

BOARD OF COUNTY COMMISSIONERS
CLINTON COUNTY, OHIO

January 4, 2017

With no prior discussion on this date, the following action was taken:

**IN THE MATTER
REFUSE LIQUOR
LICENSE HEARING**

**RESOLUTION #16-1172
BY: Woods and Haley**

Mrs. Woods moved the adoption of the following Resolution:

BE IT RESOLVED, by this Board of County Commissioners to hereby refuse the following offer to hold a liquor license hearing from the Ohio Division of Liquor Control for Columbus Hospitality LLC DBA: Roberts Arena in Adams Township:

NOTICE TO LEGISLATIVE AUTHORITY		TO		OHIO DIVISION OF LIQUOR CONTROL 6606 TUSSEY ROAD, P.O. BOX 4805 REYNOLDSBURG, OHIO 43068-0805 (614)644-2420 FAX(614)644-5148	
16533800045	N	COLUMBUS HOSPITALITY LLC DBA ROBERTS ARENA 4095 SR730 ADAMS TWP WILMINGTON OH 45177			
10 09 2014					
D3					
14 904 A	A63890	FROM 12/16/2016			
PERMIT NUMBER		TYPE			
ISSUE DATE					
FILING DATE					
PERMIT CLASSES					
TAX DISTRICT		RECEIPT NO.			

CLINTON COUNTY COMMISSIONERS
RECEIVED
JAN 12 2017
9 P 12:40



MAILED 12/16/2016 RESPONSES MUST BE POSTMARKED NO LATER THAN 01/17/2017
IMPORTANT NOTICE
PLEASE COMPLETE AND RETURN THIS FORM TO THE DIVISION OF LIQUOR CONTROL
WHETHER OR NOT THERE IS A REQUEST FOR A HEARING. **A N 1653380-0045**
REFER TO THIS NUMBER IN ALL INQUIRIES. (TRANSACTION & NUMBER)

(MUST MARK ONE OF THE FOLLOWING)

WE REQUEST A HEARING ON THE ADVISABILITY OF ISSUING THE PERMIT AND REQUEST THAT THE HEARING BE HELD IN OUR COUNTY SEAT. IN COLUMBUS.

WE DO NOT REQUEST A HEARING.
DID YOU MARK A BOX? IF NOT, THIS WILL BE CONSIDERED A LATE RESPONSE.

PLEASE SIGN BELOW AND MARK THE APPROPRIATE BOX INDICATING YOUR TITLE:

Diana L. Steed 1-4-2017
(Signature) (Title) - Clerk of County Commissioner (Date)
 Clerk of City Council
 Township Fiscal Officer

**CLERK OF COUNTY COMMISSIONERS
CLINTON COUNTY COURTHOUSE
46 S SOUTH ST
WILMINGTON OHIO 45177**

Mr. Haley seconded the Resolution and roll call resulted as follows:

Mr. Steed: NP Mr. Haley: YEA Mrs. Woods: YEA

RESOLUTION #16-1172 ADOPTED as of January 4, 2017

BOARD OF COUNTY COMMISSIONERS
CLINTON COUNTY, OHIO

January 4, 2017

With no prior discussion on this date, the following action was taken:

IN THE MATTER
EXECUTE AGREEMENT
WITH CEBCO

RESOLUTION #16-1173

BY: Woods and Haley

Mrs. Woods moved the adoption of the following Resolution:

BE IT RESOLVED, by this Board of County Commissioners to hereby execute the following agreement with CEBCO for the 2017 Wellness Grant:

2017 CEBCO Wellness Grant Agreement

Grantor: County Employee Benefits Consortium of Ohio (CEBCO)

Grantee: Clinton

Grant Funding Amounts

Administrative Funds: \$4,000

Program Funds: \$6,960

County Wellness Contact (CWC)

CEBCO asks for the cooperation of each county in designating one employee to act as a point of contact for the wellness grant and program, known as the County Wellness Contact (CWC). While others including wellness committee members, non-county employees and/or brokers may be involved with the oversight of the county wellness program, the designated contact must be an employee of the county. This individual will work directly with CEBCO and will be the primary source of information to the employees and members in the county they represent.

