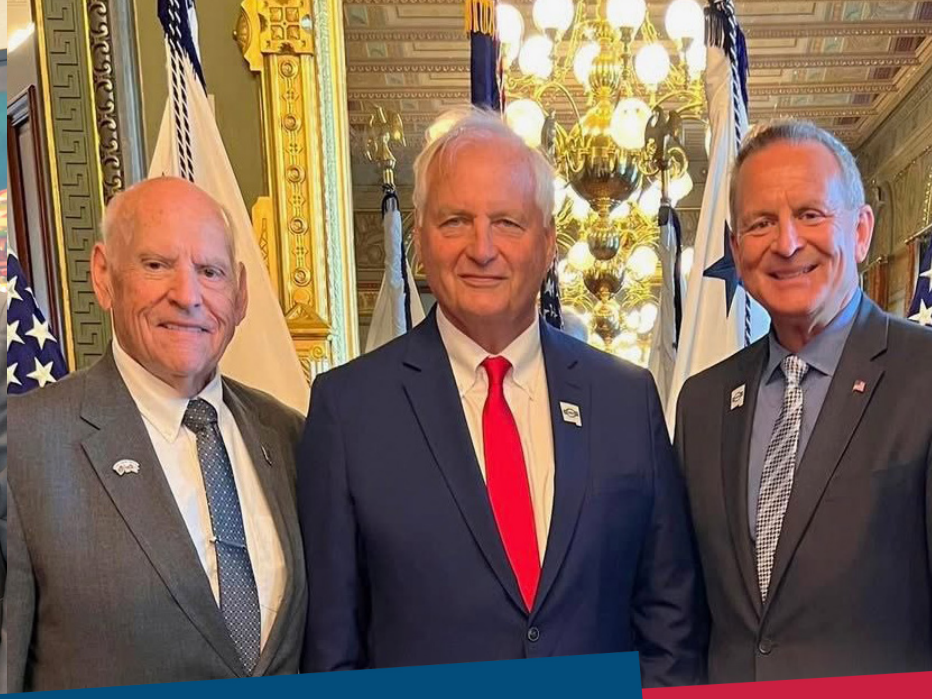




CCAO

MEMBERSHIP GUIDE





Welcome to the County Commissioners Association of Ohio. As county leaders, we share a deep commitment to serving our communities and strengthening the essential services Ohioans rely on every day. Whether you are a commissioner, council member, or executive, your work plays a vital role in building safe communities, supporting economic opportunity, and improving quality of life across our state. At CCAO, we are proud to supprt you through strong advocacy, education, and collaboration – and to help tell the important stories of county government. Together, we are building stronger counties and a stronger Ohio.



Denise Driehaus
Hamilton County Commissioner
CCAO President

Welcome to CCAO

Welcome New CCAO Member!

Congratulations on taking the bold step of serving your county in public office! It is my privilege to welcome you to the County Commissioners Association of Ohio (CCAO).

As a member-driven organization of your peers from all 88 counties along with talented association staff, we are here to help you succeed with a host of educational resources and training; advocacy with state leaders on policy decisions affecting county government; and service programs specifically tailored to meet the needs of counties.

CCAO's mission is to support YOU in your leadership role and to unite you and your colleagues in one organization with the shared vision of building stronger counties.

CCAO has had much success over the years and is highly respected today because we bring together county commissioners, county executives and county council members, as well as county professional staff, each with an array of expertise and experiences. Together, this group constitutes a powerful force for implementing positive change for county government and the citizens it serves.

As you join the ranks of dedicated public leaders, we at CCAO look forward to supporting YOU as you learn more about the complexities of county government, face various challenges ahead and chart a positive course for your county into the future.

Best wishes for much success!



Cheryl Subler
CCAO Executive Director

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CCAO

County Commissioners Association of Ohio

WHO WE ARE: UNDERSTANDING CCAO

CCAO is here to support our members in a host of ways, such as:

- Legislative advocacy
- Education and training opportunities
- Technical assistance and research
- Promoting the importance of county government
- Quality service programs that save counties money

Every aspect of our association is driven by member engagement. The direction and priorities are established by our leadership team, which consists of our Board of Directors and Executive Committee.



