Health Equity Summit.

DESCRIPTION OF SUBJECT

Part of the effort of the Health Equity Summit was to create and promote a project using PhotoVoice. This 16 week project trained youth from the Douglass Youth Advisory Council to capture aspects of their experiences via photography and video to increase awareness of inequities in our community. Since the students involved in this project come from lower income families these funds will provide them with reimbursement for travel costs associated with this project, food assistance, and learning materials/supplies for the 2013-2014 school year.

RELATIONSHIP TO GOALS

Encouraging youth to learn and take an active role in their community will enable them to strengthen their capacity and that of families at risk to take control of their lives and work towards self sufficiency.

FUNDING SOURCE

If awarded the funding would come from the Fetzer Fund under the auspices of the Kalamazoo Community Foundation.

PERSONNEL

There are no new personnel associated with this request.

PROCUREMENT

There is no procurement associated with this request.

ISSUES AND CONCERNS

The CAA of HCS was requested by Foundation staff to submit the grant application at a time when it was not reasonably possible to seek permission by the County Board of Commissioners in advance. Grant was submitted pending County Board permission to submit. If there are any questions, please contact Karika Phillips, Center for Health Equity Manager at 373-5061 or kaphil@kalcounty.com

E. ACCEPTANCE OF HOUSING REHABILITATION FUNDING (CDBG) AND DESIGNATION OF MSHDA AUTHORIZED OFFICIAL

ACTION REQUESTED

HCS Administration requests the County Board to:

- Accept the CDBG Housing Rehabilitation contract MSC-2012-5396-HOA in the amount of \$300,000
- Designate the Director of Health and Community Services Department as an authorized official to sign and submit CDBG/MSHDA grant related documents on behalf of the governing board to MSHDA

DESCRIPTION OF SUBJECT

Acceptance of this grant will allow for the rehab of 6 low-income homes and emergency repairs on 9 additional units.

The CBOC designated David Artly as the authorized official for MSHDA in 2006. This action allows us to appoint the Director of Health and Community Services as the new official since Dave has recently retired. The designated official will be authorized to electronically submit grant related reports, forms, and other documents to MSHDA on behalf of the CBOC.

RELATIONSHIP TO GOALS

This award will allow the CAA, HCS to complete 6 CDBG Rehabilitation projects on low income housing within the County of Kalamazoo and additionally provide emergency repairs on 9 low income units. These funds could be used anywhere within the County except for the Cities of Kalamazoo and Portage whom receive their own funding for CDBG Rehabilitation. In 2012, we completed 8 rehabilitation projects which assisted 8 families to

remain in their homes.

FUNDING SOURCE

There are no County funds associated with this request. The funding referenced here is from the Michigan State Housing Development Authority and is designated for the specific purpose of rehabilitation of low income housing.

PERSONNEL

There are no new personnel associated with this request.

PROCUREMENT

There is no procurement associated with this request.

ISSUES AND CONCERNS

There are no issues or concerns. If you have any questions, please contact Josh Jacobs, Deputy Director of the HCS @ 373-5028 or jejaco@kalconuty.com OR Amber Leverette, Housing Program Assistant, @ 373-5101 or arleve@kalcounty.com

F. APPOINTMENT OF ENVIRONMENTAL REVIEW CERTIFYING OFFICER FOR MICHIGAN STATE HOUSING DEVELOPMENT AUTHORITY (MSHDA) COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) FUNDS

ACTION REQUESTED

HCS Administration requests the County Board to:

- Appoint the Director of Health and Community Services Department as the Environmental Review Certifying Officer for MSHDA/CDBG funds associated with grant MSC-2012-5396-HOA

DESCRIPTION OF SUBJECT

The Certifying Environmental Review Officer ensures that an environmental review has been completed and that the federal standards have been met for rehabilitation work being completed as part of CDBG grant MSC-2012-5396-HOA. The designee will sign four documents in the course of the life of this contract. Those documents are:

- Environmental Review Officer designation form
- Program Determination Form
- Request for Release of Funds
- Notice of Intent to Request Release of Funds

RELATIONSHIP TO GOALS

This will allow the CAA, HCS to complete 6 CDBG Rehabilitation projects on low income housing within the County of Kalamazoo and additionally provide emergency repairs on 9 low income units. These funds could be used anywhere within the County except for the Cities of Kalamazoo and Portage whom receive their own funding for CDBG Rehabilitation.

FUNDING SOURCE

There are no County funds associated with this request. The funding referenced here is from the Michigan State Housing Development Authority and is designated for the specific purpose of rehabilitation of low income housing.

PERSONNEL

There are no new personnel associated with this request.

PROCUREMENT

There is no procurement associated with this request.

ISSUES AND CONCERNS

There are no issues or concerns. If you have any questions, please contact Josh Jacobs, Deputy Director of the HCS @ 373-5028 or jejaco@kalconuty.com OR Amber Leverette, Housing Program Assistant, @ 373-5101 or arleve@kalcouny.com

G. PUBLIC HEALTH FEE INCREASE REQUEST FOR HEARING & VISION SCREENINGS

ACTION REQUESTED

HCS Administration requests Board approval to increase the per day hearing and vision screening fee from \$140.00/day to \$150.00/day effective September 1, 2013.

DESCRIPTION OF SUBJECT

The per day vision and hearing fee is applicable to the school based Hearing & Vision Screening program. The last fee increase was in 2008 and was based on the results of a cost study. The \$10.00 per day proposed increase is a result of applying an inflationary factor using the Consumer Price Index.

RELATIONSHIP TO GOALS

The programs referenced in this action contribute to the HCS goal of reducing preventable disabilities and deaths.

FUNDING SOURCE

The Hearing & Vision program is a local public health mandates service and is funded through County general dollars, fees from schools, and from the Michigan Department of Community Health through the Local Public Health Essential Services allocation.

PERSONNEL

There are no personnel issues associated with this request.

PROCUREMENT

There is no procurement associated with this request.

