# STUDY SESSION AGENDA

**TUESDAY**  
September 13, 2022

*ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE*

<table>
<thead>
<tr>
<th>Time</th>
<th>Attendee(s)</th>
<th>Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:15 A.M.</td>
<td>Katie McDougal / Jodie Kammerzell</td>
<td>PY22 Updates to the Regional and Local Plan</td>
</tr>
<tr>
<td>11:45 A.M.</td>
<td>Kelly Weidenbach</td>
<td>Public Health Updates: Monkeypox / Grant Program Staffing</td>
</tr>
<tr>
<td>12:15 P.M.</td>
<td>Julie George / Eliza Schultz / Elisabeth Rosen / Alan Morse</td>
<td>State Lobbyist Update (Housing Initiative 108)</td>
</tr>
<tr>
<td>12:45-12:55 P.M.</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>12:55 P.M.</td>
<td>Nancy Duncan / Allison Slife, CliftonLarsonAllen / Brian Heasty, CliftonLarsonAllen</td>
<td>2021 Adams County External Audit</td>
</tr>
<tr>
<td>1:25 P.M.</td>
<td>Chris Kline / Terri Lautt</td>
<td>2023 Benefit Plan Renewal</td>
</tr>
<tr>
<td>2:25 P.M. – 2:35 P.M.</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>2:35 P.M.</td>
<td>Jenni Hall / Matt Rivera</td>
<td>American Rescue Plan Act (ARPA) Funding Request from Colorado Coalition for the Homeless (CCH)</td>
</tr>
<tr>
<td>3:05 P.M.</td>
<td>Noel Bernal</td>
<td>Administrative Item Review / Commissioners Communication</td>
</tr>
</tbody>
</table>

(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE)

***AGENDA IS SUBJECT TO CHANGE***
3:35 P.M. ATTENDDE(S): Doug Edelstein / Michael Sink
ITEM: Executive Session Pursuant to C.R.S. 24-6-402(4)(6) for
Legal Advice Regarding the Treasurer Litigation

(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE)

***AGENDA IS SUBJECT TO CHANGE***
### STUDY SESSION ITEM SUMMARY

<table>
<thead>
<tr>
<th>DATE OF STUDY SESSION: September 13, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUBJECT: PY22 Updates to the Regional and Local Plan</td>
</tr>
<tr>
<td>OFFICE/DEPARTMENT: Human Services Department / Workforce and Business Center</td>
</tr>
<tr>
<td>CONTACT: Jodie Kammerzell</td>
</tr>
<tr>
<td>FINACIAL IMPACT: none</td>
</tr>
<tr>
<td>SUPPORT/RESOURCES REQUEST:</td>
</tr>
<tr>
<td>DIRECTION NEEDED: Review and approve the updates that have been made to our Regional and Local Plans for Program Year 2022</td>
</tr>
<tr>
<td>RECOMMENDED ACTION:</td>
</tr>
</tbody>
</table>

### DISCUSSION POINTS:

- All regions and workforce development areas are required to update their regional and local plans for 2022. These plans have been reviewed and approved by CDLE.
Adams County
Workforce Development Board
Regional and Local Plans

PROGRAM YEAR 2022 (PY22) UPDATES
Background

• Workforce Innovation and Opportunity Act (WIOA) of 2014
• Reporting Requirements
• Impacts of COVID
Central Planning Region (CCPR)
Review and Approval Process
PY22 Updates

Areas of Focus
• On-The-Job-Training, Apprenticeships, Work Based Learning
• Reskilling, Upskilling, and Next Skilling
• Blending and Braiding Funding
• Job Quality
• Skills Based Hiring
• Working with New Americans
### Strategic Goals

<table>
<thead>
<tr>
<th>Goal 1</th>
<th>Provide equitable access to opportunities for education, training, and high-quality jobs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal 2</td>
<td>Continue to improve the utilization of available resources by businesses and job seekers to succeed in the wake of the pandemic.</td>
</tr>
<tr>
<td>Goal 3</td>
<td>Enhance organizational capacity and partnerships to address community-level issues impacting economic mobility.</td>
</tr>
<tr>
<td>Goal 4</td>
<td>Achieve a high standard of workplace effectiveness</td>
</tr>
<tr>
<td>Goal 5</td>
<td>Identify and address Continuous Improvement initiatives.</td>
</tr>
</tbody>
</table>
# STUDY SESSION ITEM SUMMARY