Our Executive Committee consists of the five CCAO officers: (president, 1st vice president, 2nd vice president, secretary and treasurer) as well as two appointed members. The officers are elected at each annual winter conference.

Our board of directors consists of up to 35 members, most of whom are elected, while some are appointed by the president.

Eight members of the board are elected to two-year terms in each even-numbered year, and seven more members are elected in each odd-numbered year. Nine members of the board are appointed by the president each year for a one-year term.

Additional members of the board are the CCAO immediate past president and, if they elect to serve, the five most recent past presidents who currently hold the office of county commissioner, county executive or county council member.

CCAO is partially financed through membership dues paid by counties. Dues are established by the CCAO Board of Directors. Dues are an expense that may be legally paid from the county general fund (R.C. 325.21).

All commissioners, county executives and council members are automatically members of one of the five district associations.

- NW Ohio Commissioners & Engineers Association
- NE Ohio Commissioners & Engineers Association
- SW Ohio Commissioners & Engineers Association
- SE Ohio Commissioners & Engineers Association
- Central Ohio Commissioners & Engineers Association

"Our county's membership in CCAO has and continues to pay dividends. The CCAO Legislative and Policy Team combine to give the counties of Ohio a strong voice at the legislative and executive levels of state government. The 88 counties of Ohio, as an association, are so much stronger together than we ever could be individually.

I often say your best friends, as a commissioner, are the commissioners in the many other counties and their staffs who are always willing to offer feedback, suggestions and ideas in solving problems and making good things happen."

Tim Bubb
A CCAO Past President and Licking County Commissioner

CCAO

STATE ADVOCACY

Stronger Counties. Stronger Ohio.

Ohio's 88 counties serve as the arm of state government charged with providing vital services on the state's behalf. Counties are given this specific responsibility but limited authority by the Ohio Revised Code.

These state-mandated services include important functions such as elections, justice and public safety, infrastructure and human services. County commissioners, executives and council members provide funding and establish a budget for their operations and all the other county elected officials, including the court system, making them the nexus of all of county government and the services it provides.

As such, counties are heavily impacted by the Ohio General Assembly and Administration's actions, and it is essential that we continue to prioritize the state-county partnership.

CCAO works to continually strengthen the partnership by providing legislative advocacy on behalf of our members as well as updating our members about legislation and rules impacting county government. In addition to direct advocacy, CCAO works to generate awareness among state leaders about why counties matter and how they operate.

CCAO publishes a Candidates Briefing Guide for legislative candidates and state officials, which includes valuable information about how county revenue streams have evolved and the importance of a strong state-county partnership.

You can find this document on our website under the **News & Publications** tab.

Finally, CCAO works within the legal system to stand up for the interests of its members. CCAO often files amicus (Friend of the Court) briefs in lawsuits where legal precedent is likely to be established that could affect the future administration of county government.

POLICY DEVELOPMENT FOR STATE ADVOCACY

CCAO develops the association's Legislative Priorities and Platform for each biennial session of the Ohio General Assembly. This process begins with a survey to all members. These surveys are reviewed by the standing committees, who make recommendations based upon their subject areas for the CCAO board of directors to consider.

The CCAO board then submits the platform and priority recommendations to be approved by the full membership at the CCAO Winter Conference.

To view the current Legislative Program, click the Legislative Platform link under the Advocacy tab on our website. A copy is mailed to our members in January of every odd-number year.

Policy Team Contacts:
Adam Schwiebert, Managing Director of Policy
(614) 220-7981 | aschwiebert@ccao.org
Coordinates CCAO policy team and advocacy Liaison: Jobs, Economic Development, Infrastructure Committee.