ISSUES/CONCERNS

The Hearing & Vision fee increase proposal is presented at this time to coincide with school contract renewals. If you have any questions, please contact Deb Lenz, MCH Division Manager at 373-5024 or dllenz@kalamazoo.org

H. APPROVAL OF HEARING & VISION AMENDMENTS/CONTRACTS WITH VARIOUS KALAMAZOO COUNTY SCHOOLS/DISTRICTS TO INCREASE FEES

ACTION REQUESTED

HCS Administration requests Board approval to amend multiple contracts with the schools listed below to increase the fees for hearing and/or vision screening services from \$140 to \$150 for a full day screening and from \$70 to \$75 for a half-day screening. The effective date will be September 1, 2013.

Climax-Scotts Community Schools
Comstock Public Schools
FBR Charter Schools
Galesburg-Augusta Public Schools
Gull Lake Community Schools
Hackett Catholic Central High School
Heritage Christian Academy
Kalamazoo Christian School Assoc.
Kalamazoo County Day School
Kalamazoo Junior Academy (SDA)
Kalamazoo Public Schools

Kazoo School
Paramount Charter Academy
Parchment Public Schools
Portage Public Schools
Providence Christian School
Schoolcraft Community Schools
St. Augustine School
St. Monica School
Valley Center School
Vicksburg Community Schools

DESCRIPTION OF SUBJECT

HCS Certified Hearing & Vision technicians provide hearing and/or vision screenings in the school setting, as a convenience to both the school and the student. Generally, hearing screening is provided for students in the following grades: Kindergarten, 2, 4, and 6. Vision screening is recommended for students in grades: 1, 3, 5, 7, 9, and 11, or in conjunction with Drivers Education. Students in Special Education are screened for both hearing and vision every year. Referrals are also accepted for those students suspected of having difficulty seeing or hearing during their "grade's off year". Each school year, vision screenings are provided for approximately 12,000 students and hearing screening for 14,500 students. Fees have not increased since 2008.

The charge for hearing & vision services is uniform for all schools, and students are not charged for this service. The school/school district pays for this health service.

RELATIONSHIP TO GOALS

The programs referenced in this action contribute to the HCS goal of reducing preventable disabilities and deaths.

FUNDING SOURCE

The Hearing & Vision program is a local public health mandates service and is funded through County general dollars, fees from schools, and from the Michigan Department of Community Health through the Local Public Health Essential Services allocation.

PERSONNEL

There are no new personnel issues associated with this request.

PROCUREMENT

There is no procurement associated with this request.

ISSUES/CONCERNS

There are no issues or concerns. If you have any questions, please contact Deb Lenz, MCH Division Manager at 373-5024 or dllenz@kalcounty.com

- I. **ACCEPTANCE OF GRANT AWARD FROM THE FEDERAL DEPARTMENT OF HEALTH AND HUMAN SERVICES, HEALTH RESOURCES AND SERVICES ADMINISTRATION (HRSA) FOR THE HEALTHY BABIES HEALTHY START (HBHS) PROJECT**

ACTION REQUESTED

HCS Administration requests Board approval to accept an additional grant award from the Health Resources and Services Administration (HRSA) in the amount of \$284,160.00 in support of the Kalamazoo County Healthy Babies Healthy Start project

(HBHS). This grant award is for the period of June 1, 2013 to May 31, 2014. This additional allocation increases the Federal award to \$568,320.00.

DESCRIPTION OF SUBJECT

The HBHS project is a 5-year federal grant provided for the reduction of infant mortality and perinatal health disparities in Kalamazoo. The project involves extensive collaboration and system integration involving multiple agencies, medical and social service providers.

RELATIONSHIP TO GOALS

This funding provides services consistent with the HCS goal to improve the overall health of the community by reducing preventable disabilities and death, and promoting healthy lifestyles and choices.

FUNDING SOURCE

No County funds are required as a result of this request.

PERSONNEL

Not applicable.

PROCUREMENT

Not applicable.

ISSUES/CONCERNS

There are no issues or concerns. If you have questions please contact Deb Lenz, Maternal & Child Health Division Manager at 373-5024 or at dllenz@kalcounty.com

J. AGREEMENT BETWEEN HCS AND DR. JOSEPH BRUNO, MD, P.C. FOR CHEST X-RAY SERVICES

ACTION REQUESTED

HCS Administration requests Board approval of an agreement between the County of Kalamazoo and Dr. Joseph Bruno, MD., P.C for chest x-ray services.

DESCRIPTION OF SUBJECT

HCS Tuberculosis (TB) Clinic utilizes Dr. Joseph Bruno, MD, P.C. for chest x-ray services. X-ray services are not available within HCS's TB Clinic.

RELATIONSHIP TO GOALS

Persons with positive TB tests require chest x-rays to determine if they a communicable disease threat to the community. The overall health of the community can be improved by reducing preventable disabilities and deaths and promote healthy lifestyles and choices.

FUNDING SOURCE

The funding comes from the County's general funds.

PERSONNEL

There are no new personnel associated with this request.

PROCUREMENT

There is no procurement associated with this request.

ISSUES/CONCERNS

There are no issues/concerns. If you have any questions, please contact Lynne Norman, Clinical Services Division Manager at 373-5239 or at ldnorm@kalamazoo.com.

K. POSITION ELIMINATIONS AND CREATIONS IN THE HEALTH & COMMUNITY SERVICES DEPARTMENT

ACTION REQUESTED

HCS Administration requests Board approval to eliminate .8125 FTE vacant positions and create .80 FTE positions in the Household Hazardous Waste program.

DESCRIPTION OF SUBJECT

On the heels of last year's 29% increase in participation, the Household Hazardous Waste Center continues to have business increases. The increase in business has necessitated longer hours for all staff. The addition of .80 FTE's for the functioning of HHW is necessary to allow us to provide adequate customer service and allow staff to be able to take any earned time off.

RELATIONSHIP TO GOALS

Adequate staffing assures that the collected household hazardous wastes are properly collected, sorted and packed so that these wastes are no longer a threat to the environment. Adequate staffing to assure proper disposal is consistent with the goal to improve the quality and safety of the physical environment, and in particular, protection of groundwater in Kalamazoo County.

FUNDING SOURCE

The position changes requested are considered budget neutral and will not have an effect on approved/budgeted general fund support.