**DATE OF STUDY SESSION:** September 13, 2022  
**SUBJECT:** Public Health Transition Update, Grant Staffing, and Monkeypox  
**OFFICE/DEPARTMENT:** Health Department  
**CONTACT:** Dr. Kelly Weidenbach

## FINACIAL IMPACT:
- FY22 Monkeypox response staff and supplies - $103,671.11  
- AmeriCorp - $64,000 grant revenue, $11,201 for FY22, $33,603 for FY23 in employee benefit costs to County annually  
- Diabetes Education Program - $394,482/yr in grant revenue with 32% indirect revenue coming into department for administrative costs  
- Communities that Care - $207,000/yr in grant revenue with 32% indirect revenue coming into department for administrative costs

## SUPPORT/RESOURCES REQUEST:
- Request to use underspent funds from FY22 amended budget for health department to accelerate hiring of clinical staff to assist with monkeypox outbreak response  
- Approve FY22 positions for AmeriCorp/apprenticeship community health workers opportunity  
- Approve additional FY23 grant-funded staff positions

## DIRECTION NEEDED:
Review programmatic staffing requests based on new grants or new community need

## RECOMMENDED ACTION:
- Staff recommend approval of accelerated hiring of clinical staff for monkeypox response in FY22. (4 permanent FTE)  
- Staff recommend approval of new health department positions for Community Health Workers through AmeriCorps and Apprenticeship Program (2 project-designated FTE)  
- Staff recommend approval of grant-funded positions for FY23 (Diabetes Education Program and Communities that Care grant, 5 project designated FTE)
**DISCUSSION POINTS:**

- During study session, Dr. Weidenbach will provide an update on the public health transition, including FY22 expenditures to-date.

- Given that Adams County is 2\textsuperscript{nd} in the state for monkeypox case counts, Adams County Health Department would like to accelerate the hiring of 4 clinical staff (part of the original 170.75 FTE head count) to establish a monkeypox testing clinic along side of Tri-County Health Department staff at their N Broadway clinic. Total budgetary request is $103,671.11, which includes personnel and medical supplies. This clinic will provide continuity through the end of the year and into 2023 and ensures continuity. FTE requested here are INCLUDED in the original 170.75 head count.

- Grant funding for the Diabetes Education Program from CDPHE was not likely when we met in June to discuss health department head count, but is now likely for FY2023. Adams County is slated to receive $197,241 for a six month period (1/1/2023-6/30/2023) for a total of 3 FTE for Diabetes Prevention Program (CDC evidence-based program) and Diabetes Self-Management Education (DSME) through a grant from CDPHE. TCHD’s work in this program was largely focused on Adams County. Diabetes prevention and education was named as a need in the 2022 Adams County Community Health Assessment. The grant pulls in indirect costs that provide additional revenue covering health department’s administrative costs. FTE would be an addition to the original 170.75 FTE head count.

- Grant funding for the Communities that Care (CTC) grant, also known as the Communities Organizing for Prevention, was not likely when we met in June to discuss health department head count, but is now likely for FY2023 and forward. Currently, the grant funds 2 positions at TCHD and provides funding for 1.0 FTE at Town of Bennett Parks and Recreation Department for facilitator for their youth prevention coalition. This program addresses shared risk and protective factors to preventing substance misuse through community-drive organizing model. Their coalition voted earlier this month to request Adams County Health Department to be the fiscal agent for the grant (like TCHD has done previously). The total grant amount is $207,000/yr, and the grant pulls indirect costs that provide additional revenue covering department’s administrative costs. FTE would be an addition to the original 170.75 FTE head count.

- A new opportunity through the Trailhead Institute for community health workers (AmeriCorps) designed to place young people from community into public health. The program places 2.0 FTE for 12 months beginning in Fall 2022 and covers up to $32,000 per person per year for salary, but benefits would need to be covered by the host site. Adams County Health Department would receive $64,000 for the 2.0 FTE. The costs of the program would be $11,201 for FY22, $33,603 for FY23 in employee benefit costs. The program benefits are:
  - Professional development of young people in our community into careers in public health => job training and development, associated with greater health outcomes
  - DEI and community knowledge into ACHD programming
  - Additional capacity to advance connections with our communities
Agenda

• Transition Update

• Grant-Related Staffing Request FY23
  • Diabetes Education Program
  • Communities that Care

• Expedited Hiring for Monkeypox Outbreak Response for FY22
Timeline

Q1 2022
- Kelly Weidenbach hired as Transition Director
- Internal Steering Committee formed
- BOCC Study Session exploring Core Public Health Services, CHA, and Foundational Capabilities/Services

