Agenda
Harper County
Board Of County Commissioners
Harper County Courthouse

Tuesday, February 2, 2016 - 9:00 a.m.

A. Call To Order

B. Pledge Of Allegiance

C. Public Comment

Citizens are encouraged to speak to items on the agenda when recognized by the Chairman. Citizen desiring to speak to matters not on the agenda may do so at this time. Comments are limited to five (5) minutes and the Commission will take no action on items not on the agenda. Items introduced under Public Comment may be come agenda items at a later date.

D. Approval Of Minutes

E. Payment Of Vouchers

F. Items Of Business

1. Jason Godfrey - Better City - 9:15 A.m.

2. Greg Barlow - Noxious Weeds - 9:30 A.m.

   - Department Update

3. Mildred Metzger - Treasurer - 9:45 A.m.

   - Staffing

4. Troy Carlson - Initiatives Inc - 10:00 A.m.

   - Update

5. Mike Feist - Solid Waste - 10:30 A.m.

   - Spring Clean Up Days
   - Waste Oil Collection Trailer

   Documents: CITY CLEANUP NOTICE 2016.PDF, HARPER COUNTY CLEAN UP WEEK GUIDELINES AND POLICY REVISED APPROVED BY COMMISSION 3 17 2015.PDF, 2015 SPRING CLEANUP PUBLICATION 2016.PDF, WASTE OIL COLLECTION.PDF

6. John McClure - Road And Bridge - 10:45 A.m.

   - Department Update
   - Terra Con Road Projects

Documents: 1 18-22 2016.PDF, COPY OF MAP 1 18-22 2016.PDF

7. Kristie Clark - HR - 11:00 A.m.

    - Department Update
    - Executive Session
    - Health Insurance Renewal

Documents: BC-BS RECOMMENDATION 2016.PDF

8. Lunch Break - 12:00 Pm To 1:00 Pm

9. Work Session - 1:00 P.m.

    - Ongoing County Projects

G. Correspondence

H. Adjourn

HARPER COUNTY LANDFILL

103 W. STEADMAN ANTHONY, KANSAS 67003-2799

PHONE 620-842-5240 FAX 620-842-6001 *mfeist@harpercountyks.gov*

February 1, 2016

RE: 2016 Spring Cleanup

To City Administrators;

Free landfill days for 2016 have been set for Saturday April 16th through Saturday April 23rd. If your city plans to sponsor a cleanup week please notify me at the email address above by Friday, March 4th. I am asking all cities to schedule their cleanup during this same week. Once dates are set I will place a publication in the local newspapers. I have attached the Harper County Cleanup Week Guidelines & Policy.

Thank you,

Mike Feist
Harper County Solid Waste Manager

HARPER COUNTY SPRING CLEAN UP GUIDELINES & POLICY

Harper County will notify each city (Attica, Anthony & Harper) on or before February 1st of each year, the week set for free dumping at the county landfill (Saturday through Saturday). Cities will schedule their curbside pick-up to coincide with the week set for free dumping.

Harper County residents may dump free of charge during regular hours the week set for free dumping.

Harper County will publish in each local newspaper the curbside pick-up days of each city & the week set for free dumping at the county landfill.

Items/waste allowed for disposal at no charge (free) include appliances, metal, concrete, and construction and demolition debris. Appliances containing freon are accepted, but they must be free of all food material and dropped off at a separate location.

Each individual may dispose of a maximum of five (5) CAR OR PICKUP tires (20 #'s or 18" & under) or a combination thereof. Any tires brought in over the maximum or tires larger than a CAR OR PICKUP tire will be charged the current tire disposal fee.

All items/waste brought to the landfill must be separated and secured with a tarp and end gate. Secured means nothing will escape or blowout of a vehicle. Individuals will pay a fee double the amount for any load that contains items/waste not separated and secured.

Harper County and Plumb Thicket Landfill have an agreement that allows household trash from Harper County residents to be disposed of at Plumb Thicket Landfill (the fee is the State Tonnage Fee of $1.00 per ton). The disposal fee for household trash disposed of at the Harper County Landfill Transfer Station is $.03 per pound ($10.00 minimum).

Harper County Landfill hours are 7:30 a.m. to 4:00 p.m. Tuesday through Saturday, closed on Sunday and Monday.

Harper County strongly encourages residents to utilize our landfill facility for the disposal of household hazardous waste items. This is a free service available only to the public. This service is not available to businesses as they fall under the small quantity generator status. The Harper County Landfill will accept household hazardous waste and recyclables (a free service) at any time the landfill is open. It is necessary to notify the gatehouse attendant when disposing of household hazardous waste items (a log is maintained and they must be placed in the appropriate location).

Guidelines, policy & fees are subject for review on an annual basis.

If you have any questions please contact the Harper County Landfill at 620-896-7150 or the Harper County Solid Waste Manager at 620-842-5240.

revised 3/17/2015

Please publish one time the week of April 4th, 2016, in the smallest box ad possible;
Harper Advocate
Anthony Republican
Attica Independent

FREE LANDFILL DAYS

All Harper County residents may dump free of charge at the county landfill during regular hours (Tuesday through Saturday, 7:30 a.m. to 4:00 p.m.) on the following dates;

Saturday April 16 - Saturday April 23

Cities sponsoring curbside pickup;
(Contact your city office for more information)

Attica City;

Harper City;

Anthony City;

Items/waste allowed include; appliances, metal, concrete, construction and demolition debris. Each individual may dispose of a maximum of five (5) CAR OR PICKUP tires (20 #'s or 18" & under) or a combination thereof. Any tires brought in over the maximum or tires larger than a CAR OR PICKUP tire will be charged the current tire disposal fee.