Nick Ciolli, Research Analyst
(614) 220-7982 | nciolli@ccao.org
Liaison: Taxation & Finance Committee

Kenton Dresbach, Policy Analyst
(740) 601-8334 | kdresbach@ccao.org
Liaison: Agriculture & Rural Affairs Committee and Water Quality Task Force

Rachel Reedy, Outreach & Member Engagement Manager
(614) 220-7996 | rreedy@ccao.org
Liaison: Human Services Committee and General Government & Operations Committee

Cheryl Subler, Executive Director
(614) 746-8507 | csubler@ccao.org
Liaison: Metropolitan & Regional Affairs

FEDERAL ADVOCACY AND NACo PARTICIPATION

Our nation's counties stand together to leverage

CCAO Policy Team



Adam Schwiebert
Managing Director of Policy



Nick Ciolli
Research Analyst



Kenton Dresbach
Policy Analyst



Rachel Reedy
Outreach & Member Engagement Manager



Cheryl Subler
Executive Director

our collective strengths to meet future challenges. CCAO allies with the National Association of Counties (NACo) to address important county issues pending in the U.S. Congress and executive agencies. CCAO has a long history of NACo engagement.

Sixty-one Ohio counties are members, 4 Ohio commissioners serve on their board and various members serve on NACo standing committees. NACo also holds a legislative conference early spring in Washington DC and an annual conference in July that offer county officials the chance to learn about innovative county programs and discuss issues impacting counties across the country.

NACo also offers important educational opportunities for members along with important research and resource materials. To learn more about what NACo has to offer, visit **www.naco.org**.

PUBLICATIONS & RESOURCES

Our publications provide relevant information to commissioners, county executives, county council members, staff and other county officials and include the following:

CCAO Roster - Our annual CCAO Roster of members is an excellent photo directory of county commissioners, county executives and council members. It also identifies all other county elected officials and contains other pertinent county information, helpful legislative maps and contacts.

This is CCAO's most popular publication, and it helps connect county officials, state officials, the media and vendor partners with our members.

County Commissioners Handbook - The Handbook



is a comprehensive reference source for county commissioners, county executives and council members. To access the Handbook, click on the "Commissioners Handbook" link on the front page of our website. This extensive overview of county government is second in popularity only to the CCAO Roster.

Counties Current - This weekly electronic publication contains pertinent information tailored to county government interests, ranging from federal activities, training opportunities, available grants, and much more. It also contains links to timely news articles about counties around the state. The publication is emailed Monday mornings.

Statehouse Report - This weekly electronic report keeps our members and affiliates apprised of legislative activities at the Ohio Statehouse that could impact county government. It is an essential publication for county advocacy. The Report is emailed Fridays.

Action Alerts - The CCAO Policy Team sends "action alerts" via email for time sensitive legislative matters that need immediate attention.

County Leader – CCAO's e-magazine, provides an in-depth look at the news, programs and policies affecting Ohio's 88 counties. The e-magazine also showcases our members, offers best county practices as well as ways to enhance the state-county partnership practices and shares the offerings of the association



County Advisory Bulletins (CAB) - The online advisory bulletins provide explanations on topics of specific concern to counties and recently enacted state legislation.

County Data Exchange Bulletins (CDE) - Issued online, county data exchange bulletins provide a county-by-county analysis of issues of importance to counties, from an overview of governance of various agencies within the counties, to taxation and finance issues and options, to general historical information.

EDUCATIONAL OPPORTUNITIES

CCAO is committed to providing learning opportunities for all members in an array of venues, such as:

Annual Conference - CCAO hosts an annual Winter Conference in conjunction with the County Engineers Association of Ohio (CEAO) in Columbus in early December. The three-day event includes opportunities to network with your peers, hear keynote speaker presentations, attend breakouts filled with timely and valuable information as well as enjoy social events that facilitate relationship building.

Webinars - On the second Wednesday of every month, CCAO hosts a webinar on a topic of interest to counties. These programs are free to members and are generally one-hour in duration.

Regional Meetings - CCAO schedules regional meetings as needed to keep members informed of new developments in Ohio law that affect the operation of county government. CCAO presents such regional meetings either on our own or in partnership with law firms, NACo, OSU Extension or other associations.

Consultations & Information Requests - CCAO provides on-site visits to member counties along with written, phone and e-mail consultation for members and county staff who need assistance upon request. Members and county staff are urged to contact CCAO whenever a question or need for information about any aspect of county government arises.