PERSONNEL

Eliminate:

<u>Account #</u>	<u>Position/#</u>	<u>Grade</u>	<u>FTE</u>	<u>Pay Range</u>	<u>Effective</u>
221-226	Admin. Asst. #10877-002	K4	.5625	12.38-16.71	8/21/2013
221-501	Admin. Asst. #10099-004	K4	.20	12.38-16.71	8/21/2013
101-613	Admin. Asst./Recept. #10141-002	K4	.05	12.38-16.71	8/21/2013

Create:

<u>Account#</u>	<u>Position/#</u>	<u>Grade</u>	<u>FTE</u>	<u>Pay Range</u>	<u>Effective</u>
221-217	HHW Technician #10361-001	K4	.10	12.38-16.71	8/21/2013
221-217	HHW Technician #10361-003	K4	.10	12.38-16.71	8/21/2013
221-217	HHW Technician #10361-tbd	K4	.60	12.38-16.71	8/21/2013

PROCUREMENT

There is no procurement associated with this request.

ISSUES/CONCERNS

There are no issues or concerns. If you have any questions regarding this information, please contact Deb Cardiff at 373-5347 or dacard@kalcounty.com or Tammy Lahman, Deputy Director, HCS FMS at 373-5257 or talahm@kalcounty.com.

L. APPROVAL TO ELIMINATE 81.20 FTE POSITIONS IN THE HEALTH & COMMUNITY SERVICES DEPARTMENT

ACTION REQUESTED

HCS Administration requests Board approval to eliminate 81.20 FTE vacant positions in the 794 Head Start fund.

DESCRIPTION OF SUBJECT

On a periodic basis, HCS brings position action requests to the Board for housekeeping or accounting purposes. With this action, HCS is requesting the

elimination of 81.20 FTE vacant positions pertinent to the Head Start grant whose grant period ended on 6/30/13.

RELATIONSHIP TO GOALS

This action does not relate to a specific HCS goal.

FUNDING SOURCE

Not applicable.

PERSONNEL

The following position actions are requested:

Eliminate:

Account #	Position/#	Grade	FTE	Pay Range	Effective
794-110	SENIOR SECRETARY 10101-001	k04	1.0	12.38-16.71	IMMEDIATELY
794-110	PROGRAM MANAGER- CHILD DEVELOPM 10072-001	k11	1.0	26.29-35.49	IMMEDIATELY
794-110	PROG MGR-CHILD DEV FTE BANK 10072-002	k11	.2	26.29-35.49	IMMEDIATELY

Eliminate:

Account #	Position/#	Grade	FTE	Pay Range	Effective
794-111	ASSISTANT TEACHER 10836-001	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-002	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-003	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-004	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-005	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-006	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-007	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-008	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-009	h05	1.0	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-010	h05	.9	10.03-12.16	IMMEDIATELY

794-111	ASSISTANT TEACHER 10836-011	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-012	h05	1.0	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-013	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-014	h05	1.0	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-015	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-016	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-017	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-018	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-019	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-020	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-021	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-022	h05	.9	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-023	h05	1.0	10.03-12.16	IMMEDIATELY
794-111	ASSISTANT TEACHER 10836-024	h05	.9	10.03-12.16	IMMEDIATELY
794-111	TEACHER 10835-001	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-002	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-003	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-004	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-005	h06	1.0	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-006	h06	1.0	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-007	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-008	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-009	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-010	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-011	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-012	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-013	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-014	h06	.9	16.15-19.57	IMMEDIATELY

794-111	TEACHER 10835-015	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-016	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-017	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-018	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-019	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-020	h06	.9	16.15-19.57	IMMEDIATELY
794-111	TEACHER 10835-021	h06	.9	16.15-19.57	IMMEDIATELY
794-111	EC OPERATIONS SPECIALIST 10796-001	k07	1.0	16.77-22.64	IMMEDIATELY
794-111	EC EDUCATION SPECIALIST 10797-001	k08	1.0	19.38-26.16	IMMEDIATELY
794-111	EC EDUCATION SPECIALIST 10797-002	k08	1.0	19.39-26.16	IMMEDIATELY
794-111	EC EDUCATION SPECIALIST 10797-004	k08	1.0	19.38-26.16	IMMEDIATELY
794-111	HEAD START ASSISTANT DIRECTOR 10795-001	K10	1.0	23.22-31.34	IMMEDIATELY

Eliminate:

<u>Account #</u>	<u>Position/#</u>	<u>Grade</u>	<u>FTE</u>	<u>Pay Range</u>	<u>Effective</u>
794-115	ADMIN ASST - HEALTH & DEV 10832-001	k04	1.0	12.38-16.71	IMMEDIATELY
794-115	SUPERVISOR HEALTH & DEVELOP 10793-001	k08	1.0	19.38-26.16	IMMEDIATELY
794-115	NUTRITIONIST/RN HEAD START 10831-001	k08	1.0	19.38-26.16	IMMEDIATELY
794.115	MENTAL WELLNESS SPECIALIST 10794-001	k10	.9	23.22-31.34	IMMEDIATELY

Eliminate:

<u>Account #</u>	<u>Position/#</u>	<u>Grade</u>	<u>FTE</u>	<u>Pay Range</u>	<u>Effective</u>
794-116	SECRETARY II 10378-001	k03	1.0	11.63-15.70	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-001	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-002	k07	1.0	16.77-22.64	IMMEDIATELY

794-116	FAMILY ADVOCATE 10200-003	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-006	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-008	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-013	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-014	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-015	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-016	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-019	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY & COMM INVOLVMENT SPEC 10817-001	k07	1.0	16.77-22.64	IMMEDIATELY
794-116	FAMILY ADVOCATE 10200-022	k07	.6	16.77-22.64	IMMEDIATELY
794-116	PROGRAM SUPERVISOR-SOCIAL SERV 10383-001	k09	1.0	21.17-28.58	IMMEDIATELY

Eliminate:

Account #	Position/#	Grade	FTE	Pay Range	Effective
794-117	VEHICLE OPERATOR 10565-001	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-003	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-005	h05	.9	10.03-12.13	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-007	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-008	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-009	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-010	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-011	h05	.9	10.03-12.13	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-012	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-013	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-014	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-015	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-017	h05	.9	10.03-12.13	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-020	h05	.9	10.03-12.16	IMMEDIATELY

794-117	VEHICLE OPERATOR 10565-024	h05	.9	10.03-12.16	IMMEDIATELY
794-117	VEHICLE OPERATOR 10565-025	h05	.9	10.03-12.16	IMMEDIATELY
794-117	SUPERVISOR- TRANSPORTATION 10154-003	k07	1.0	16.77-22.64	IMMEDIATELY

PROCUREMENT

There is no procurement associated with this request.