NO HOUSEHOLD TRASH WILL BE ACCEPTED.

All items/waste not separated and secured with a tarp and end gate will pay a fee double the current landfill fee.

SUMMARY OF STATE OF KANSAS LOCAL AREA SOLID WASTE GRANTS					
PROJECT DESCRIPTION		STATE	LOCAL	TOTAL	COMMENTS
ROUND#8 AWARDED JUNE 1999					
RECYCLING TRAILERS					WHICH APPLICANT(S) PAY
SALARIES/VOLUNTEERS			$ 15,552.00	$ 15,552.00	THE OUT OF POCKET
SALARIES/RC&D STAFF			$ 2,030.00	$ 2,030.00	EXPENSES THAT ARE NOT IN
TRAVEL		$ 2,551.50	$ 3,654.00	$ 6,205.50	KIND (FOR EX $2000 TRAILER
SUPPLIES(Brochures/copies)			$ 2,000.00	$ 2,000.00	& $3500 STATE AWARD
CAP EQUIP/RECYCLE TRL		$ 27,488.00	$ 2,000.00	$ 29,488.00	DECREASE).
CAP EQUIP/RECYCLE TRL		$ 9,875.00		$ 9,875.00	
FLOOR SCALES		$ 1,800.00		$ 1,800.00	
RECYCLING TRAILERS TOTAL		$ 41,714.50	$ 25,236.00	$ 66,950.50	
% OF LOCAL FUNDS	42%	$ (3,500.00)	$ 3,500.00		
PORTABLE PLASTIC SHREDDER					THIS PROJECT NOT
SALARIES/VOLUNTEERS			$ 3,456.00	$ 3,456.00	APPROVED BY STATE DUE
SALARIES/RC&D STAFF			$ 700.00	$ 700.00	TO LIMITED MARKETABILITY
TRAVEL		$ 1,134.00	$ 1,134.00	$ 2,268.00	OF CHIPPED PLASTIC.
CAP EQUIP/PLASTIC SHREDDER		$ 6,300.00		$ 6,300.00	
CAP EQUIP/TRAILER		$ 1,725.00		$ 1,725.00	
SHREDDER TOTAL		$ 9,159.00	$ 5,290.00	$ 14,449.00	
		$ (9,159.00)	$ (5,290.00)	$ (14,449.00)	
WASTE OIL COLLECTION					THIS PROJECT NOT ELIGIBLE.
SALARIES/RC&D STAFF			$ 9,080.00	$ 9,080.00	IS THE OIL TRAILER THAT
TRAVEL			$ 3,024.00	$ 3,024.00	COST HARPER COUNTY
SUPPLIES/BROCHURES		$ 500.00		$ 500.00	$7170.87 (SAL/4886.60/
CAP EQUIP/OIL FILTER CRUSHING UNIT		$ 4,000.00		$ 4,000.00	SUPP/PARTS/2032.25&
CAP EQUIP/500 GAL STORAGE TANK		$ 500.00		$ 500.00	MILEAGE/251.96) IN REGARD
CAP EQUIP/OIL TRANSFER PUMP		$ 250.00		$ 250.00	TO THIS PROJECT?RC&D
WASTE OIL TOTAL		$ 5,250.00	$ 12,104.00	$ 17,354.00	SAID IT WAS A MATCH ON A
		$ (5,250.00)	$ (12,104.00)	$ (17,354.00)	GRANT BUT WHICH ONE?
RECYCLING&COMPOSTING INFORMA-TION&EDUCATION					WHICH APPLICANT(S) PAY
SALARIES/VOLUNTEERS			$ 17,250.00	$ 17,250.00	THE OUT OF POCKET
SALARIES/RC&D STAFF			$ 5,600.00	$ 5,600.00	EXPENSES THAT ARE NOT IN
TRAVEL			$ 787.50	$ 787.50	KIND (FOR EX THE $1000 FOR
SUPPLIES/HANDOUTS/COPIES/MISC		$ 5,200.00	$ 4,000.00	$ 9,200.00	THE LAP TOP COMPUTER
CAP EQUIP/LAP TOP COMPUTER		$ 2,850.00	$ 1,000.00	$ 3,850.00	AND THE $3254.50 DECREASE
PROF SERVICES/TRAINERS&DIRECTORY		$ 6,600.00	$ 1,000.00	$ 7,600.00	PER THE STATE AWARD?
RECY&COMPOSTING TOTAL		$ 14,650.00	$ 29,637.50	$ 44,287.50	
% OF LOCAL FUNDS	74%	$ (3,254.50)	$ 3,254.50		

HARPER COUNTY ROAD & BRIDGE
Weekly County Commission Report
January 18-22, 2016

KENT STONEBRAKER-EAST FOREMAN

1. Martin Luther King Holiday.
2. Trucks 310 & 606 hauling sand to Rd 767-V. Trucks 217, 216, 310 & 606 hauling shale to Rd 747-H & I. Reset downed signs. Graders patrolling.
3. Excavator ripping shale at Plumb Thicket Landfill. Trucks 216, 217 & 310 hauling shale to Rd's 678-21 & 747-J. Graders patrolling.
4. Graders patrolling. Reset downed signs. Fixed flat tires. Remove guard rail around air conditioners units & metal building at the Harper Senior Center. Inventoried & put away new road signs.
5. Excavator 635 ripping shale at Plumb Thicket Landfill. Trucks 216, 305 & 310 hauling shale to Rd's 747-J & 757-I. Dozer 627 pushing up sand at the Oliver Pit.

