



AGENDA

Orange County Government • Board of County Commissioners • 201 South Rosalind Avenue
County Commission Chambers • 1st Floor • County Administration Center
www.OrangeCountyFL.net

BUDGET CONSENT AGENDA

July 17, 2018

1. Approval of the 2019 medical plan and eliminate 60 day benefits waiting period. (Pg. 2)
2. Approval of a resolution to update certain fire fees in accordance with the appropriate Consumer Price Indices (CPI). (Pg. 6)
3. Approval of a resolution to add new facility fees for Deputy Scott Pine Stadium. (Pg. 10)
4. Approval of budget transfer 18C-142 for Application Review Committee (ARC) Capital Funding (Pg. 14)



Memorandum

June 4, 2018

TO: Mayor Teresa Jacobs
-AND-
Board of County Commissioners

FROM: J. Ricardo Daye
J. Ricardo Daye, Director
Human Resources Division

SUBJECT: BCC Consent Agenda – July 17, 2018
2019 Medical Plans

The County offered employees a single Consumer Directed Health Plan (CDHP) – a High Deductible Health Plan (HDHP) – with a Health Savings Account (HSA) for the first time in 2011. In an effort to give employees additional coverage options, the County added a Low Deductible Health Plan (LDHP) in calendar year 2012. The move to a CDHP model along with the LDHP significantly reduced medical and pharmacy costs for the County's health insurance program and netted no premium increases from 2011 – 2015. As the plans matured, minimal premium increases were initiated in 2016 through 2018.

The Medical Oversight Committee (MOC) conducted its annual review of the County's health insurance plans and recommends minimum changes to the plan design and the premium structure in both medical plans for calendar year 2019. The recommended changes are required to address the continued rise of catastrophic claims and increasing cost of prescription drugs. There are no proposed changes to the in-network plan design on either health plan for 2019. The proposed change to the plan design affects only the out-of-network deductible on the LDHP to complete the out-of-network alignment between the two plans. Table 1 reflects the proposed changes to the plan design for 2019.

The medical benefits fund reserve acts as a premium stabilization instrument that allows the County to smooth the impact of any necessary premium increases over multiple years. For the 2019 plan year, the MOC recommends an 8% increase in LDHP premium and a 5% increase in the HDHP premium. The consumerism impact of the CDHP enables this plan to perform substantially better than the LDHP. County contributions and employee premiums for all tiers are reflected in Table 2 and Table 3 highlights the employee contribution increases.

Benefits Eligibility for New Hires – The County currently offers benefits to new hires effective the first day of the pay period following 60 calendar days of employment. This waiting period policy has been in effect since January 1, 2009. Over the past 10 years, the delay in the benefits effective date has lost its impact on healthcare claims. Once benefits become effective, new employee healthcare claims in the first 90 – 120 days are normative. The benefits delay presents a challenge for both the recruitment and retention of employees.

- a. It presents either a financial hardship for new employees who may not have any coverage from their previous employer;
- b. Or a hardship on new employees who may have COBRA coverage from their previous employer for themselves and their dependents.

The Medical Plan Oversight Committee recommends ending the 60 calendar day benefit waiting period effective December 31, 2018. All benefits for new employees hired on or after January 1, 2019 will be effective on the date of hire.

2019 Benefits Plan Design and Wellness Initiative
July 18, 2018

Actions Requested: **Approval of 1) the attached 2019 medical plan design and premium structure; and 2) approval to eliminate the benefits 60 day waiting period effective date for newly hired employees on or after January 1, 2019.**

Note to clerk: Please return one approved copy of the staff report memo to the Human Resources Division.