ISSUES/CONCERNS

There are no concerns or issues. If you have any questions, please contact Tammy Lahman, Deputy Director, HCS FMS at 373-5257 or talahm@kalcounty.com.

M.



Human Resources Department

201 West Kalamazoo Avenue, Ste 202 • Kalamazoo, Michigan 49007-3777

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BOARD AGENDA REQUEST FORM

PROPOSED FOR BOARD MEETING OF: September 3, 2013

DEPARTMENT: Human Resources

PREPARED BY: Kelly Ball, Interim Human Resources Director

SUBJECT: Required Change to Active Employee Benefits Resulting from the Patient Protection and Affordable Care Act (PPACA) Regulations

SPECIFIC ACTION REQUESTED: Approval of the benefit eligibility waiting period change for active employees.

DESCRIPTION OF ACTION: One section of PPACA requires employers offering group coverage to have a waiting period of less than 90 days. The waiting period is the time that must pass before health insurance coverage for an employee or dependent who is eligible to enroll in the health plan with the employer is effective. Currently, an employee's insurance is effective the first of the month after 90 days of employment. As a result of our current waiting period, we are required to make a change. The recommendation is to change the waiting period to the first of the month following 45 days of employment. With this timeframe, we are confident the County will be in compliance with the PPACA regulation of less than 90-day waiting period.

FUNDING SOURCE: Employee Benefit Fund

NEW OR RENEWAL: Renewal, to be effective 1-1-2014 through 12-31-2014.

ANY OTHER PERTINENT INFORMATION: Staff recommends approval.

CONTACT PERSON AND PHONE NUMBER: Kelly Ball, 384-8100, or coball@kalcounty.com; Jean Michaud, 383-8953, or jmmich@kalcounty.com



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BOARD AGENDA REQUEST FORM

PROPOSED FOR BOARD MEETING OF: September 3, 2013

DEPARTMENT: Human Resources

PREPARED BY: Kelly Ball, Interim Human Resources Director *KBall*

SUBJECT: **Kalamazoo County Wellness Program Incentives and Ancillary Budget**

SPECIFIC ACTION REQUESTED: Approval of 2014 Wellness Incentives

DESCRIPTION OF ACTION: We are asking for approval of the 2014 Wellness Incentive Proposal and a wellness ancillary budget. We are also informing the Board of an upcoming potential collaboration to further our wellness program between Kalamazoo County, Nulty, and Western Michigan University.

Wellness Incentive Proposal

We are recommending employees continue to be incented to participate in the wellness program in 2014 by receiving a personal day, as they did in 2013. The difference for 2014 is we wish to tie the incentive to preventive screenings in 2014, as well as one biometric assessment, as we currently require.

We have received documentation from our health provider (based on claims paid) that indicates less than 25% of our current population aged 18+ covered in our active employee plan is obtaining their annual preventive physical. This low percentage is troubling. The most effective way to keep claims down every year is for our participants to have an annual preventive exam, and apparently this is not happening.

Because of this troubling statistic, we are recommending that the wellness incentive for 2014 is tied to an annual preventive screening. Employees providing documentation to Human Resources that they have obtained their annual exam with their primary care physician will receive a personal day after they have completed their first biometric and on-line assessment through our wellness program. We are hopeful this will continue to encourage our employees to continue on a path to improved wellness.

Wellness Ancillary Budget

The Wellness Committee would like to request a small ancillary budget of \$5,000 for a proposed grant writing campaign. This campaign would allow any employee in Kalamazoo County to request an amount of up to \$500 for a wellness program they would like to start within the County. For example, an employee could request the purchase signage and supplies for a fitness camp (5k training); or an employee could request funding for yoga mats so the County could offer a yoga class lead by an employee instructor.

There would be a committee formed with committee members from Finance, the Wellness Committee and Human Resources to determine the approval of any such grant request. This committee would ascertain the effectiveness of a program and the availability of the programs to County employees. Approval would be on a case-by-case basis, with approval based upon the written request and supporting documentation of the program. Once the budget was allotted for the year, no further programming would be considered until the next budget year, pending approval of the continued program. This will be a trial program and will need to be re-approved annually by the Board of Commissioners.

Collaborative Project

As you are aware, Kalamazoo County recently entered into a partnership with Nulty Insurance with Nulty acting as our broker for all insurance programs. Both parties have quickly recognized the importance of getting our wellness program and our health, disability and workers' comp program in sync. As a result, through a brainstorming session, we may partner with WMU and their wellness programs to create a more cohesive program within Kalamazoo County.

Nulty has already reached out to WMU and the first meeting of the three groups will hopefully take place very soon. As the program progresses, we will provide updates.

FUNDING SOURCE: Employee Benefit Fund

NEW OR RENEWAL: Renewal of wellness incentive

CONTACT PERSON AND PHONE NUMBER: Kelly Ball, 384-8100, or coball@kalcounty.com or Jean Michaud, 383-8953, or jmmich@kalcounty.com



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BOARD AGENDA REQUEST FORM

PROPOSED FOR BOARD MEETING OF: August 20, 2013

DEPARTMENT: Human Resources

PREPARED BY: Kelly Ball, Interim Human Resource Director

SUBJECT: **Short-Term Disability Insurance Renewal with Reliance Standard Insurance Company**

SPECIFIC ACTION REQUESTED: Approval of renewal for the Short-Term Disability program.

DESCRIPTION OF ACTION: Kalamazoo County currently provides short-term disability insurance for all benefit eligible employees. Our broker, Nulty Insurance, has negotiated a renewal fee \$0.42/\$10, which represents a 0% increase. This renewal will be in effective for the 2014 plan year.