JIM THOMPSON-SHOP FOREMAN

1. Martin Luther King Holiday.
2. #156 Cat 120M, service job-6,591 hours.
3. #360 Cat 120M, service job-6,876 hours. #257 Cat 120M, service call-sos motor. #635 Cat Excavator, sos motor. Sheriff Department 2015 Dodge, service job.
4. #682 2000 Ford Pickup, replace r/h door mirror. #360 Cat 120M, replace top strobe light. #681 2004 Chevrolet, replace alternator.
5. #154 Cat 120M, service call-change fuel filters at 6,793 hours. EMS HP74 Ford, service job-82,646 miles.

LAWRENCE SMITH-WEST FOREMAN

Trucks 118, 120 & 124 hauling sand to Rd's 723-M, 727-J, K, L, M, N, O & P, 733-Y & Z, 731-P, 712-12 & 710-13. Reset stop sign on Rd 694-3. Fixed flat tires & worked on Truck 118 lights & wipers. Inventoried & put away new road signs. Excavator 632 helping Bridge Crew drive bulkhead sheeting at Bridge 676-7 #1. Foley working on Loader 122, draining front differential oil & putting in new.

JEFF NULIK-BRIDGE FOREMAN

1. Martin Luther King Holiday.
2. Picked up new drill. Started west abutment & wing wall repair at Bridge 676-7 #1.
3. Angle iron frame to sheet pile on west end at Bridge 676-7 #1, completed.
4. Started east abutment same as west side at Bridge 676-7 #1. New alternator for #681.
5. Completed east end same as west, sheet piling & angle iron frame at Bridge 676-7 #1. Cleaned shop.

January 18-22, 2016

KENT/EAST

LAWRENCE/WEST

JEFF/BRIDGE

			NW 170 AVE	NW 160 AVE	NW 150 AVE	NW 140 AVE	NW 130 AVE	NW 120 AVE	NW 110 AVE	NW 100 AVE	NW 90 AVE	NW 80 AVE	NW 70 AVE	NW 60 AVE	NW 50 AVE	NW 40 AVE	NW 30 AVE	NW 20 AVE	NW 10 AVE	N HP CO AVE	NE 10 AVE	NE 20 AVE	NE 30 AVE	NE 40 AVE	NE 50 AVE	NE 60 AVE	NE 70 AVE	NE 80 AVE	NE 90 AVE	NE 100 AVE	NE 110 AVE	NE 120 AVE	NE 130 AVE			
			709	711	713	715	717	719	721	723	725	727	729	731	733	735	737	739	741	743	745	747	749	751	753	755	757	759	761	763	765	767	769			
NW 160 RD	660			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		660	NE 160 RD
NW 150 RD	662	A		6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	A	662	NE 150 RD
NW 140 RD	664	B		7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	B	664	NE 140 RD
NW 130 RD	666	C		18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	C	666	NE 130 RD
NW 120 RD	668	D		19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	D	668	NE 120 RD
NW 110 RD	670	E		30	29	28	27	26	25	30	29	28	27	26	25		29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	E	670	NE 110 RD
NW 100 RD	672	F		31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	F	672	NE 100 RD
NW 90 RD	674	G		6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	G	674	NE 90 RD
NW 80 RD	676	H		7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	H	676	NE 80 RD
NW 70 RD	678	I		18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	I	678	NE 70 RD
NW 60 RD	680	J		19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	J	680	NE 60 RD
NW 50 RD	682	K		30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	K	682	NE 50 RD
NW 40 RD	684	L		31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	L	684	NE 40 RD
NW 30 RD	686	M		6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	M	686	NE 30 RD
NW 20 RD	688	N		7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	N	688	NE 20 RD
NW 10 RD	690	O		18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	O	690	NE 10 RD
N STATE RD	692	P		19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	P	692	E ST. RD 44
SW 10 RD	694	Q		30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	Q	694	SE 10 RD
SW 20 RD	696	R		31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	R	696	SE 20 RD
SW 30 RD	698	S		6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	S	698	SE 30 RD
SW 40 RD	700	T		7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	T	700	SE 40 RD
SW 50 RD	702	U		18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	U	702	SE 50 RD
SW 60 RD	704	V		19	20	21	22	23	24	19	20	21	22	23	24	19	20	21	22	23	24	19	20		22	23	24	19	20		22		24	V	704	SE 60 RD
SW 70 RD	706	W		30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	30	29	28	27	26	25	W	706	SE 70 RD
SW 80 RD	708	X		31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	31	32	33	34	35	36	X	708	SE 80 RD
SW 90 RD	710	Y		6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	6	5	4	3	2	1	Y	710	SE 90 RD
SW 100 RD	712	Z		7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	7	8	9	10	11	12	Z	712	SE 100 RD
SW 106 RD	714	AA		18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	18	17	16	15	14	13	AA	714	SE 106 RD
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30			
			709	711	713	715	717	719	721	723	725	727	729	731	733	735	737	739	741	743	745	747	749	751	753	755	757	759	761	763	765	767	769			
			SW 170 AVE	SW 160 AVE	SW 150 AVE	SW 140 AVE	SW 130 AVE	SW 120 AVE	SW 110 AVE	SW 100 AVE	SW 90 AVE	SW 80 AVE	SW 70 AVE	SW 60 AVE	SW 50 AVE	SW 40 AVE	SW 30 AVE	SW 20 AVE	SW 10 AVE	S ST. RD 179	SE 10 AVE	SE 20 AVE	SE 30 AVE	SE 40 AVE	SE 50 AVE	SE 60 AVE	SE 70 AVE	SE 80 AVE	SE 90 AVE	SE 100 AVE	SE 110 AVE	SE 120 AVE	SE 130 AVE			