The CWC's role is designed to be the liaison between CEBCO and the county employees and spouses eligible for the wellness program. The CWC plays a significant role in determining programming, identifying existing and local resources, communicating initiatives, motivating others, working with department heads to gain and maintain support, tracking data and information, all while demonstrating a genuine interest in health and wellness. Finally, this individual is responsible for attending CEBCO wellness meetings when they are scheduled.

If the CWC position should become vacant, please notify CEBCO immediately. If there is an interim contact that can be used while the position is getting filled, please inform CEBCO. It is important that this position be filled as soon as reasonably possible.

Administrative and Program Funds

Administrative funds are used toward the salary of the individual who oversees the grant and executes the employee wellness program, the County Wellness Contact (CWC). Each member county will receive a flat \$4,000 per grant year in administrative funds.

Program funds must be used for wellness-related events, activities, and initiatives provided to CEBCO enrolled employees and spouses. We acknowledge that some programs, such as educational sessions may inadvertently reach beyond CEBCO-covered members and impact individuals not our medical plan. The intent, however, is to focus on positively impacting the lives of members on our medical plan.

These funds may also be used to cover any wellness training or meeting-related expenses for the CWC position. Program grant funding available to each county will be determined on a per employee, per year (PEPY) basis. A census of the eligible employees from the last quarter of the year will be used for this calculation.

CEBCO will provide half of the program funds in addition to the administrative funds at the start of the calendar year, following a fully executed grant agreement. The remaining half of the program funds will

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be provided on a reimbursable basis. The first half of the program funds provided to the county must be expended and a financial form must be submitted documenting those expenses, before the county may request any portion of the second half.

The county has the option to use the administrative funds as program funds. If the county chooses to use the administrative funds toward salary, as it is intended, the county is not required to report the expense; however, if the county uses any portion of the administrative funds for programming, documentation must be submitted to CEBCO verifying how the funds were used.

Additionally, it is up to the discretion of each participating county whether the program funds will be used to supplement the salary of the CWC position. CEBCO asks that the total wages be limited to no more than twenty percent (20%) of the annual amount allotted for program funds. This twenty percent of program funds may be used in addition to the administrative funds.

The administrative funds plus half of the program funds for the grant year will be provided in one check made out to the County Commissioners. The check will be mailed directly to the Commissioner's office at the start of each calendar year. The grant cycle runs January to December, annually. Unused funds do not roll over from year to year.

Documenting Use of Program Funds

The Wellness Grant Financial Form will need to be submitted along with documentation verifying each expense purchased with program funds. Acceptable documents include receipts, copies of checks, and invoices. Once documentation is submitted to CEBCO, reimbursement, if needed, will be sent directly to the County Commissioners' Office within 60 days. Checks are typically sent once at the beginning of each month. A county may submit a Wellness Grant Financial Form multiple times per year or once at the end of the calendar year. The deadline to submit documentation for the 2017 grant is Friday, December 8, 2017. Please note that CEBCO is unable to directly pay any vendor or private company and all checks will be made payable to the County Commissioners.

Mandatory Uses of Program Funds

Each county must offer each of the following during 2017:

1. A minimum of one onsite health screening event, giving eligible participants of the CEBCO/StayWell program an opportunity to earn their health screening credit. The onsite screening event may be administered by StayWell's vendor, Summit Health or the county may choose to work with a different medical vendor that must agree to send in all individual screening results to StayWell. The onsite health screening must be offered prior to September 29, 2017, when the program year ends.
 - o NOTE: If the county offered an onsite screening event in the fall of 2016, this requirement becomes optional.
 - o IMPORTANT NOTICE: If a county should cancel their participation agreement as a member with CEBCO effective January 1, 2018, yet schedule and/or offer onsite screening events after September 30, 2017, the county will be responsible for any costs associated with the events.
2. A minimum of two onsite educational sessions provided for employees and spouses eligible for the CEBCO/StayWell program. The educational sessions must be a minimum of 30 minutes each with a focus on any health or wellness topic.