FUNDING SOURCE: Employee Benefit Fund

NEW OR RENEWAL: Renewal, to be effective 1/1/2014 through 12/31/2014.

ANY OTHER PERTINENT INFORMATION: Staff recommends approval.

CONTACT PERSON AND PHONE NUMBER: Kelly Ball, 384-8100, or coball@kalcounty.com or Jean Michaud, 383-8953, or jmmich@kalcounty.com

June 17, 2013

Jean Michaud
Kalamazoo County
201 W Kalamazoo, RM 310
Kalamazoo, MI 49007

Re: **Policy 160774 STD**

Dear Jean:

Thank you for allowing Reliance Standard the opportunity to provide Short Term Disability protection for your employees. We value our relationship with you, and appreciate the confidence you have placed in us.

At Reliance Standard, our goal is to provide you with a benefits plan that will enhance your ability to attract the employees you want, retain them, and provide for their security in times of need. Our commitment to you is:

- A customized benefits plan that meets your goals and objectives;
- Quick, effective handling of all administrative, claims and underwriting matters;
- Cooperative and efficient service for you and your employees

We continually review plan design and characteristics of our customer base in order to determine appropriate pricing. Contributing pricing factors include, but are not limited to: nature of your business, geographic location, and employer contribution level(s).

Based on these factors, Reliance Standard is pleased to report that your rate(s) will not be increased for the next plan year.

The rate(s) will be effective January 1, 2014 and your next renewal date is scheduled to be January 1, 2015.

As you may know, Reliance Standard offers a variety of flexible employee benefits insurance programs and FMLA/leave management services for almost any size employer. And all of our core coverages are available as employer-paid, contributory or 100% employee-paid so you can manage your benefits plans for maximum value. We value your business and thank you for the trust you've placed in us. If we can help increase or improve our service to you and your employees, we welcome the opportunity. Just contact your Reliance Standard sales representative or account manager.

<u>Line of Coverage</u>	<u>Current Rate</u>	<u>Renewal Rate</u>
STD	\$0.42	\$0.42

Thank you again for choosing Reliance Standard. We value your business and look forward to continuing our relationship into the future.

Sincerely,



Chanell Gormany
Service Operations Specialist

Cc: Susan Culhane, The Nulty Agency, Inc. (269-488-0322)
Jason Glime, Reliance Standard (800-526-4402)



Human Resources Department

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BOARD AGENDA REQUEST FORM

PROPOSED FOR BOARD MEETING OF: August 20, 2013

DEPARTMENT: Human Resources

PREPARED BY: Kelly Ball, Interim Human Resource Director

K. Ball

SUBJECT: **Retiree Drug Subsidy Agreement - Blue Cross Blue Shield of Michigan**

SPECIFIC ACTION REQUESTED: Approval of the Performance Retiree Drug Subsidy Agreement between Blue Cross Blue Shield of Michigan (BCBS) and Kalamazoo County.

DESCRIPTION OF ACTION: The attached document, if approved, allows BCBS to reopen previous filings with the Center for Medicare and Medicaid Services (CMS) for post-65 retiree's pharmacy claims. This group represents the post-65 retirees on the BCBS plan only, which is mostly made up of Sheriff's Office retirees.

Annually, the Benefits Specialist files for a subsidy from CMS to help the County offset the expense of pharmacy claims. BCBS provides the County the reports to submit to obtain pharmacy refunds and CMS provides a subsidy of 28% of allowable retiree costs in each plan year. The subsidy is based upon the pharmacy claims filed to CMS via our health partner, BCBS.

BCBS will reopen our previously submitted claims to try to find additional subsidy for Kalamazoo County. Their goal is to find claims that were not previously submitted and submit them now for subsidy from CMS. The audit group estimates they could obtain up to \$12,000 for each year they reopen on behalf of Kalamazoo County. At this point, they plan to re-open plan years 2009 and 2010.

The agreement with BCBS will not be an expense to Kalamazoo County as we will not pay for this service. The Benefits Specialist will work closely with BCBS to file an appeal and resubmit for the claims once the audit is complete. Any subsidy money that is obtained through this process will be split 50/50 between Kalamazoo County and BCBS. The expected rate of return is up to \$6,000 per plan year.

FUNDING SOURCE: Employee Benefit Fund

NEW OR RENEWAL: New

ANY OTHER PERTINENT INFORMATION: Staff recommends approval; documentation has been reviewed by Finance and Corporate Counsel.

CONTACT PERSON AND PHONE NUMBER: Kelly Ball, 384-8100, or coball@kalcounty.com; Jean Michaud, 383-8953, or jmmich@kalcounty.com



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BOARD AGENDA REQUEST FORM

PROPOSED FOR BOARD MEETING OF: August 20, 2013

DEPARTMENT: Human Resources

PREPARED BY: Kelly Ball, Interim Human Resources Director *KB*

SUBJECT: **Annual Rate Renewal for Humana**

SPECIFIC ACTION REQUESTED: Approval of the annual rate renewal between Kalamazoo County and Humana.

DESCRIPTION OF ACTION: Kalamazoo County partnered with Humana in January 2010 to provide insurance coverage for the Kalamazoo County Medicare eligible retirees. The partnership has proven successful for the County and the retirees. Humana (a fully insured Medicare Advantage plan) provides comprehensive medical and pharmacy benefits. The plan the County provides has affordable deductible and co-insurance. Humana also offers fitness programs, a retiree magazine, mail order service for over-the-counter drugs, and utilization reports to retirees (which include health claims and pharmacy utilization).

When the partnership began with Humana in 2010, the representatives from the County and Humana held retiree meetings to ensure retirees understood the program. Currently for our retirees transitioning to the Medicare Advantage Plan, a packet of information is sent to retirees and home visits are offered for those requesting additional information on the program. Our retirees and administrative staff seem quite pleased with the customer service received from the Humana staff. This experienced group of professionals is always very helpful and polite to our retiree group. The partnership with Humana has been quite successful for the two years we have been with them.