ATTICA

DANVILLE

FLOYER

FREEPORT

ANTHONY

CORWIN

BLUFF CITY

WALDRON

Harper County

Blue Cross/Blue Shield

4/1/2016 to 3/31/2017

BlueCross BlueShield of Kansas

Harper County
04/01/2016 - 03/31/2017

DISCUSSION TOPICS

1 **Renewal 2016**

Overall Increase 11.14%

January 2015 Trends		January 2016 Trends	
BC	6.0	BC	6.0
BS	1.8	BS	2.6
Rx	7.5	Rx	10.5
Dental	3.0	Dental	2.5

Retrospective Rating - Estimated Reserve Dec 2015

$176,071.70

Year	Renewal (approx.)		Estimated Reserves	Refund
2016	11.14%	Increase	$ 176,071.70	
2015	-4.0%	Decrease	$ 222,107.01	$131,663.35
2014	-10.0%	Decrease	$ 224,227.60	$181,991.06
2013	5.11%	Increase	$ 72,874.54	

2 **Required changes due to Health Care Reform**

Non-Grandfathered
Add Preventative
Maximum Out of Pocket

3 **Employer Mandates**

1094 & 1095 Reporting
Summary of Benefits and Coverage
Same Sex Marriage

4 **2016 Contract Changes: None**

Health Insurance Committee Recommendations
April 1, 2016 - March 31, 2017

1. **Blue Cross Blue Shield Health Insurance**
   - Option #1 – Averaged 10.7% increase in premiums
     - *$500 deductible / $1,000 coinsurance plan*
   - Option #2 – Averaged 11.1% increase in premiums
     - *$1,000 deductible / $1,000 coinsurance plan*
   - Option #3 – Averaged 11.3% increase in premiums
     - *$1,500 deductible / $1,000 coinsurance plan*

One Example: Option #2 Family Health and Dental premium amount will be $158.21 per paycheck. Old premium amount was $142.26 per paycheck.

2. **Blue Cross Blue Shield Stand Alone Dental**
   1. Single
   2. Employee/Children
   3. Employee/Spouse
   4. Family

3. **Health Reimbursement Account**
   1. Option #1 - $250
   2. Option #2 - $500
   3. Option #3 - $750

   New Employee's will continue to be pro-rated the amount given based on number of months remaining in plan year for the new employees.

   Example: *A new employee hired on September 1st with option #2 ($500) would start insurance October1st. This new employee would then receive $500/12 months = $41.67 X 6 = $250.02.*

4. **Flexible Spending Account**
   1. Continue to allow employees to add, up to $2,500 pre-tax to the FSA card. The carryover rule allows employees to carryover up to $500 for the next plan year (The rule use to be that employees would lose all that was not used).

Harper County Employees

April 1, 2015- March 31, 2016

**** Premim subject to change if enrollment varies a lot.****

Option #1 $500/$1000 Health Only

Full Time Employee's							
	Total Costs	County Costs	%	Total Employee Cost	%	**Full Time Employee** Semi-Monthly Deduction	Employee Annual Costs
Single	$454.78	$432.04	95%	$22.74	5%	$11.37	$272.87
Emp/Children	$952.56	$714.42	75%	$238.14	25%	$119.07	$2,857.68
Emp/Spouse	$976.61	$732.46	75%	$244.15	25%	$122.08	$2,929.83
Family	$1,474.39	$1,105.79	75%	$368.60	25%	$184.30	$4,423.17
						*** Premiums above are withheld twice a month***	

Thirty hour Employee's (Less than 40 hours)				
Total Costs	County Cost	Total Employee Cost	Regular PT Employee Semi-Monthly Deduction	Employee Annual Costs
$454.78	$324.78	$130.00	$65.00	$1,560.00
$952.56	$476.28	$476.28	$238.14	$5,715.36
$976.61	$488.31	$488.31	$244.15	$5,859.66
$1,474.39	$737.20	$737.20	$368.60	$8,846.34
			*** Premiums above are withheld twice a month***	

Option #1 Dental Only

Full Time Employee's							
	Total Costs	County Costs	%	Total Employee Cost	%	**Full Time Employee** Semi-Monthly Deduction	Employee Annual Costs
Single	$50.31	$47.79	95%	$2.52	5%	$1.26	$30.19
Emp/Children	$103.88	$77.91	75%	$25.97	25%	$12.99	$311.64
Emp/Spouse	$108.16	$81.12	75%	$27.04	25%	$13.52	$324.48
Family	$161.72	$121.29	75%	$40.43	25%	$20.22	$485.16
						*** Premiums above are withheld twice a month***	

Thirty hour Employee's (Less than 40 hours)				
Total Costs	County Cost	Total Employee Cost	Regular PT Employee Semi-Monthly Deduction	Employee Annual Costs
$50.31	$25.16	$25.16	$12.58	$301.86
$103.88	$51.94	$51.94	$25.97	$623.28
$108.16	$54.08	$54.08	$27.04	$648.96
$161.72	$80.86	$80.86	$40.43	$970.32
			*** Premiums above are withheld twice a month***	

Option # 1

Health Reimbursement Account
Employer Contribution is

$250.00

1 Health Reimbursement Account

Your Health Reimbursement Account (HRA) funds are to be used to pay for deductibles, copyaments, and other unreimbursed medical expenses such as dental or vision expenses and things like pharmaceutical expences not paid by your health insurance plan. In order to be eligible for the Employer Contribution the Employee must be enrolled in the Group Health Insurance.