Q2 2022
- BOCC study session – Review of Programs and Services, Funding Sources
- Leadership Team Recruitment Began
- Developed organizational structure and staffing plan
- Began recruitment for all staff positions
- Funding applications

Q3 2022
- BOH formed
- Executive Director appointed
- Staff recruitment continues
- Community engagement
- Operations, policies, procedures
- Funding notifications
- Local regulation adoption

Q4 2022
- Execution of implementation plan
- Staff onboarding and training
- Ongoing community engagement
- FY2023 Budget adopted by BOCC

Q1 2023 and Beyond
- January 1, 2023 Go-Live
- Ongoing monitoring and evaluation
- CHIP Planning
- Strategic planning
Staffing Update – Leadership Team

- Remaining Leadership Positions Pending Recruitment
  - Deputy Director
  - Medical Officer
  - Nutrition and Family Health Division Director

Kelly Weidenbach, DrPH, MPH
Executive Director

Darcí Martinez, DNP, FNP-C
Public Health Nursing

Adam Anderson, MURP, MPH
Epidemiology and Data Science

Brian Hlavacek, MAS, REHS
Environmental Health

Monica Buhlig, MPH
Health Equity and Strategic Initiatives
Staffing Update

- FY22
  - Hired 12 as of 9/13/2022

- FY23
  - 170.75 total FTE approved by BOCC for 2023 (June 28th Study Session)
  - 130 (76%) positions filled to-date
  - 120 TCHD staff “transfers” with start dates 1/1/2023

- Focus on diversity, equity, and inclusion (DEI)
CDPHE Collaboration Update
Grant-Funded FTE Request
Diabetes Education Program

Not included in June 28 FTE request – CDPHE at the time was signaling that the grant was unlikely to come through to Adams County

- Currently funds 4 FTE currently at TCHD – Requesting 4 FTE at ACHD
  - Program Coordinator/Registered Dietician 1 FTE
  - 2 full-time Health Educators 2 FTE
  - 2 part-time Health Educators (0.5 FTE x 2)

- Provides 2 distinct evidence-based diabetes education programs focused on Adams County
  - Diabetes Prevention Program (DPP) – for those at-risk for type 2 diabetes
  - Diabetes Self-Management Education (DSME) – for those already diagnosed with diabetes or pre-diabetes

- Community members identified a need for diabetes prevention and education in 2022 Adams County Community Health Assessment

- Grant is $394,482/yr

- Can take 32% in indirect revenue to cover health department administrative expenses (win-win)
Communities that Care

- Not included in June 28 FTE request – CDPHE at the time was signaling that the grant was unlikely to come through to Adams County
- Currently funds 2 FTE at TCHD and 1 FTE (subaward) at Town of Bennett Parks and Rec
  - Program Coordinator/Prevention Professional 1 FTE
  - Youth Engagement Specialist 1 FTE
  - Community Mobilizer 1 FTE (subaward to Town of Bennett Parks and Rec)
- Provides evidence-based addresses shared risk and protective factors for youth substance misuse and violence through community-driven model
- Youth Coalition voted early this month – requesting ACHD to be fiscal agent
- Grant is $207,000/yr
- Can take 32% in indirect revenue to cover health department administrative expenses (win-win)
FY22 Staff Request – Monkeypox Response
Monkeypox Response

- Adams County has 2\textsuperscript{nd} highest monkeypox case count in State of Colorado with \textbf{40 cases} as of September 9, 2022
- The outbreak is disproportionately affecting BIPOC communities and men who have sex with men (MSM)
- TCHD approached us about setting up a monkeypox testing site at their N Broadway clinic (70\textsuperscript{th} and I25), but they lack staff capacity due to dissolution
- Collaborative solution:
  - Hire 4 FTE (part of the original 170.75 FTE requested in June) for 2023 early to work with TCHD to establish 1\textsuperscript{st} monkeypox testing clinic in Tri-County jurisdiction
    - Nurse Practitioner
    - RN
    - Medical Assistant
    - Clinical support staff
  - Use some funding allocated to the transition in FY22 to support clinic (supplies, etc)
- Total fiscal impact: $103,671.11

Request:
Approve \textbf{4 FTE} for monkeypox response to start in 2022 instead of 2023