With the Humana program proving successful, Nulty negotiated a renewal with Humana for the 2014 plan year for all Medicare eligible retirees for the County, CMH and the Road Commission. There is a decrease in the monthly premium for the Road Commission retirees and an increase for the CMH and General Retirees, which was expected since we had experienced a rate reduction with Humana the previous 2 years. The 2014 monthly premium for each group will be as follows: General and CMH retirees \$275.56/retiree/month; Road Commission retirees \$355.51/retiree/month. The 2013 monthly premiums were \$264/retiree/month and \$368/retiree/month respectively.

We are requesting approval of a continued relationship with Humana for the plan year beginning 1/1/2014.

FUNDING SOURCE: Employee Benefit Fund

NEW OR RENEWAL: Renewal, to be effective 1-1-2014 through 12-31-2014.

ANY OTHER PERTINENT INFORMATION: Staff recommends approval; contract and applicable documentation was previously reviewed by Finance and Corporate Counsel.

CONTACT PERSON AND PHONE NUMBER: Kelly Ball, 384-8100, or coball@kalcounty.com; Jean Michaud, 383-8953, or jmmich@kalcounty.com



Humana Medicare Employer Plan - Premium Information

KALAMAZOO COUNTY GOVERNMENT - PPO (General + CMH Retirees)

Date: 6/26/2013
Plan Year: January 1, 2014 through December 31, 2014
Plan Names: Humana Medicare Employer Plan
Passive LPP0 079 106 with Custom Rx 20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max) from \$0 to catastrophic
Passive Waiver 079 106 with Custom Rx 20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max) from \$0 to catastrophic
Rx Formulary: Group Plus Formulary - 14800
Additional Packages: Eds, Benzos/Barbs

Blended Rate \$275.56 Per Member Per Month *

Medical and Rx Benefit Blended Overview Passive LPP0 079 106

Table with 2 columns: Benefit Category and Description. Includes Deductible (\$150), Inpatient Acute Hospital (0% Coinsurance), Skilled Nursing (\$128 Copayment), Physician (4% Coinsurance), Specialist (4% Coinsurance), Outpatient Surgical (0% Coinsurance), Ambulance (4% Coinsurance), Emergency Room (0% Coinsurance), Maximum Out of Pocket (\$1,000), Pharmacy (Custom Rx 20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max) from \$0 to catastrophic).

Medical and Rx Benefit Blended Overview Passive Waiver 079 106

Table with 2 columns: Benefit Category and Description. Includes Deductible (\$150), Inpatient Acute Hospital (0% Coinsurance), Skilled Nursing (\$128 Copayment), Physician (4% Coinsurance), Specialist (4% Coinsurance), Outpatient Surgical (0% Coinsurance), Ambulance (4% Coinsurance), Emergency Room (0% Coinsurance), Maximum Out of Pocket (\$1,000), Pharmacy (Custom Rx 20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max)/20% (\$5 min,\$100 max) from \$0 to catastrophic).

*ACA Industry Fee included in premium. See attached sheet for rating assumptions and stipulations



Humana Medicare Employer Plan -- Rating Assumptions and Stipulations

KALAMAZOO COUNTY GOVERNMENT - PPO

The following items apply to the rates provided:

The quoted rates are valid only for the specified effective date and are offered for the time period specified if the following conditions are met.

In the event that the effective date is other than 01/01/2014-12/31/2014, the rates are subject to change.

Humana reserves the right to change the rates and benefits 90 calendar days after 06/26/2013.

In order to implement this plan effectively, an implementation meeting must be held with Humana 90 days prior to the effective date.

The premium(s) and plan(s) quoted cannot be altered or adjusted in anyway, up or down, without Humana's approval.

The quoted rates do not include a possible reduction for those eligible for the Center for Medicare and Medicaid Services (CMS) regulated low income subsidy. If applicable, the rate reductions will be made available at a later date upon CMS releasing the new subsidies.

This proposal assumes all members are retired and enrolled in Medicare Part A and Part B.

This quote is on an incurred basis. Humana will be responsible for all eligible claims incurred on or after the effective date through the end of the contract period.

These rates are based on the assumption there is no secondary plan wrapping around Humana's Medicare Employer Medical or Rx plan.

This proposal is based on a minimum Employer contribution to premium of 76%.

Humana follows CMS rules and regulations regarding enrollment and eligibility into the Medicare Employer plans. CMS has strict guidelines in regards to a carrier's ability to accept members with a diagnosis of End Stage Renal Disease (ESRD). Outside of the initial open enrollment period and "aging-in" to the plan, there are very few times when Humana can accept Medicare members with an ESRD diagnosis.

The benefits presented on the previous page are a high-level summary. Please consult the summary of benefits for a more detailed list of benefits proposed in this Humana Medicare Employer plan. Due to annual changes in CMS mandated benefits, 2013 and 2014 benefits may differ for certain service categories.

Although this proposal may include multiple plans/options for the employer sponsored plan, Humana reserves the right to limit the number of plans/options based on the offering environment and the total number of Medicare eligible retirees. Final plan selection requires approval by underwriting prior to implementation.

The rates are contingent upon the retiree residing in the service areas of the quoted Medicare Advantage (MA) plan. The enrollment will be based on the retiree's primary residence as defined by CMS.

The information and materials provided for evaluation of this quote were assumed to be correct. If material errors or omissions are found after the quote is issued, Humana reserves the right to revise or rescind the quote.

Humana requires a minimum of 10 enrolled members per standard product offering to renew an Employer Sponsored plan.



Humana Medicare Employer Plan – Rating Assumptions and Stipulations

KALAMAZOO COUNTY GOVERNMENT - PPO

Should there be any changes in the Patient Protection and Affordable Care Act or other federal regulations or CMS instructions or interpretation that affect Medicare Advantage (and/or Part D) products and/or reimbursements, or the Medicare Advantage or Part D revenue or claims assumptions on which this quote is based, Humana reserves the right to adjust the proposed rates and/or benefits in order to preserve the parties' economics of this quote.

Effective January 1, 2014, the group/member premium will include an ACA Industry Fee imposed from the Patient Protection and Affordable Care Act.

The Waiver plan option is only available to Medicare eligible retirees that live outside Humana's MA LPPO service areas.

The quoted rates are based on the Humana MA plan being the only option for Medicare eligible retirees.