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3. Host a minimum of one onsite community lifestyle program OR promote a minimum of one offsite community lifestyle management program. A community lifestyle management program must focus on any one or combination of the following: diet, exercise, stress, sleep, or tobacco use. The program must be at least three (3) thirty (30) minute sessions (a continued series) and may be provided in a group or one on one setting. Examples include diabetes management, Weight Watchers, tobacco cessation, nutrition classes, or any other program that addresses one or more health conditions.
4. Host a minimum of one county/community event AND/OR promote a minimum of one county/community event. Community events include any organized walk, run, or bike event and sports league participation. Examples of county events include but are not limited to employee health challenges, walking events, fitness classes, farmer's market event, and employee health fairs.

At the end of the calendar year CEBCO will request documentation that each of these four mandatory requirements were met between January 1, 2017 and December 31, 2017.

Optional Uses of Program Funds

The county may choose from the list provided in Appendix 1 (pages 4 & 5) for any other uses of program funds. If the county would like to spend funds in any manner not listed in the appendix, please contact a CEBCO Wellness Coordinator for written approval.

Restricted Uses of Program Funds

The following are uses that do not meet the goals of the grant and therefore are not allowable expenses:

- Giveaways that do not support individual wellness (this includes gift cards to fast food, restaurants, or any other food-related purchase EXCEPT for purchasing healthy options such as produce).
- Sponsoring individuals for marathons or specific events that not all members are able to do.
- Alcohol or drug testing (this includes tobacco testing).
- Any insurance covered benefits (i.e. flu shots, biometric screenings, doctor's visits, etc.).
- Purchases that address safety to include, but not limited to CPR classes and AED equipment unless otherwise approved by CEBCO.

Authorized Signatures

County Employee Benefits Consortium of Ohio

County Commissioner or Designee

Signature: _____

Signature: John Haley

Printed Name: _____

Printed Name: John Haley

Date: _____

Date: 1-4-17

Both parties, upon signatures above, agree to the terms outlined within this grant agreement and acknowledge an understanding of the appendices provided on the subsequent pages.

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APPENDIX 1: EVIDENCE-BASED WELLNESS PRACTICES & OTHER APPROPRIATE USES OF FUNDS

1. Promote stair-well use through signage in all buildings that have stairs. Purchase stands or wall frames for these signs. If there are stairwells that have closed doors, prop the doors open so that people see them if not prohibited by fire code. Any necessary stairwell improvements in relation to a promotional campaign are allowable.
2. Offer onsite fitness classes. You may need to offer several in different locations to accommodate everyone. These can be offered during the lunch hour, before work, or after work. A portion or all of the cost for the class can be paid for with the CEBCO grant. Purchasing supplies needed for a class such as yoga mats, stretch bands, pedometers, fitness videos, etc. is allowable.
3. Determine if there is any adequate space for fitness equipment in department buildings. If so, the county may purchase fitness equipment and make improvements to this area for employees to utilize.
4. Offer a reward for attending fitness centers – for example, a reimbursement or cash reward for attending a certain number of times per month (minimum of 12 times = 3 visits per week). Most fitness centers will do an attendance printout for the employee; if not, this can be self-reported. Also, find out if any local fitness centers will bill the county for a portion of the employee membership or cost to take fitness classes at their facility.
5. Print and post indoor and outdoor walking maps in departments. GIS or the county mapping department should be able to provide outdoor maps for each department showing 1 and 2 mile walking routes.
6. Purchase outdoor bike rack(s) for any building or county grounds that are considered pedestrian friendly.
7. Provide cold unflavored drinking water at no charge to the employees. For example, a 5-gallon water cooler can replace the vending machines or supplement them. Employees are more likely to drink water when it is readily available to them.
8. Work with any existing vending companies to ensure that all snacks available for purchase are 200 calories or less per serving and less than 30% are fat calories. You can also consider doing away with vending completely or going with refrigerated vending where yogurt, sandwiches, and fruit can be offered.
9. Offer group cooking classes/demos or make a Registered Dietician or Health Coach available for employees to have a one-on-one consultation. This can be onsite or offsite at a convenient location, such as a local hospital. Many grocery stores offer free nutrition/education tours with a dietician.
10. Partner with a local farmers market– ask about discounts, coupons, or other incentives to get county employees to purchase fresh foods. The county may purchase gift certificates for employee use at the market. Find out if they would be willing to offer the market during a week day and in a location where employees have access to it during their lunch breaks or after work.
11. Implement a 100% smoke-free environment by removing all designated smoking areas, creating a written policy, and posting appropriate signage. A sample policy can be requested from CEBCO.
12. Partner with a local hospital or OSU Extension office to offer classes that focus on healthy eating, finances, stress, tobacco use, exercise, weight management, etc.
13. Purchase a wellness bulletin board for each department to display and promote any wellness related information. Consider other means of communication, such as posting flyers in bathroom stalls, using the employee intranet or social media.