AFFILIATES

CCAO knows that county officials rely upon their well-informed county staff, and CCAO works to support these individuals through affiliate memberships. As an affiliate, they receive our weekly publications, space at our Winter Conference, access to the CCAO Policy Team, meeting space at the CCAO office and other services. The following organizations have been approved by the CCAO board of directors:

- County Administrators Association

- County Commissioners Clerks & Engineers Administrative Professionals Association
- Ohio County Dog Wardens Association
- Family & Children First Coordinators Association
- Ohio County Home Association
- County Loss Control Coordinators Association
- County Planning Directors Association
- County Sanitary Engineers Association of Ohio
- Organization of Solid Waste Districts of Ohio

IMPORTANT WAYS TO STAY CONNECTED

Online

With the many hats a commissioner, county executive or council member wears comes a variety of important information that affects elected officials and the counties they serve.



Visit ccao.org for a one-stop location for news, grants and funding opportunities as well as policy updates that impact your county.

CCAO also has a social media platform to provide the latest information affecting county government, including policy updates, service programs' offerings and organization news, as well as stories about what's happening in Ohio's counties.

Follow CCAO on X at "OHCounties" and "County Commissioners Association of Ohio" on Facebook and LinkedIn to get breaking news and share what's happening in your county.

Call Us!

If you ever have any questions or concerns, please do not hesitate to contact us at (614) 221-5627.

We will put you in contact with the best person to get you answers and provide assistance in any way we can.

Visit Us!

Any time you are in Columbus and have questions about policy, county news or just want to visit, please stop by our office at:

209 East State Street
Columbus, Ohio 43215.

Free parking is available at our building.
The entrance to the lot is off State Street, just east of the building, through the iron gate.

ADDITIONAL WAYS TO GET INVOLVED!

Let CCAO know how you would like to get involved with the association and help steer the organization's success into the future. Options to consider include:

Request to serve on a Standing Committee to help develop policy positions

Every January, CCAO invites members to serve on CCAO's nine Standing Committees and special committees. Members complete and return a form and then are notified which committee(s) they will serve.

CCAO

Consider leadership opportunities on the Governing Board

Every September, CCAO sends a mailing to all members detailing the process to become a member and serve on the CCAO Board of Directors. Board members are elected by the General Membership in December during our Annual Business Meeting. The incoming CCAO president also nominates nine additional presidential appointments to serve on the CCAO Board.

Request to serve on an Enterprise Service board

A cornerstone of CCAO is innovation and harnessing the power of all 88 counties to make each county stronger. Saving money while improving quality is also an important part of the CCAO tradition. The CCAO board of directors at different points in our history have identified a county need and charged CCAO to create enterprise service programs to meet that need.

Today, CCAO spearheads several distinct and respected service entities created by counties for counties. There are several opportunities for members to help strengthen our enterprise service programs including:

County Risk-Sharing Authority (CORSA), a property and liability risk sharing pool, was established when traditional liability insurance for counties was either unavailable or unaffordable. It is governed by and for counties to meet counties' unique needs.

CCAO also operates the County Employee Benefit Consortium of Ohio (CEBCO), CCAO's health care division, to assist counties with obtaining employee health benefits. The member-owned, self-insured purchasing pool offers members stable and competitive costs, financial strength and a wide variety of wellness and health management services.

CCAO formed the Service Corporation to sponsor and develop services designed to benefit county governments by saving costs, helping to better serve your constituents, and supporting your county employees.

CCAO offers three major programs - a deferred compensation program for county employees, workers' compensation group rating programs, and energy and natural gas supply programs for county facilities and government aggregation programs – and each of these three programs are advised by a committee comprised of commissioners and/or their designees.

The Service Corporation also has several other endorsed partnerships with vendors who are exclusively recommended to our members. Service Corporation activities are overseen by the CCAO Board of Directors.

More detailed information regarding the Service Corporation programs can be found in a separate section of this book.



CORSA

County Risk Sharing Authority

WHO WE ARE: UNDERSTANDING CORSA

County Risk Sharing Authority (CORSA) is a member-owned property and liability risk sharing pool created by counties, for counties. When commercial insurance became difficult and costly for counties to obtain, Ohio counties came together to create a stable, long-term solution. Today, CORSA provides comprehensive coverage, risk management resources, claims administration, and member-focused service designed specifically for county government.