cc: **Ajit Lalchandani, County Administrator**
 Medical Oversight Committee

BCC Mtg. Date: July 17, 2018

**2019 Benefits Plan Design and Wellness Initiative
July 18, 2018**

Table 1

Benefit	OrangePrime Plus Plan (HDHP)		OrangePrime Plan (LDHP)	
	In-Network	Out-of-Network	In-Network	Out-of-Network
DEDUCTIBLE Individual/Family	\$1,500 / \$3,000	\$3,000 / \$6,000	\$750 / \$1,500	\$3,000 / \$6,000
EMPLOYER CONTRIBUTION Individual/Family	Up to \$750 / \$1,250 (proration rules apply)		No employer contribution for this plan	
OUT-OF-POCKET MAX Individual/Family	\$3,000 / \$6,000	\$6,000 / \$12,000	\$2,100 / \$4,200	\$6,000 / \$12,000
COINSURANCE				
Preventive Care	\$0	***40% after Deductible	\$0	***40% after Deductible
Primary Care	20% after Deductible	*40% after Deductible	**\$20 co-pay	*40% after Deductible
Specialist	20% after Deductible	*40% after Deductible	**\$35 co-pay	*40% after Deductible
Inpatient Hospital Admission	20% after Deductible	*40% after Deductible	20% after Deductible	*40% after Deductible
Outpatient Surgery (Non-Hospital)	20% after Deductible	*40% after Deductible	**\$100 co-pay	*40% after Deductible
Outpatient Surgery	20% after Deductible	*40% after Deductible	20% after Deductible	*40% after Deductible
X-Rays, Lab, Diagnostics, CT, MRI, PET, Nuclear	20% after Deductible	*40% after Deductible	20% after Deductible	*40% after Deductible
Urgent Care	20% after Deductible	*20% after Deductible	**\$40 co-pay	*\$40 co-pay
Emergency Room	20% after Deductible	*20% after Deductible	20% after Deductible	*20% after Deductible
Ambulance	20% after Deductible	*40% after Deductible	20% after Deductible	*40% after Deductible
Home Healthcare	20% after Deductible	*40% after Deductible	20% after Deductible	*40% after Deductible
Durable Medical Equipment	20% after Deductible	*40% after Deductible	20% after Deductible	*40% after Deductible
Short-Term Rehabilitation/Therapy	20% after Deductible	*40% after Deductible	20% after Deductible	*40% after Deductible
MENTAL HEALTH / SUBSTANCE ABUSE				
Inpatient	20% after Deductible	*40% after Deductible	20% after Deductible	*40% after Deductible
Outpatient	20% after Deductible	*40% after Deductible	**\$35 co-pay	*40% after Deductible

* Out-of-network benefits are subject to reasonable and customary limitations. Any amount over reasonable charges will not be calculated toward your out-of-pocket maximum or deductible.

** OrangePrime plan copays do NOT apply to the deductible but are applied to the out-of-pocket maximum.

*** Out-of-network deductible does not apply to preventive care for dependents under the age of 16.

BCC Mtg. Date: July 17, 2018

**2019 Benefits Plan Design and Wellness Initiative
July 18, 2018**

Table 2

Medical and Pharmacy Premiums			Bi-Weekly Rates
Cigna	Total Premium	Employee Contribution	County Contribution
OrangePrime Plus Employee only	\$298.23	\$3.06	\$295.17
OrangePrime Plus Employee + Spouse	\$651.21	\$100.43	\$550.78
OrangePrime Plus Employee + Child(ren)	\$600.99	\$91.85	\$509.14
OrangePrime Plus Employee + Family	\$888.45	\$205.14	\$683.31
OrangePrime Employee only	\$328.11	\$15.75	\$312.36
OrangePrime Employee + Spouse	\$693.10	\$119.04	\$574.05
OrangePrime Employee + Child(ren)	\$644.88	\$110.22	\$534.66
OrangePrime Employee + Family	\$942.58	\$229.90	\$712.69

Table 3

2018 EE Contribution	2019 EE Contribution	EE Inc(Dec)	2018 ER Contribution	2019 ER Contribution	ER Inc(Dec)
\$2.92	\$3.06	\$0.14	\$281.11	\$295.17	\$14.06
\$95.64	\$100.43	\$4.79	\$524.56	\$550.78	\$26.22
\$87.48	\$91.85	\$4.37	\$484.89	\$509.14	\$24.25
\$195.37	\$205.14	\$9.77	\$650.77	\$683.31	\$32.54
\$14.58	\$15.75	\$1.17	\$289.22	\$312.36	\$23.14
\$110.22	\$119.04	\$8.82	\$531.53	\$574.05	\$42.52
\$102.06	\$110.22	\$8.16	\$495.06	\$534.66	\$39.60
\$212.87	\$229.90	\$17.03	\$659.89	\$712.69	\$52.80



Interoffice Memorandum

June 8, 2018

TO: Mayor Teresa Jacobs
-AND-
Board of County Commissioners

FROM: Otto Drozd III, Fire Chief
Orange County Fire Rescue

CONTACT PERSON: Alex Morales, Fiscal and Operational Support Manager
Orange County Fire Rescue

SUBJECT: Updated Fire Rescue Fees
Orange County Fire Rescue

One of the tasks assigned to Orange County Fire Rescue is to insure that the fees charged for all services are set in such a way as to reflect the actual cost of the services provided.