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BOARD OF COUNTY COMMISSIONERS

CLINTON COUNTY, OHIO

January 4, 2017

14. Purchase kitchen equipment that encourages employees to pack their lunch daily and eat healthier.
15. Allow employees to maintain a vegetable garden, either on county grounds or using containers; may purchase the supplies and equipment to provide this.
16. Organize physical fitness events, such as softball or basketball tournaments or annual walks.
17. Encourage employees to stand more throughout the work day. This might include offering a working treadmill station placed in a central location and/or providing the appropriate office equipment to allow employees to stand at their desk.
18. Provide ways for employees to destress throughout the workday. This might include bringing in a massage therapist to conduct 10-15 minute massages on a weekly or monthly basis, offering a relaxation/meditation room for employees to use during their breaks and lunches, offering classes on relaxation techniques, etc.
19. Costs to cover the wellness contact's (and wellness committee members) attendance at wellness related training events, such as conferences, seminars and meetings.
20. Costs for employee wellness incentives, such as, gift cards, healthy food items, pedometers, healthy cook books, salad shakers, water bottles, and other personal wellness giveaways. Please note that any incentives given to employees must be wellness related and/or promote healthy behaviors.
21. Promote CEBCO wellness programs and services regularly. This includes the activities within the CEBCO/StayWell program, Quit Line, and our disease management programs through Anthem. Communication materials are available on the CEBCO website or upon request.

NOTE: Participation in any onsite fitness events or classes and/or use of onsite fitness equipment should require every participant to complete a liability waiver approved by the County Prosecutor.

APPENDIX 2: CEBCO/StayWell Incentive Program

Program & Incentive Design

The CEBCO/StayWell program is a monetary incentive-based program that runs October to September, annually. Each member county in conjunction with CEBCO will make a decision as to which program tier will be offered to eligible participants, each year. There are three tiers with regard to program design. Tier 1 is the base tier and it requires the least completion of wellness activities at the participant level; each subsequent tier requires a little more activity completions in order to earn the monetary incentive. Participants who complete the program will earn the specified monetary incentive amount below. CEBCO will pay the total incentive earned in one lump sum to the County Commissioners Office at the end of each calendar year. Each county is responsible for distributing the below incentive amount to each employee or spouse who completed the program. The county may increase the incentive amount, but may not reduce it.

- Tier 1 = \$100 annually; Tier 2 = \$150 annually; Tier 3 = \$200 annually

CEBCO will provide a separate document annually to include the detailed activities and design of each program tier. The tier election will be made by each member county at the end of each program year for the upcoming program year. For new counties, the program tier election must be made at least 30 days prior to their effective date with CEBCO, as long as their effective date is prior to June 1.

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Regulations on Annual Incentives

Annual employee wellness incentives may not exceed 30% of the total cost of the lowest single plan coverage for the year. For example, if there is only one plan available for single plan coverage, the calculation is 30% of the total cost for that plan for the year. If there is more than one single plan offered, the plan that costs the least will be used to calculate the 30% max on the annual incentive. If an employee has a spouse covered on their plan that is eligible for wellness, the employee is eligible to earn an additional 30%. These regulations stem from the United States Department of Labor (DOL) and Equal Opportunity Employment Commission (EEOC). Please be sure to review these regulations.