Why Counties Choose CORSA

County Owned
Owned, governed, and led by Ohio counties.

Stable Costs
Long-term financial stability and competitive contribution rates.

Specialized Coverage
Coverage solutions specifically designed for county government operations.

Dedicated Claims Experts
Claims handled by professionals who understand county government.

Comprehensive Risk Management
Training, consulting, grants, surveys, and resources provided at no additional cost.

Local Service
Support provided through approved independent agents and experienced CORSA staff.

Our Mission

To provide Ohio counties with comprehensive property and liability coverage and exceptional risk management services at a stable and competitive cost by:

- Maintaining the highest standards of ethics, accountability, and transparency.
- Delivering coverage tailored to the unique challenges of county government.
- Providing financial strength and long-term stability.
- Offering expert claims administration and litigation management.
- Promoting loss prevention and risk reduction.
- Focusing on member service and program growth.

Our Vision

To be the leader in providing Ohio counties with exceptional value, service, and protection of public assets.

CORSA at a Glance

- 74 of Ohio's 88 counties participate in CORSA
- 49 county affiliates (e.g. Multi-County Detention Facilities and County Port Authorities)
- Governed by a 9-member Board of Directors, all county commissioners
- Robust financial position designed to ensure stability and long-term protection for members
- Returned $3.5 million in member equity through grants and dividends
- Experienced in-house staff provide underwriting, claims, risk control, and member services directly to members.
- Recognized by AGRiP's Advisory Standards Recognition Program



John Brownlee
Managing Director, Property and Casualty Insurance

CORSA

CORSA RISK MANAGEMENT SERVICES OVERVIEW

Provided at no additional cost!

Human Resources & Employment Practices

CORSA provides members with access to experienced employment law professionals and human resource specialists.

Included Services:

- Human Resources Hotline
- Personnel policy development
- FMLA guidance
- Workplace investigation support
- Supervisor and elected official training
- Discrimination and harassment prevention training

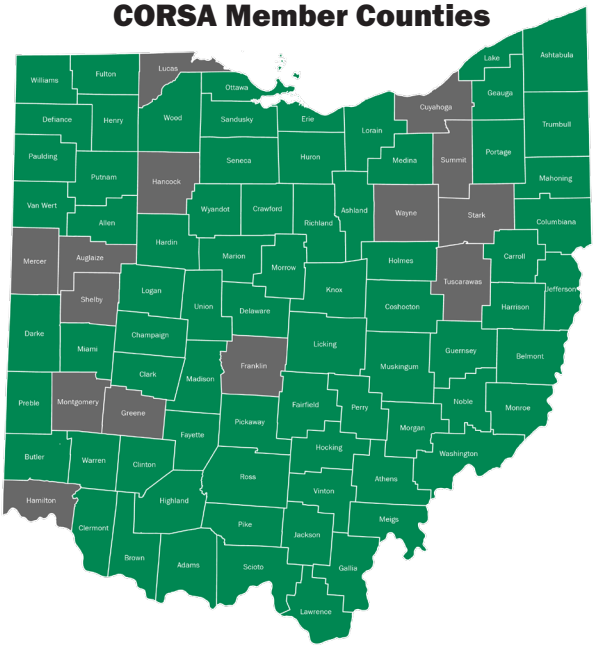
Fleet Risk Management

Helping counties reduce vehicle accidents and improve driver safety.

Included Services:

- Defensive Driving Courses
- Motor Vehicle Record Reports and Driver License Monitoring
- Online Driver Training
- National Safety Council Certified Programs

CORSA Member Counties



Law Enforcement Risk Management

Specialized resources designed for sheriff's offices and detention facilities.