Why?
Community need
Funding available in HD’s transition budget
Capacity
<table>
<thead>
<tr>
<th><strong>DATE OF STUDY SESSION:</strong> September 13, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUBJECT:</strong> Update from state lobbying team</td>
</tr>
<tr>
<td><strong>OFFICE/DEPARTMENT:</strong> County Manager</td>
</tr>
<tr>
<td><strong>CONTACT:</strong> Julie George</td>
</tr>
<tr>
<td><strong>FINACIAL IMPACT:</strong> None</td>
</tr>
<tr>
<td><strong>SUPPORT/RESOURCES REQUEST:</strong> None</td>
</tr>
<tr>
<td><strong>DIRECTION NEEDED:</strong> None</td>
</tr>
<tr>
<td><strong>RECOMMENDED ACTION:</strong> None</td>
</tr>
</tbody>
</table>

**DISCUSSION POINTS:**

1. Update on legislation being considered for the 2023 session
2. Update on Nov. elections and what changes might occur depending on outcome. For the November meeting, the team will give a recap of election results.
**STUDY SESSION ITEM SUMMARY**

<table>
<thead>
<tr>
<th><strong>DATE OF STUDY SESSION:</strong></th>
<th>September 13, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUBJECT:</strong></td>
<td>2021 External Audit Results</td>
</tr>
<tr>
<td><strong>OFFICE/DEPARTMENT:</strong></td>
<td>Budget &amp; Finance Department</td>
</tr>
<tr>
<td><strong>CONTACT:</strong></td>
<td>Nancy Duncan, Budget &amp; Finance Department</td>
</tr>
<tr>
<td><strong>FINACIAL IMPACT:</strong></td>
<td>None</td>
</tr>
<tr>
<td><strong>SUPPORT/RESOURCES REQUEST:</strong></td>
<td>Informational Only</td>
</tr>
<tr>
<td><strong>DIRECTION NEEDED:</strong></td>
<td>Informational Only</td>
</tr>
<tr>
<td><strong>RECOMMENDED ACTION:</strong></td>
<td>None Requested</td>
</tr>
</tbody>
</table>

**DISCUSSION POINTS:**

Review 2021 External Audit with the BoCC. Informational only. No decision needed.
Adams County, Colorado

Annual Comprehensive Financial Report & Single Audit
Fiscal Year 2021
Presentation of Results to the Board of County Commissioners
September 13, 2022
Fiscal Year 2021 Audit Results
Presentation Agenda

• Responsibilities under US Generally Accepted Auditing Standards (GAAS)
• Scope of Audit
• Presentation of the Financial Statements, Financial Reports, Compliance Reports
• Required Communications
• Questions
Responsibilities under US Generally Accepted Auditing Standards (GAAS)

• Auditors are responsible for:
  o Expressing opinions on whether financial statements are in conformity with U.S. Generally Accepted Accounting Principles (US GAAP) in all material respects
  o Expressing opinions only over information identified in our report. Other information reviewed, but not subjected to testing
  o Performing audit in accordance with required auditing standards
  o Communication of significant matters related to audit
Responsibilities Under GAAS (continued)

• An Audit in accordance with GAAS:
  o Does not relieve management of responsibilities.
  o Includes consideration of internal control as a basis for audit procedures, but not to opine on effectiveness of internal controls.
Scope of the Audit

• Financial Statement Audit – Annual Comprehensive Financial Report (ACFR)

• Single Audit
  o Major programs tested – 5 programs:
    ▪ Emergency Rental Assistance Program (21.023)
    ▪ Coronavirus State and Local Fiscal Recovery Funds (21.027)
    ▪ Head Start (93.600)
    ▪ Foster Care Title IV-E (93.658)
    ▪ Adoption Assistance title IV-E (93.659)

• County qualified as a low-risk auditee

• Findings and Recommendations
<table>
<thead>
<tr>
<th>Financial Statements, Financial and Compliance Reports</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Auditors’ Report (opinion) – unmodified</td>
</tr>
<tr>
<td>Statement of Net Position</td>
</tr>
<tr>
<td>Statement of Activities</td>
</tr>
<tr>
<td>Fund Financial Statements</td>
</tr>
<tr>
<td>Notes to the Financial Statements</td>
</tr>
<tr>
<td>Required Supplementary Information</td>
</tr>
<tr>
<td>Supplementary Statements and Schedules</td>
</tr>
</tbody>
</table>
Financial Statements, Financial and Compliance Reports (continued)

- Independent Auditors’ Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with Government Auditing Standards
- Schedule of Expenditures of Federal Awards (SEFA)
- Notes to the SEFA
- Schedule of Findings and Questioned Costs
Schedule of Findings and Questioned Costs – included in ACFR

• One 2021 Financial Statement Finding – Material Weakness in Internal Control over Financial Reporting
  o Finding # 2021-001 Treasurer’s Office Reconciliations were not performed timely or properly reviewed.
Schedule of Findings and Questioned Costs – included in ACFR (continued)