Humana Medicare Employer Plan – Premium Information

KALAMAZOO COUNTY ROADS - PPO

Date: 6/26/2013
Plan Year: January 1, 2014 through December 31, 2014
Plan Names: Humana Medicare Employer Plan
Passive LPP0 079 160 with Rx65 \$10/\$40/\$40/\$40 from \$0 to Catastrophic
Passive Waiver 079 160 with Rx65 \$10/\$40/\$40/\$40 from \$0 to Catastrophic
Rx Formulary: Group Plus Formulary - 14800
Additional Packages: Eds, Benzos/Barbs

Blended Rate \$355.51 Per Member Per Month *

Medical and Rx Benefit Blended Overview Passive LPP0 079 160

Table with 2 columns: Benefit Category and Amount. Includes Deductible (\$100), Inpatient Acute Hospital (0% Coinsurance), Skilled Nursing (\$128 Copayment), Physician (2% Coinsurance), Specialist (2% Coinsurance), Outpatient Surgical (0% Coinsurance), Ambulance (2% Coinsurance), Emergency Room (0% Coinsurance), Maximum Out of Pocket (\$1,000), Pharmacy (Rx65 \$10/\$40/\$40/\$40 from \$0 to Catastrophic).

Medical and Rx Benefit Blended Overview Passive Waiver 079 160

Table with 2 columns: Benefit Category and Amount. Includes Deductible (\$100), Inpatient Acute Hospital (0% Coinsurance), Skilled Nursing (\$128 Copayment), Physician (2% Coinsurance), Specialist (2% Coinsurance), Outpatient Surgical (0% Coinsurance), Ambulance (2% Coinsurance), Emergency Room (0% Coinsurance), Maximum Out of Pocket (\$1,000), Pharmacy (Rx65 \$10/\$40/\$40/\$40 from \$0 to Catastrophic).

*ACA Industry Fee included in premium. See attached sheet for rating assumptions and stipulations



Humana Medicare Employer Plan – Rating Assumptions and Stipulations

KALAMAZOO COUNTY ROADS - PPO

The following items apply to the rates provided:

The quoted rates are valid only for the specified effective date and are offered for the time period specified if the following conditions are met.

In the event that the effective date is other than 01/01/2014-12/31/2014, the rates are subject to change.

Humana reserves the right to change the rates and benefits 90 calendar days after 06/26/2013.

In order to implement this plan effectively, an implementation meeting must be held with Humana 90 days prior to the effective date.

The premium(s) and plan(s) quoted cannot be altered or adjusted in anyway, up or down, without Humana's approval.

The quoted rates do not include a possible reduction for those eligible for the Center for Medicare and Medicaid Services (CMS) regulated low income subsidy. If applicable, the rate reductions will be made available at a later date upon CMS releasing the new subsidies.

This proposal assumes all members are retired and enrolled in Medicare Part A and Part B.

This quote is on an incurred basis. Humana will be responsible for all eligible claims incurred on or after the effective date through the end of the contract period.

These rates are based on the assumption there is no secondary plan wrapping around Humana's Medicare Employer Medical or Rx plan.

This proposal is based on a minimum Employer contribution to premium of 76%.

Humana follows CMS rules and regulations regarding enrollment and eligibility into the Medicare Employer plans. CMS has strict guidelines in regards to a carrier's ability to accept members with a diagnosis of End Stage Renal Disease (ESRD). Outside of the initial open enrollment period and "aging-in" to the plan, there are very few times when Humana can accept Medicare members with an ESRD diagnosis.

The benefits presented on the previous page are a high-level summary. Please consult the summary of benefits for a more detailed list of benefits proposed in this Humana Medicare Employer plan. Due to annual changes in CMS mandated benefits, 2013 and 2014 benefits may differ for certain service categories.

Although this proposal may include multiple plans/options for the employer sponsored plan, Humana reserves the right to limit the number of plans/options based on the offering environment and the total number of Medicare eligible retirees. Final plan selection requires approval by underwriting prior to implementation.

The rates are contingent upon the retiree residing in the service areas of the quoted Medicare Advantage (MA) plan. The enrollment will be based on the retiree's primary residence as defined by CMS.

The information and materials provided for evaluation of this quote were assumed to be correct. If material errors or omissions are found after the quote is issued, Humana reserves the right to revise or rescind the quote.

Humana requires a minimum of 10 enrolled members per standard product offering to renew an Employer Sponsored plan.



Humana Medicare Employer Plan – Rating Assumptions and Stipulations

KALAMAZOO COUNTY ROADS - PPO

Should there be any changes in the Patient Protection and Affordable Care Act or other federal regulations or CMS instructions or interpretation that affect Medicare Advantage (and/or Part D) products and/or reimbursements, or the Medicare Advantage or Part D revenue or claims assumptions on which this quote is based, Humana reserves the right to adjust the proposed rates and/or benefits in order to preserve the parties' economics of this quote.

Effective January 1, 2014, the group/member premium will include an ACA Industry Fee imposed from the Patient Protection and Affordable Care Act.

The Waiver plan option is only available to Medicare eligible retirees that live outside Humana's MA LPPO service areas.

The quoted rates are based on the Humana MA plan being the only option for Medicare eligible retirees.

R.

BOARD AGENDA REQUEST FORM

PROPOSED FOR BOARD MEETING OF: August 20, 2013

DEPARTMENT: Sheriff's Office

PREPARED BY: Paul Matyas, Undersheriff

SUBJECT: ORV Education Grant Approval

SPECIFIC ACTION REQUESTED:

Approve submission for the 2013-14 ORV Education Grant

DESCRIPTION OF ACTION (dollar amount, purpose):

Grant amount is \$1,200.00

TIME FRAME OF ACTION:

October 1, 2013 to September 30, 2014

FUNDING SOURCE IF REQUIRED (Federal, State, or Local):

This is a State DNR Education Grant

PERSONNEL IF REQUIRED:

None

NEW OR RENEWAL OR AMENDMENT:

Annual Grant. The request is half of last years request.

ANY OTHER PERTINENT INFORMATION:

The Grant reimburses the Sheriff's Office \$15 per student from the grant for ORV certification.