Note: Any amounts not used during the April 1st - March 31st plan year may be rolled over for your use in future plan years. **New Hires will receive a pro-rated amount based on the number of months they have insurance in this plan year.**

2 Flexible Spending Account

Also available to all employees is the Flexible Sepnding Account. The Flexible Spending Account helps you save in taxes for the coming year in areas of medical expenses which are not covered by your insurance plan (such as copyaments, deductibles, prescription drugs, eyeglasses, dental expenses, etc.) and dependent care expenses. A portion of your paycheck can be set aside pretax throughout the plan year.

Note: A $500 amount can be rolled over for the next plan year. Any amount over this will stay with the county.

Harper County Employees

April 1, 2015- March 31, 2016

**** Premim subject to change if enrollment varies a lot.****

Option # 2 $1000/$2000 Health Only

	Full Time Employee's						
	Total Costs	County Costs	%	Total Employee Cost	%	**Full Time Employee** Semi-Monthly Deduction	Employee Annual Costs
Single	$438.22	$438.22	100%	$0.00	0%	$0.00	$0.00
Emp/Children	$917.59	$734.07	80%	$183.52	20%	$91.76	$2,202.22
Emp/Spouse	$941.01	$752.81	80%	$188.20	20%	$94.10	$2,258.42
Family	$1,420.37	$1,136.30	80%	$284.07	20%	$142.04	$3,408.89
						*** Premiums above are withheld twice a month***	

Thirty hour Employee's (Less than 40 hours)				
Total Costs	County Cost	Total Employee Cost	Regular PT Employee Semi-Monthly Deduction	Employee Annual Costs
$438.22	$308.22	$130.00	$65.00	$1,560.00
$917.59	$458.80	$458.80	$229.40	$5,505.54
$941.01	$470.51	$470.51	$235.25	$5,646.06
$1,420.37	$710.19	$710.19	$355.09	$8,522.22
			*** Premiums above are withheld twice a month***	

Option # 2 Dental Only

	Full Time Employee's						
	Total Costs	County Costs	%	Total Employee Cost	%	**Full Time Employee** Semi-Monthly Deduction	Employee Annual Costs
Single	$50.31	$50.31	100%	$0.00	0%	$0.00	$0.00
Emp/Children	$103.88	$83.10	80%	$20.78	20%	$10.39	$249.31
Emp/Spouse	$108.16	$86.53	80%	$21.63	20%	$10.82	$259.58
Family	$161.72	$129.38	80%	$32.34	20%	$16.17	$388.13
						*** Premiums above are withheld twice a month***	

Thirty hour Employee's (Less than 40 hours)				
Total Costs	County Cost	Total Employee Cost	Regular PT Employee Semi-Monthly Deduction	Employee Annual Costs
$50.31	$25.16	$25.16	$12.58	$301.86
$103.88	$51.94	$51.94	$25.97	$623.28
$108.16	$54.08	$54.08	$27.04	$648.96
$161.72	$80.86	$80.86	$40.43	$970.32
			*** Premiums above are withheld twice a month***	

Option # 2

Health Reimbursement Account
Employer Contribution is

$500.00

1 Health Reimbursement Account

Your Health Reimbursement Account (HRA) funds are to be used to pay for deductibles, copyaments, and other unreimbursed medical expenses such as dental or vision expenses and things like pharmaceutical expences not paid by your health insurance plan. In order to be eligible for the Employer Contribution the Employee must be enrolled in the Group Health Insurance.

Note: Any amounts not used during the April 1st - March 31st plan year may be rolled over for your use in future plan years. **New Hires will receive a pro-rated amount based on the number of months they have insurance in this plan year.**

2 Flexible Spending Account

Also available to all employees is the Flexible Sepnding Account. The Flexible Spending Account helps you save in taxes for the coming year in areas of medical expenses which are not covered by your insurance plan (such as copyaments, deductibles, prescription drugs, eyeglasses, dental expenses, etc.) and dependent care expenses. A portion of your paycheck can be set aside pretax throughout the plan year.

Note: A $500 amount can be rolled over for the next plan year. Any amount over this will stay with the county.

Harper County Employees

April 1, 2015- March 31, 2016

**** Premim subject to change if enrollment varies a lot.****

Option # 3 $1500/$3000 Health Only

	Full Time Employee's						
	Total Costs	County Costs	%	Total Employee Cost	%	**Full Time Employee** Semi-Monthly Deduction	Employee Annual Costs
Single	$424.35	$424.35	100%	$0.00	0%	$0.00	$0.00
Emp/Children	$888.32	$755.07	85%	$133.25	15%	$66.62	$1,598.98
Emp/Spouse	$911.20	$774.52	85%	$136.68	15%	$68.34	$1,640.16
Family	$1,375.16	$1,168.89	85%	$206.27	15%	$103.14	$2,475.29
						*** Premiums above are withheld twice a month***	