• Three 2021 Major Federal Program Findings related to the Single Audit
  o 2021 – 002 Foster Care Program case file reviews relating to the County’s internal control over eligibility were not performed timely. (Significant Deficiency in Internal Control over Compliance for Eligibility)
  o 2021 – 003 Emergency Rental Assistance Program evidence of review for vendors or subrecipients was provided after the transaction was entered into by the County. (Significant Deficiency in Internal Control over Compliance & Other Matters, for Suspension and Debarment)
  o 2021 – 004 Coronavirus State and Local Fiscal Recovery Funds Program – The County entered into an agreement with a subrecipient and did not provide them with a subaward that had all required information. (Significant Deficiency in Internal Control over Compliance & Other Matters, for Subrecipient Monitoring)
Summary Schedule of Prior Audit Findings – included in ACFR

- No 2020 Financial Statement Findings
- One 2020 Major Federal Program Finding related to the Single Audit for Child Care and Development Fund program (2020 – 001). The finding pertained to internal control over eligibility and was resolved for the year ending December 31, 2021.
Management Letter – separate letter

• 2021 deficiencies in internal control other than significant deficiencies and material weaknesses and best practice recommendations:
  o Documenting Required Subaward Info in Subaward Agreements
    ▪ A unique identifier should be utilized for each subrecipient and included within the subaward.
  o Removing Salesforce Access for Terminated Employees
    ▪ A termination date was entered incorrectly into CBMS.
  o Consideration of New Lease Standard GASB 87, Leases
    ▪ This new leasing standard will fundamentally change lease recognition, measurement, and related disclosures for both government lessees and lessors. The County will be required to adopt the standard for the year ending December 31, 2022.
Required Communications to BOCC and management – separate letter

- Qualitative Aspects of Accounting Practices
  - Accounting Policies – No updates in 2021
  - Accounting Estimates
  - Financial Statement Disclosures

- Difficulties Encountered in Performing the Audit – None

- Uncorrected Misstatements – None

- Corrected Misstatements – None
Required Communications to BOCC and management (continued)

- Disagreements with Management – None
- Management Representations
- Management Consultations with other Independent Accountants – None
- Significant Issues Discussed with Management Prior to Engagement – None
- Other Audit Findings or Issues – Previously discussed
Questions?
Contact Information

Allison Slife, CPA
Principal, State & Local Government
303-439-6018
Allison.Slife@CLAconnect.com

Bryan Heasty, CPA
Manager, State & Local Government and Higher Education
303-439-6021
Bryan.Heasty@CLAconnect.com

Ryan Fiore, CPA
Manager, State & Local Government
303-265-7840
Ryan.Fiore@CLAconnect.com
Create Opportunities

CLA exists to create opportunities — for our clients, our people, and our communities.
DATE OF STUDY SESSION: 9/13/2022

SUBJECT: 2023 Employee Benefit Plan Renewal

OFFICE/DEPARTMENT: People and Culture

CONTACT: Cindy Bero

FINANCIAL IMPACT: $31,090,842 (estimated)

SUPPORT/RESOURCES REQUEST: $31,090,842 (estimated)

DIRECTION NEEDED: Review recommended benefit changes and benefit plan renewal.

RECOMMENDED ACTION: Approve recommended benefit changes and benefit plan renewal.

DISCUSSION POINTS:

2023 benefit plan renewal:
- Active employees
- Retirees
2023 BENEFIT PLAN RENEWAL:
ACTIVE EMPLOYEES
RETIREES - PRE65 and MEDICARE

Presentation to the Board of County Commissioners
Study Session - 9/13/2022
AGENDA

During this meeting we will review benefit plan renewal for:

• Active Employees
• Retirees Medical – Pre65 and Medicare
• Retirees – Dental and Vision
### ACTIVE EMPLOYEE - MEDICAL

Medical Renewal History:

<table>
<thead>
<tr>
<th>YEAR</th>
<th>KAISER</th>
<th>UNITEDHEALTHCARE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023 (initial)</td>
<td>9.92%</td>
<td>10.5%</td>
</tr>
<tr>
<td>2022</td>
<td>(5%)</td>
<td>4.9%</td>
</tr>
<tr>
<td>2021</td>
<td>2.4%</td>
<td>1%</td>
</tr>
<tr>
<td>2020</td>
<td>13.1%</td>
<td>5%</td>
</tr>
<tr>
<td>2019</td>
<td>9.9%</td>
<td>(6.1%)</td>
</tr>
<tr>
<td>2018</td>
<td>(5%)</td>
<td>(0.5%)</td>
</tr>
</tbody>
</table>
## 2023 ACTIVE EMPLOYEE RENEWAL