In order to keep pace with increasing costs, Orange County Fire Rescue is requesting to modify its fees in accordance with the growth in the relevant Consumer Price Index (CPI) categories. Where appropriate, all fees other than EMS Transport fees will be increased by 1.7%, as dictated by the CPI increase measured for all items between March 2017 and January 2018. EMS Transport fees will be increased by 2.0%, as dictated by the CPI increase measured for medical care between January 2017 and January 2018. All adjusted fees have been rounded to the nearest dollar.

In conjunction with the Office of Management and Budget, Fire Rescue staff is recommending the fee adjustments outlined on the attached schedule.

ACTION REQUESTED: Approval of fee resolution to include updated fire fees to take effect on October 1, 2018.

Attachment

c: County Administrator
Clerk of the Board of County Commissioners
Finance
File



Interoffice Memorandum

July 10, 2018

TO: Mayor Teresa Jacobs
-AND-
Board of County Commissioners

FROM: Jon V. Weiss, P.E., Director
Community, Environmental and Development
Services Department

CONTACT PERSON: Matt Suedmeyer, Manager
Parks and Recreation Division
(407) 836-6202

SUBJECT: Deputy Scott Pine Park Stadium Facility User Fees

The Parks and Recreation Division request Board approval of Resolution that establishes revision to the schedule of service fee rates to take effect on August 1, 2018.

As recorded and approved by the Board on May 24, 2016, the Deputy Scott Pine Park "Stadium Agreement" references facility user fees for the Stadium that are to be established in accordance with the Parks and Recreation Division fee schedule. Currently no stadium facility user fees exist in the Parks and Recreation Division fee schedule.

The Parks and Recreation Division staff is recommending the fees outlined in the attached schedule be included in the Parks and Recreation Division fee schedule. Orange County has reviewed fees at similar facilities and arrangements in existence between the School Board and other local municipalities.

ACTION REQUESTED: Approval and execution of Resolution of the Orange County Board of County Commissioners Regarding Certain Services Fees Charged by Orange County Parks and Recreation to include the Deputy "Scott" Pine Community Park facility rental fees to take effect on August 1, 2018. All Districts

JVW/MS/am
Attachments

c: Ajit Lalchandani, County Administrator
Clerk of the Board of County Commissioners
Matt Suedmeyer, Manager, Parks and Recreation Division
Kurt Petersen, Manager, Office of Management and Budget



Interoffice Memorandum

July 11, 2018

TO: Mayor Teresa Jacobs
-AND-
Board of County Commissioners

FROM: Kurt N. Petersen, Manager, Office of Management & Budget *K.N.P.*

SUBJECT: Consent Agenda Item for July 17, 2018
Application Review Committee Capital Project Funding

A budget transfer is being requested from Tourist Development Tax (TDT) Convention Center Reserves in the amount of \$8 million for the FY 2017-18 budget allocation to the TDT Grant Application Review Committee (ARC) Capital Project account.

ACTION REQUESTED: Approval of \$8 million transfer from the TDT Convention Center Reserves to the TDT ARC Capital Project.

KP

Attachment

BCC Mtg. Date: July 17, 2018

BUDGET TRANSFER REQUEST

CONTROL NO 18C-0142
(To be assigned by OMB)

BCC
vh

FUND NO. 4430 DEPARTMENT(S) Convention Center DATE: 07/11/18

Request the following transfer be made for the reason(s) stated:

	AGENCY	ORGANIZATION	OBJECT	APPR	AMOUNT FROM	AMOUNT TO
NO.	035	0475	9550	CCG	\$8,000,000	
TITLE		Reserves-Convention Center	Reserve-Future Capital Outlay			
NO.	035	0967	8610	CCP		\$8,000,000
TITLE		TDT Application Review Committee Funding	Aid to Private Organizations			
TOTAL:					\$8,000,000	\$8,000,000

JUSTIFICATION (to be completed by OMB):

This budget transfer is being requested from TDT Convention Center Reserves in the amount of \$8 million for the FY 2017-18 budget allocation to the TDT Grant Application Review Committee (ARC) Capital Project account.

REQUESTED BY: Original on file
(Department Manager)

RECOMMENDED BY:

Kent M. Peterson
Office of Management & Budget

(County Comptroller)

APPROVED / DISAPPROVED

Board of County Commissioners / County Administrator:

REQUESTING DEPARTMENT: FORWARD ENTIRE SET TO THE OFFICE OF MANAGEMENT AND BUDGET
DISTRIBUTION AFTER APPROVAL: WHITE - FISCAL; GREEN - FINANCE; GOLD - OMB;
YELLOW - OMB; PINK - REQUESTING DEPARTMENT