Thirty hour Employee's (Less than 40 hours)				
Total Costs	County Cost	Total Employee Cost	Regular PT Employee Semi-Monthly Deduction	Employee Annual Costs
$424.35	$294.35	$130.00	$65.00	$1,560.00
$888.32	$444.16	$444.16	$222.08	$5,329.92
$911.20	$455.60	$455.60	$227.80	$5,467.20
$1,375.16	$687.58	$687.58	$343.79	$8,250.96
			*** Premiums above are withheld twice a month***	

Option # 3 Dental Only

	Full Time Employee's						
	Total Costs	County Costs	%	Total Employee Cost	%	**Full Time Employee** Semi-Monthly Deduction	Employee Annual Costs
Single	$50.31	$50.31	100%	$0.00	0%	$0.00	$0.00
Emp/Children	$103.88	$88.30	85%	$15.58	15%	$7.79	$186.98
Emp/Spouse	$108.16	$91.94	85%	$16.22	15%	$8.11	$194.69
Family	$161.72	$137.46	85%	$24.26	15%	$12.13	$291.10
						*** Premiums above are withheld twice a month***	

Thirty hour Employee's (Less than 40 hours)				
Total Costs	County Cost	Total Employee Cost	Regular PT Employee Semi-Monthly Deduction	Employee Annual Costs
$50.31	$25.16	$25.16	$12.58	$301.86
$103.88	$51.94	$51.94	$25.97	$623.28
$108.16	$54.08	$54.08	$27.04	$648.96
$161.72	$80.86	$80.86	$40.43	$970.32
			*** Premiums above are withheld twice a month***	

Option # 3

Health Reimbursement Account
Employer Contribution is

$750.00

1 Health Reimbursement Account

Your Health Reimbursement Account (HRA) funds are to be used to pay for deductibles, copyaments, and other unreimbursed medical expenses such as dental or vision expenses and things like pharmaceutical expences not paid by your health insurance plan. In order to be eligible for the Employer Contribution the Employee must be enrolled in the Group Health Insurance.

Note: Any amounts not used during the April 1st - March 31st plan year may be rolled over for your use in future plan years. **New Hires will receive a pro-rated amount based on the number of months they have insurance in this plan year.**

2 Flexible Spending Account

Also available to all employees is the Flexible Sepnding Account. The Flexible Spending Account helps you save in taxes for the coming year in areas of medical expenses which are not covered by your insurance plan (such as copyaments, deductibles, prescription drugs, eyeglasses, dental expenses, etc.) and dependent care expenses. A portion of your paycheck can be set aside pretax throughout the plan year.

Note: A $500 amount can be rolled over for the next plan year. Any amount over this will stay with the county.

Other Information received by Blue Cross Blue Shield

This is additional information received by Blue Cross Blue Shield as an option to employee benefits. No recommendation at this time.

- **Employee Assistance Program**

NEW DIRECTIONS

1. Up to six face-to-face EAP counseling sessions per issue
   $2.49 per employee @ 100 employees = $249 per month
   ($2,988 per year)
2. Up to three face-to-face EAP counseling sessions per issue
   $1.96 per employee @ 100 employees = $196 per month
   ($2,352 per year)

Note: *Program will be by the year with a report on the number of employees using this program.*

NEW DIRECTIONS™

Employee Assistance Program Proposal

Proposal Prepared for: Harper County, KS

January 25, 2016

New Directions has more than 35 years of experience providing quality, affordable Employee Assistance Program (EAP) services to public and private organizations across the nation and abroad. Our EAP helps your employees conquer obstacles they face, offering helpful resources for any stage of a life challenge—from beginning to better. And it can be as beneficial for your business as it is for those who use it.

Partnering with New Directions

For your business, the New Directions EAP can help:

- Improve productivity
- Increase employee retention
- Reduce ongoing health care costs
- Reduce recruiting, hiring and training costs
- Minimize legal liability
- Provide convenient custom education
- Prepare supervisors to be strong leaders

Current EAP clients say we stand out because:

- **We surprise them:** Every call is met with a warm voice – no recordings – to provide support.
- **We hear them:** We actively listen to create a program that's actually going to engage employees.
- **We are there for them:** We position thousands of providers nation-wide to ensure all can be served.
- **We're their first call in a crisis:** We are available within 24-48 hours to help employees recover in crisis.
- **We make it easy for them:** We take care of implementation and preventative care for convenience.
- **We focus on their emotional health:** Trained experts focus solely on whole-person health.
- **We help them keep their good people:** We partner to improve employee behavior and performance.
- **We treat them like family:** We surround employees **and** their families in a full circle of support.

Results show we can make a difference:

It's important that the individuals and families we serve are satisfied and their health is improving.
The results of our 2014 EAP Member Satisfaction Survey are as follows:

When I called New Directions	Professional Staff	**91%**
	Overall Satisfied with New Directions' Staff	**90%**
Counseling Services	Listened & Understood my Concern	**95%**
	Knowledge About My Issue	**90%**
	Overall Satisfaction with Counseling Service	**90%**