### Overview – As Is Renewal:

<table>
<thead>
<tr>
<th>PLAN</th>
<th>CHANGE IN PREMIUM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical – UnitedHealthcare</td>
<td>10.5% increase</td>
</tr>
<tr>
<td>Medical – Kaiser Permanente</td>
<td>9.92% increase</td>
</tr>
<tr>
<td>Dental – Delta Dental of Colorado</td>
<td>7.7% decrease</td>
</tr>
<tr>
<td>Vision – EyeMed</td>
<td>8.6% decrease</td>
</tr>
<tr>
<td>Life/Disability – The Hartford</td>
<td>No change (rate guarantee)</td>
</tr>
</tbody>
</table>
ACTIVE EMPLOYEE - MEDICAL

Kaiser HMO – As Is Renewal
Employer increase from 2022 - $1,432,722

Employee increase (see below)

<table>
<thead>
<tr>
<th>Tier</th>
<th>Current Premium 3-tier</th>
<th>2023 Premiums 4-tier</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>EE Only</td>
<td>$90.42</td>
<td>$101.33</td>
<td>$10.91</td>
</tr>
<tr>
<td>EE + SP/PTNR</td>
<td>$260.09</td>
<td>$292.12</td>
<td>$32.03</td>
</tr>
<tr>
<td>EE + Child(ren)</td>
<td>$260.09</td>
<td>$269.25</td>
<td>$9.16</td>
</tr>
<tr>
<td>Family</td>
<td>$445.48</td>
<td>$455.11</td>
<td>$9.63</td>
</tr>
</tbody>
</table>
**ACTIVE EMPLOYEE - MEDICAL**

**UHC EPO – As Is Renewal**
Employer increase from 2022 - $1,568,025 (all UHC plans combined)

Employee increase (see below)

<table>
<thead>
<tr>
<th>Tier</th>
<th>Current Premium 3-Tier</th>
<th>2023 Premiums 4-Tier</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>EE Only</td>
<td>$94.62</td>
<td>$106.55</td>
<td>$11.93</td>
</tr>
<tr>
<td>EE + SP/PTNR</td>
<td>$273.39</td>
<td>$309.80</td>
<td>$36.41</td>
</tr>
<tr>
<td>EE + Child(ren)</td>
<td>$273.39</td>
<td>$284.97</td>
<td>$11.58</td>
</tr>
<tr>
<td>Family</td>
<td>$467.87</td>
<td>$461.13</td>
<td>($6.74)</td>
</tr>
</tbody>
</table>
UHC Doctors Plan – As Is Renewal
Employer increase from 2022 - $1,568,025 (all UHC plans combined)

Employee increase (see below)

<table>
<thead>
<tr>
<th>Tier</th>
<th>Current Premium 3-Tier</th>
<th>2023 Premiums 4-Tier</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>EE Only</td>
<td>$88.38</td>
<td>$99.54</td>
<td>$11.16</td>
</tr>
<tr>
<td>EE + SP/PTNR</td>
<td>$254.03</td>
<td>$287.10</td>
<td>$33.07</td>
</tr>
<tr>
<td>EE + Child(ren)</td>
<td>$254.03</td>
<td>$264.83</td>
<td>$10.80</td>
</tr>
<tr>
<td>Family</td>
<td>$427.19</td>
<td>$428.40</td>
<td>$1.21</td>
</tr>
</tbody>
</table>
ACTIVE EMPLOYEE - MEDICAL

UHC HDHP/HSA – As Is Renewal
Employer increase from 2022 - $1,568,025 (all UHC plans combined)

Employee increase (see below)

<table>
<thead>
<tr>
<th>Tier</th>
<th>Current Premium 3-Tier</th>
<th>2023 Premiums 4-Tier</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>EE Only</td>
<td>$74.45</td>
<td>$83.52</td>
<td>$9.07</td>
</tr>
<tr>
<td>EE + SP/PTNR</td>
<td>$214.49</td>
<td>$243.47</td>
<td>$28.98</td>
</tr>
<tr>
<td>EE + Child(ren)</td>
<td>$214.49</td>
<td>$222.72</td>
<td>$8.23</td>
</tr>
<tr>
<td>Family</td>
<td>$375.13</td>
<td>$353.97</td>
<td>($21.16)</td>
</tr>
</tbody>
</table>
Prescription Management Programs

Adding prescription management programs to our UHC medical plans ensure best practices in cost management.