PROCUREMENT INFORMATION:

CONTACT PERSON WITH PHONE NUMBER:

Paul Matyas, Undersheriff 385-6176

S.

BOARD AGENDA REQUEST FORM

PROPOSED FOR BOARD MEETING OF: August 20, 2013

DEPARTMENT: Sheriff's Office

PREPARED BY: Paul Matyas, Undersheriff

SUBJECT: Snowmobile Grant Approval

SPECIFIC ACTION REQUESTED:

Approve submission of the 2013-14 snowmobile grant

DESCRIPTION OF ACTION (dollar amount, purpose):

\$39,184.60 is the grant amount. The Sheriff will match at 15% or \$5,877.69

TIME FRAME OF ACTION:

October 1, 2013 to April 30, 2014

FUNDING SOURCE IF REQUIRED (Federal, State, or Local):

This is a State DNR Grant application.

PERSONNEL IF REQUIRED:

None

NEW OR RENEWAL OR AMENDMENT:

Annual grant.

ANY OTHER PERTINENT INFORMATION:

This is the same amount that was asked for last year and the Sheriff's Office was awarded \$2,500.00. The grant requests the purchase of another snowmobile, fuel and equipment. The grant also will pay for wages for patrol. The primary patrol is the Kal Haven trail system however can be also be used to patrol the Countywide trailway.

PROCUREMENT INFORMATION:

CONTACT PERSON WITH PHONE NUMBER:

Paul Matyas, Undersheriff 385-6176

T.

BOARD AGENDA REQUEST FORM

PROPOSED FOR BOARD MEETING OF: August 20, 2013

DEPARTMENT: Sheriff's Office

PREPARED BY: Paul Matyas, Undersheriff

SUBJECT: PA 416 Traffic Enforcement Grant Submission Approval

SPECIFIC ACTION REQUESTED:

Approval for submission of the FY 2014 SRP Traffic Grant Application

DESCRIPTION OF ACTION (dollar amount, purpose):

\$186,930.00 for traffic enforcement. This grant, if approved by OHSP, supports the funding for two full time Deputies at approximately 92% of the cost for Secondary Road Patrol.

TIME FRAME OF ACTION:

October 1, 2013 to Sept 30, 2014

FUNDING SOURCE IF REQUIRED (Federal, State, or Local):

State of Michigan Office of Highway Safety planning will fund \$186,930.00 and Kalamazoo County will provide approximately \$16,360.00 to fund the total salary for a total cost of \$203,290.00 for two Deputy Sheriff's.

PERSONNEL IF REQUIRED:

This recommended action will provide two Deputies for the Secondary Road Patrol which is still a reduction of two Deputies from the 2007 level.

Responsibilities: SPR 416 Deputies are charged with patrolling secondary roadways within the County of Kalamazoo; monitor traffic violations, respond to accident scenes, and enforce criminal laws. In the last two years, SPR Deputies responded to over 250 traffic accidents from PD Accidents to Fatalities and it will be the same for 2013. The service provided by these Deputies relieves a significant burden from the remaining General Patrol Deputies whose duties are to safeguard over 105,000 Kalamazoo County citizens. In addition, these Deputies are responsible for traffic enforcement that results in a significant number of citations.

NEW OR RENEWAL OR AMENDMENT:

Renewal. Failure to approve the grant will result in the loss of two Deputy positions.

ANY OTHER PERTINENT INFORMATION:

The State of Michigan OHSP Secondary Road Patrol Grant has been assisting county governments by providing full or partial funding since 1978.

PROCUREMENT INFORMATION:

NA

CONTACT PERSON WITH PHONE NUMBER:

Paul Matyas, Undersheriff ph: 385-6176



STATE OF MICHIGAN
DEPARTMENT OF STATE POLICE
LANSING

RICK SNYDER
GOVERNOR

COL. KRISTE KIBBEY ETUE
DIRECTOR

August 5, 2013

Sheriff Richard C. Fuller III
Kalamazoo County Sheriff's Office
1500 Lamont Street
Kalamazoo, Michigan, 49048

Dear Sheriff Fuller:

SUBJECT: Fiscal Year 2014 SRP Grant Application

Enclosed is the Secondary Road Patrol and Traffic Accident Prevention Program (SRP) Grant Application for FY 2014 (October 1, 2013 through September 30, 2014). The application is also available from the SRP Web site at www.michigan.gov/ohsp-srp under SRP Forms, and can be completed and saved as a Word file.

Completed applications must be received by the Office of Highway Safety Planning (OHSP) by **September 1, 2013**. (Please note OHSP's new mailing address below.) Applications received after that date may result in a delayed startup date. Estimated SRP program funding for FY 2014 is \$9,300,000.

Your county's allocation for FY 2014 is **\$186,930**, based upon anticipated revenue. Allocations are subject to change throughout the year based upon actual revenue collected.

Public Act 416 of 1978, as amended, requires a "Maintenance of Effort" (MOE) by the county as outlined in Section 77(1), which states, in part:

An agreement entered into under this section shall be void if the county reduces its expenditures or level of road patrol below that which the county was expending or providing immediately before October 1, 1978, unless the county is required to reduce general services because of economic conditions and is not merely reducing law enforcement services.

Kalamazoo County's Maintenance of Effort is 27.0. County level of effort must not include positions and expenditures funded from SRP. If the number of county-funded road patrol officers is less than your MOE requirement, your application cannot be processed. Should your county subsequently come into compliance during the year, a partial year application may be submitted.

If you have any questions, please contact Julie Roth or Susan Bishop at (517) 241-2520.

Sincerely,

Michael L. Prince, Director
Office of Highway Safety Planning

MLP:smb
Enclosures



W.

ADMINISTRATIVE SERVICES MEMORANDUM

TO: Board of Commissioners
FROM: Tina Becker
DATE: August 7, 2013
SUBJECT: Board Action

The Board Appointments Committee recommends the following appointments to the Community Action Tripartite Advisory Board (CATAB):

- The appointment of Jameela Jackson to represent the Consumer Sector to assume a term that will expire 12/31/2014
- The appointment of Leona Carter to represent the Private Sector to assume a term that will expire 03/31/2016