NEW DIRECTIONS

Employee Assistance Program Proposal

EAP Offerings and Pricing

- **Dedicated Helpline**: Employees have 24/7/365 access to licensed behavioral health professionals via a toll free line so they can get support at any time.
- **Assessment and Referrals**: Our experts lead employees to the counseling, health plan, legal, financial or community services they need for any life challenges they face and begin improving their health.
- **Short-Term Counseling**: For life challenges that may not be chronic, employees and their families can receive custom counseling for each individual challenge and get access to support and resources.
- **Manager/Supervisor tools**: Telephone coaching, education, training and Formal Management Referrals (FMRs) can help supervisors deal with employee performance challenges. Additionally, virtual and live training opportunities are available to improve staff skillsets.
- **Crisis Management Services**: During critical situations, New Directions provides custom, on-site support so organizations can return to business as usual.
- **Dedicated account management**: Account liaisons provide ongoing consultation and program evaluation so businesses can create custom campaigns and ensure program ROI.
- **Online tools and resources**: Anytime from anywhere, employees can access several resources designed to help them understand, manage and improve their health. Resources include legal support, family resource services, work and life wellness materials, relationship resources and promotional materials for employer use and education.
- **Utilization Reports**: Reports are provided on a quarterly basis of an organization's program use to ensure that employees and the business are getting the most out of the product and relationship.
- **DOT/SAP**: Management referrals for employees covered by Department of Transportation regulations are available to ensure organizations are compliant and that the process in convenient and accurate.
- **Organizational training**: Education and training programs are available at no additional charge or discount so employers can maximize productivity, support a healthier workforce and provide their business with the greatest return on investment.
- **Discounted Fees**: Reduced fees are available on additional services including human resources consulting, such as Fitness for Duty Evaluations, Organizational Development, and Mediation Services so that an organization can improve health even faster based on company need.
- **Anytime access**: Since support can be needed in any moment, employers and employees can reach the EAP via telephone, chat or request a session online at any time.
- **Health Coaching**: An optional service that provides input and advice for health, wellness and lifestyle improvements is available for individuals wanting extra coaching to improve their health.

EAP Services	Per Employee Per Month	Per Employee Per Year	Orientation Sessions	Annual Training Hours
6-Visit Model	$2.49	$30.00	2	2
3-Visit Model	$1.96	$23.54	1	1
Health Coaching *(Optional – Additional fee)*	$0.18	$2.16		

For a customized proposal or additional details about our EAP services, please contact Michele Barnes at (816) 820-8899 or mbarnes@ndbh.com or visit ndbh.com. Thank you!

G U R SUPPLEMENT

MPN: 5745108
MASTER GROUP #: 5745108
GROUP NAME: Harper County
BLUES ENROLLMENT HR: BEH

Grandfather Status: Y
Meets Minimum Value = Y

EFFECTIVE: 04/01/2016

CURRENT RATES	EMP	E/CH	E/SP	E/DEPS
HEALTH	321.37	675.67	689.76	1044.04
DENTAL	45.77	94.49	98.43	147.12
DRUGS	89.52	182.88	192.46	285.82
TOTAL	456.66	953.04	980.65	1476.98

Option 1

RENEWAL RATES					RATE ADJUSTMENT FACTOR	RATE METHOD
HEALTH - COMPREHENSIVE MAJOR MEDICAL						
$500 DED ($1000/2000 COINS), UNLIMITED LTM , $25 OVC	352.74	744.64	758.38	1150.29	0.800	MERIT
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
UTILIZATION MANAGEMENT SERVICES	1.01	1.01	1.01	1.01		
BLUE CHOICE	___.__	___.__	___.__	___.__		
PHYS MED/REHAB BENEFITS RIDER	___.__	___.__	___.__	___.__		
$100 EMERGENCY ROOM COPAY	___.__	___.__	___.__	___.__		
HOME HEALTH CARE/HOSPICE UNLIMITED @ 100%	0.37	0.79	0.80	1.21		
OB BENE AVAIL ALL FEMALES	___.__	___.__	___.__	___.__		
AUTISM COVERAGE	___.__	___.__	___.__	___.__		
TOTAL HEALTH	354.12	746.44	760.19	1152.51		
DENTAL						
LOCAL BUILDING BLOCK DENTAL BASIC 100% PAYMENT	40.19	82.99	86.41	129.21	1.508	MERIT
LOCAL BUILDING BLOCK DENTAL RIDER A 50% PAYMENT	6.73	13.89	14.46	21.62		
LOCAL BUILDING BLOCK DENTAL RIDER B 50% PAYMENT	1.57	3.24	3.38	5.04		
LOCAL BUILDING BLOCK DENTAL RIDER C 100% PAYMENT	1.82	3.76	3.91	5.85		
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
TOTAL DENTAL	50.31	103.88	108.16	161.72		
DRUGS						
BLUE RX CARD $15/$30/$45 COPAY WITH ORAL CONTRACEPTIVES	100.66	206.12	216.42	321.88	0.933	MERIT
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
BLUE RX MAIL $37.50/$75/$112.50 COPAY WITH ORAL CONTRACEPTIVES	___.__	___.__	___.__	___.__		
TOTAL DRUG	100.66	206.12	216.42	321.88		
GRAND TOTAL	505.09	1056.44	1084.77	1636.11		
TOTAL RATE ADJUSTMENTS	48.43	103.40	104.12	159.13		
PERCENTAGE INCREASE/DECREASE	+10.6%	+10.8%	+10.6%	+10.8%		

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____

G U R SUPPLEMENT

MPN: 5745108
MASTER GROUP #: 5745108
GROUP NAME: Harper County
BLUES ENROLLMENT HR: BEH

Grandfather Status: Y
Meets Minimum Value = Y

EFFECTIVE: 04/01/2016

CURRENT RATES	EMP	E/CH	E/SP	E/DEPS
HEALTH	304.67	640.49	653.84	989.66
DENTAL	45.77	94.49	98.43	147.12
DRUGS	89.52	182.88	192.46	285.82
TOTAL	439.96	917.86	944.73	1422.60