Our prescription costs, especially specialty drugs, continue to increase at a high rate.
<table>
<thead>
<tr>
<th>Program</th>
<th>Estimated Annual Savings</th>
<th>Number of Impacted Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Necessity Prior Authorizations</td>
<td>$156,000</td>
<td>100</td>
</tr>
<tr>
<td>(on high-cost drugs that have lower cost alternatives)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supply Limits</td>
<td>$5,000</td>
<td>16</td>
</tr>
<tr>
<td>(to ensure no waste)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specialty Grace Fill Removal</td>
<td>$5,000</td>
<td>7</td>
</tr>
<tr>
<td>(must always use preferred pharmacy to fill)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Variable Copay Program</td>
<td>$63,000</td>
<td>39</td>
</tr>
<tr>
<td>(manufacturer’s coupons)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Delta Dental
The per employee/per month projected premium has gone down from $71.20 to $65.74 (savings of $126,000 total for the year).

We are recommending the following:

• EPO Plan – Keep premiums the same (employee and employer).
• Premier Plan – Increase annual max benefit by $500 (to $2,500) and slightly increase premiums. This benefit hasn’t been increased since 2011.
ACTIVE EMPLOYEE - VISION

EyeMed Vision
The per employee/per month total (employee and employer) projected premium has gone down from $11.09 to $10.14.

We are recommending the following:
• Keep both employee and employer premiums the same due to the savings amount being so small.
## 2023 RETIREE RENEWAL

### Overview – As Is Renewal:

<table>
<thead>
<tr>
<th>PLAN</th>
<th>CHANGE IN PREMIUM</th>
<th>NUMBER ENROLLED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Pre65 – UnitedHealthcare</td>
<td>3% decrease</td>
<td>22</td>
</tr>
<tr>
<td>Medical Pre65 – Kaiser HMO</td>
<td>13.63% increase (year 2/5 un-blending)</td>
<td>58</td>
</tr>
<tr>
<td>Medical Advantage – UnitedHealthcare PPO</td>
<td>2.5% increase</td>
<td>247</td>
</tr>
<tr>
<td>Medical Advantage – Kaiser HMO</td>
<td>1.3% increase</td>
<td>168</td>
</tr>
<tr>
<td>Dental – Delta Dental of Colorado</td>
<td>5% decrease</td>
<td>326</td>
</tr>
<tr>
<td>Vision – EyeMed</td>
<td>8.6% decrease</td>
<td>308</td>
</tr>
</tbody>
</table>
Pre65 Retiree Medical Plans
• No plan changes.

Kaiser Medicare Advantage - Enhancements for 2023
• Lower copay for urgent care and outpatient surgery, hearing aid credit, assistance with medical rides.

UHC Medicare Advantage - Enhancements for 2023
• Assistance with medical rides, delivered meals and in-home care.
Dental Plan - Delta Dental Premier

Moving to a self-funded model (like our active employee dental plans) will allow us to offer a higher level of coverage at a lower cost.

<table>
<thead>
<tr>
<th>Current</th>
<th>Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fully insured</td>
<td>Self insured</td>
</tr>
<tr>
<td>$2,000 annual max benefit</td>
<td>$2,500 annual max benefit</td>
</tr>
<tr>
<td>$75 annual deductible before</td>
<td>Remove deductible for cleanings/preventive</td>
</tr>
<tr>
<td>cleanings/preventive services</td>
<td>services</td>
</tr>
<tr>
<td>will be paid</td>
<td></td>
</tr>
</tbody>
</table>
Vision Plan - EyeMed

- Because the savings is so small, recommending to keep premiums the same.
## Summary of 2023 Employer Cost

<table>
<thead>
<tr>
<th>PLAN</th>
<th>2022 (current)</th>
<th>COUNTY MANAGER RECOMMENDATION</th>
<th>DIFFERENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical – Kaiser</td>
<td>$12,182,071</td>
<td>$13,614,793</td>
<td>$1,432,722</td>
</tr>
<tr>
<td>Medical – UHC</td>
<td>$12,453,156</td>
<td>$14,021,180</td>
<td>$1,568,024</td>
</tr>
<tr>
<td>Dental – Delta Dental</td>
<td>$453,624</td>
<td>$463,011</td>
<td>$9,387</td>
</tr>
<tr>
<td>Vision – EyeMed</td>
<td>$95,755</td>
<td>$95,743</td>
<td>($12)</td>
</tr>
<tr>
<td>Hartford – Life/Disability</td>
<td>$2,243,315</td>
<td>$2,243,315</td>
<td>$0</td>
</tr>
<tr>
<td><strong>TOTALS:</strong></td>
<td><strong>$27,427,921</strong></td>
<td><strong>$30,438,042</strong></td>
<td><strong>$3,010,121</strong></td>
</tr>
</tbody>
</table>
### 2023 RETIREE RENEWAL