Program Eligibility

All employees and spouses on the CEBCO medical plan are eligible for this incentive program. The program is optional at the participant level, but required to be offered to employees and spouses at the county (employer) level. The employee and spouse may complete the program separate of each other, meaning that an employee may complete it and not their spouse or vice versa. Incentives are paid to the employee, per eligible participant that completes the program.

New counties that are effective on the CEBCO medical plan on or after June 1 of any calendar year will be offered this program the following program year (always begins in October). This is due to the fact that we want to ensure that each eligible participant has adequate time to complete the program.

Incentives & Elective Officials

Per Ohio Revised Code, any elected official that is not beginning a new term during the current program year will not be eligible for the monetary incentive even if they complete the program. Elected officials also cannot receive an increase in an incentive they've been receiving if they are in term; an increase can only occur at the start of a new term. Any elected official impacted by this may complete the program, but is not able to earn the incentive for completing it. It is ultimately the county's responsibility to properly administer incentives to elected officials, based on the ORC. CEBCO will distribute incentives to elected officials as directed by the county and we encourage all elective officials to participate, as they are eligible to complete program regardless of whether or not they may earn the incentive.

APPENDIX 3: WELLNESS INCENTIVE TAX IMPLICATIONS

The chart below provides some examples of employee wellness incentives, their tax treatment, and the appropriate legal sources. The list is not comprehensive. Please realize there may be unique circumstances that general guidelines cannot address. We strongly urge you as the Plan Sponsor to consult your own legal counsel and/or tax advisor regarding your specific situation.

EXAMPLES OF EMPLOYEE WELLNESS INCENTIVES	TAXABLE?	SOURCE
Cash, checks & gift cards	YES	IRC Section 61
De minimis awards (excluding cash, checks or gift cards)	NO	Treasury Regulation Section 1.132-6
Door prizes that are not de minimis such as iPads, large fitness equipment, etc.	YES	Treasury Regulation IRC Section 61
Wellness-related classes or	NO	IRC Section 132 and Treasury Regulation Section

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Instruction at the worksite that are not made available to the general public		1.132-1(e)(1) and (2)
Classes or memberships taught anywhere other than the worksite, including reimbursement for a gym membership	YES	IRC Section 61
The employee receiving a service that constitutes "medical care" such as biometric screenings, Health Risk Assessments and wellness coaching via telephone or internet	NO	IRC Sections 104, 105 and 106
Savings imparted to the employee in the form of a reduced health premium, given as a reward for completion of a wellness program	NO	IRC Sections 104, 105 and 106
Savings imparted to the employee in the form of a contribution to a Health Savings Account (HSA), given as a reward for completion of a wellness program	NO	Pub 969 – Contribution allowed only if HSA is in a cafeteria plan, due to comparability rules.
Savings imparted to the employee in the form of a contribution to a Voluntary Employees Beneficiary Association Plan (VEBA) account, given as a reward for completion of a wellness program	NO	IRC 106 IRC 505(b)(3) and other applicable nondiscrimination rules
Savings imparted to the employee in the form of a contribution to a Flexible Spending Account (FSA), given as a reward for completion of a wellness program	NO	IRC Section 105 IRC Section 125
Savings imparted to the employee in the form of a contribution to a Health Reimbursement Arrangement (HRA), given as a reward for completion of a wellness program	NO	IRC Section 105 and 106 Standard non-discrimination rules apply

Date Revised: 10-27-16

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Mr. Haley seconded the Resolution and roll call resulted as follows:

Mr. Steed: NP

Mr. Haley: YEA

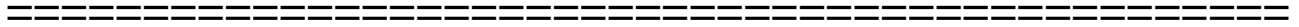
Mrs. Woods: YEA

RESOLUTION #16-1173

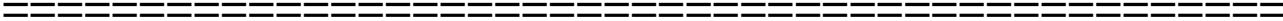
ADOPTED

as of January 4, 2017

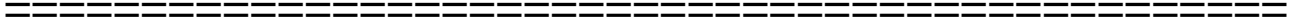
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