Option 2

RENEWAL RATES					RATE ADJUSTMENT FACTOR	RATE METHOD
HEALTH - COMPREHENSIVE MAJOR MEDICAL						
$1000 DED ($1000/2000 COINS), UNLIMITED LTM , $25 OVC	336.18	709.67	722.78	1096.27	0.800	MERIT
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
UTILIZATION MANAGEMENT SERVICES	1.01	1.01	1.01	1.01		
BLUE CHOICE	___.__	___.__	___.__	___.__		
PHYS MED/REHAB BENEFITS RIDER	___.__	___.__	___.__	___.__		
$100 EMERGENCY ROOM COPAY	___.__	___.__	___.__	___.__		
HOME HEALTH CARE/HOSPICE UNLIMITED @ 100%	0.37	0.79	0.80	1.21		
OB BENE AVAIL ALL FEMALES	___.__	___.__	___.__	___.__		
AUTISM COVERAGE	___.__	___.__	___.__	___.__		
TOTAL HEALTH	337.56	711.47	724.59	1098.49		
DENTAL						
LOCAL BUILDING BLOCK DENTAL BASIC 100% PAYMENT	40.19	82.99	86.41	129.21	1.508	MERIT
LOCAL BUILDING BLOCK DENTAL RIDER A 50% PAYMENT	6.73	13.89	14.46	21.62		
LOCAL BUILDING BLOCK DENTAL RIDER B 50% PAYMENT	1.57	3.24	3.38	5.04		
LOCAL BUILDING BLOCK DENTAL RIDER C 100% PAYMENT	1.82	3.76	3.91	5.85		
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
TOTAL DENTAL	50.31	103.88	108.16	161.72		
DRUGS						
BLUE RX CARD $15/$30/$45 COPAY WITH ORAL CONTRACEPTIVES	100.66	206.12	216.42	321.88	0.933	MERIT
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
BLUE RX MAIL $37.50/$75/$112.50 COPAY WITH ORAL CONTRACEPTIVES	___.__	___.__	___.__	___.__		
TOTAL DRUG	100.66	206.12	216.42	321.88		
GRAND TOTAL	488.53	1021.47	1049.17	1582.09		
TOTAL RATE ADJUSTMENTS	48.57	103.61	104.44	159.49		
PERCENTAGE INCREASE/DECREASE	+11.0%	+11.3%	+11.1%	+11.2%		

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____

G U R SUPPLEMENT

MPN: 5745108
MASTER GROUP #: 5745108
GROUP NAME: Harper County
BLUES ENROLLMENT HR: BEH

Grandfather Status: Y
Meets Minimum Value = Y

EFFECTIVE: 04/01/2016

CURRENT RATES	EMP	E/CH	E/SP	E/DEPS
HEALTH	291.48	612.73	625.50	946.74
DENTAL	45.77	94.49	98.43	147.12
DRUGS	89.52	182.88	192.46	285.82
TOTAL	426.77	890.10	916.39	1379.68

Option 3

RENEWAL RATES					RATE ADJUSTMENT FACTOR	RATE METHOD
HEALTH - COMPREHENSIVE MAJOR MEDICAL						
$1500 DED ($1000/2000 COINS), UNLIMITED LTM , $25 OVC	322.31	680.40	692.97	1051.06	0.800	MERIT
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
UTILIZATION MANAGEMENT SERVICES	1.01	1.01	1.01	1.01		
BLUE CHOICE	___.__	___.__	___.__	___.__		
PHYS MED/REHAB BENEFITS RIDER	___.__	___.__	___.__	___.__		
$100 EMERGENCY ROOM COPAY	___.__	___.__	___.__	___.__		
HOME HEALTH CARE/HOSPICE UNLIMITED @ 100%	0.37	0.79	0.80	1.21		
OB BENE AVAIL ALL FEMALES	___.__	___.__	___.__	___.__		
AUTISM COVERAGE	___.__	___.__	___.__	___.__		
TOTAL HEALTH	323.69	682.20	694.78	1053.28		
DENTAL						
LOCAL BUILDING BLOCK DENTAL BASIC 100% PAYMENT	40.19	82.99	86.41	129.21	1.508	MERIT
LOCAL BUILDING BLOCK DENTAL RIDER A 50% PAYMENT	6.73	13.89	14.46	21.62		
LOCAL BUILDING BLOCK DENTAL RIDER B 50% PAYMENT	1.57	3.24	3.38	5.04		
LOCAL BUILDING BLOCK DENTAL RIDER C 100% PAYMENT	1.82	3.76	3.91	5.85		
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
TOTAL DENTAL	50.31	103.88	108.16	161.72		
DRUGS						
BLUE RX CARD $15/$30/$45 COPAY WITH ORAL CONTRACEPTIVES	100.66	206.12	216.42	321.88	0.933	MERIT
DEPENDENTS TO AGE 26	___.__	___.__	___.__	___.__		
BLUE RX MAIL $37.50/$75/$112.50 COPAY WITH ORAL CONTRACEPTIVES	___.__	___.__	___.__	___.__		
TOTAL DRUG	100.66	206.12	216.42	321.88		
GRAND TOTAL	474.66	992.20	1019.36	1536.88		
TOTAL RATE ADJUSTMENTS	47.89	102.10	102.97	157.20		
PERCENTAGE INCREASE/DECREASE	+11.2%	+11.5%	+11.2%	+11.4%		

SIGNED BY: _____ DATE SIGNED: _____ EFFECTIVE DATE: _____