**Summary of 2023 Employer Cost**

<table>
<thead>
<tr>
<th>PLAN</th>
<th>COUNTY MANAGER RECOMMENDATION – EMPLOYER CONTRIBUTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre65 Medical - Kaiser</td>
<td>$330,000</td>
</tr>
<tr>
<td>Pre65 Medical – UHC</td>
<td>$126,000</td>
</tr>
<tr>
<td>Medicare Advantage - Kaiser</td>
<td>$82,200</td>
</tr>
<tr>
<td>Medicare Advantage - UHC</td>
<td>$114,600</td>
</tr>
<tr>
<td><strong>TOTALS:</strong></td>
<td><strong>$652,800</strong></td>
</tr>
</tbody>
</table>
COUNTY MANAGER RECOMMENDATIONS

Active Employee Plans
- Add prescription management programs to all UHC plans.
- Increase the annual maximum benefit in the Premier dental plan from $2,000 per year to $2,500.
- To approve all health and welfare plans at the rates presented.

Retiree Plans
- Retiree Dental - Move to self-insured.
- Retiree Dental - Increase annual maximum benefit to $2,500/year
- Retiree Dental - Remove deductible for preventive/cleanings.
- To approve all retiree health plans at the rates presented.
THE END!
## STUDY SESSION ITEM SUMMARY

<table>
<thead>
<tr>
<th>DATE OF STUDY SESSION:</th>
<th>September 13, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUBJECT:</td>
<td>American Rescue Plan Act (ARPA) Funding Request from Colorado Coalition for the Homeless (CCH)</td>
</tr>
<tr>
<td>OFFICE/DEPARTMENT:</td>
<td>Community &amp; Economic Development, Community Safety &amp; Well Being</td>
</tr>
<tr>
<td>CONTACT:</td>
<td>Jenni Hall, CED Director; Matt Rivera, CSWB Director</td>
</tr>
<tr>
<td>FINANCIAL IMPACT:</td>
<td>$3.8 million from ARPA Tranche #2</td>
</tr>
<tr>
<td>SUPPORT/RESOURCES REQUEST:</td>
<td>None</td>
</tr>
<tr>
<td>DIRECTION NEEDED:</td>
<td>Authorization to provide a non-binding Memorandum of Understanding (MOU) to pledge funds for acquisition of a property under contract</td>
</tr>
<tr>
<td>RECOMMENDED ACTION:</td>
<td>Authorize staff to provide MOU to CCH pledging financial support for the proposed project.</td>
</tr>
</tbody>
</table>

### DISCUSSION POINTS:

- Consistent with the MOU among the County and local jurisdictions to support regional homelessness prevention efforts, this request to pledge financial support is being presented to the Board for consideration of the use of ARPA funds.
- A subsequent conversation about the larger strategy for the second tranche of ARPA funds will be scheduled in October; however, this is a time-sensitive real estate matter.
- Colorado Coalition for the Homeless (CCH) is under contract to purchase the Clarion Hotel located at 200 W. 48th Avenue for the purpose of serving critical and immediate needs of people experiencing homelessness in Adams County and the greater Denver Metro region.
- Once acquired, the hotel would be converted to provide both housing solutions and supportive services to the community, including 108 permanent supportive housing (PSH) units and 107 transitional and bridge supportive housing units.
- CCH proposes to leverage funds from Denver’s Department of Housing Stability (HOST) - $10,750,000; Colorado Division of Housing (DOH) - $8,059,500; and Adams County - $3,800,000; the project has also received $4,000,000 in Congressionally Designated Funding through Representative Diana DeGette’s office.
- CCH is under contract to purchase the property for $21 million and expects additional costs to repair and convert the property for a total estimated development cost of $28 million.
- The Purchase and Sale Agreement (PSA) allows CCH to close by the end of 2022; CCH requires funding commitment letters to close and meet the conditions of the PSA.
• CCH would need Adams County contract documents in early 2023 and the funding released soon after to satisfy financing commitments and repayment terms. This allows sufficient time for the County to develop reasonable and appropriate contract terms and provisions for how Adams County’s population will be served.