Included Services:

- Law Enforcement Hotline
- Model Policies & Procedures for Road and Jail
- Jail Risk Management Support
- Regional Seminars
- Online Law Enforcement Training Library
- Decision-Based Training Simulator for Road and Jail

CORSA Board of Directors



Row 1: Craig LaHote, President (Wood County); Gary Merrell, First Vice President (Delaware County); Mark Stahl, Secretary (Ottawa County); Charlie Schilling, Member (Washington County)
Row 2: Dave Wilson, Member (Guernsey County); Melissa Bell, Member (Muskingum County); Harry Brady, Member (Huron County); Jim Justice, Member (Ashland County); Gary Scherer, Member (Pickaway County)

- Virtual Reality Law Enforcement Training for Certified Training Professional (CPT) credit through the Ohio Peace Officer Training Academy (OPOTA)
- Direct subsidies for Body Scanners, Body Cameras and Pre-employment Polygraph and Psychological Testing

Cyber Security Support

Protecting county operations from evolving cyber risks.

Available Resources:

- Vulnerability Scans
- Anti-Phishing Solutions
- Cybersecurity Grants
- Data Protection Services
- IT Security Subsidies

CORSA University

A robust online training platform featuring nearly 200 courses covering:

- Human Resources
- Defensive Driving
- Cyber Security
- Law Enforcement
- General Risk Management Topics

Property Protection Services

Helping members protect and preserve public assets.

Included Services:

- Facility Risk Surveys
- Certified Property Appraisals
- Flood Zone Determinations
- Preventive Maintenance Software
- Annual Property Valuation Updates

Claims Administration You Can Trust

Unlike many insurance providers, CORSA claims are handled by professionals dedicated exclusively to Ohio counties.

The CORSA Difference:

- Ohio-based expertise
- Direct access to adjusters
- Specialized governmental liability experience
- Proven litigation management
- Strong relationships with county officials and departments

Governance

CORSA is governed by a Board of Directors made up of county commissioners elected by the membership, ensuring decisions are made by county leaders who understand county operations and challenges.

"CORSA is so much more than just a 'risk pool' or an "'nsurance provider,' they are a partner to and an advocate for their members.

Although it can be a very trying experience to be named as a defendant in a lawsuit or to be facing a loss of any kind, it is made that much easier with CORSA in your corner. From their outstanding staff, who are always available to provide invaluable information and guidance for their members, to the exceptional attorneys who provide members with a strong defense, they are second to none when it comes to making their members feel as though they aren't alone when facing such challenges.

The fact that CORSA is governed by County Commissioners and an experienced Managing Director, is an additional benefit because they understand the challenges we all face working in local government. Over the years, CORSA has created and continues to enhance a unique program which supports individual members while also considering the best interests of the pool as a whole.

Being a member of CORSA has made it possible for Richland County to navigate loss control and risk management challenges with confidence and peace of mind and we are grateful for this partnership."

- Kelly Christiansen, HR Director
RICHLAND COUNTY

CEBCO

County Employee Benefit Consortium of Ohio

WHO WE ARE: UNDERSTANDING CEBCO

In response to requests from several counties, CCAO launched CEBCO in 2004 to assist with procuring employee health and prescription benefits. CEBCO is a member-owned, not-for-profit, self-insured purchasing pool. CEBCO offers members stable and competitive costs, financial strength, broad coverage and a vast array of wellness and health management services that are difficult to duplicate through any other risk sharing pool or insurance company. With the addition of Highland County starting in August 2026, CEBCO now has 49 participating Ohio counties serving over 16,400 employees and, with dependents, a total of over 37,000 members.

Leveraging the power of group purchasing, CEBCO provides concierge style customer service and discounted pricing that individual counties cannot achieve on their own. The plan includes a robust Wellness Program, Mobile App, ACA reporting, COBRA services, and pays PCORI fees for member counties. CEBCO also offers optional dental, vision, and employee assistance program (EAP) coverages.

THE FINANCIAL MODEL

CEBCO offers many of the advantages of self-funding with an added level of predictability for member counties. CEBCO provides a set premium at each renewal for 12 months at a time, counties are isolated from potential fluctuations in claims. This premium plan provides the stability of a fully insured product, and CEBCO pays all claims and administrative expenses.

Each county has their own “pooling point” based on size, which ranges from $100,000 to $200,000. When calculating renewal increases, only those claims below the pooling point are used in the county’s rating for the coming year. Claims that exceed the pooling point are paid from a larger internal pool that is shared by all counties, up to $1 million. CEBCO purchases stop-loss insurance for claims that exceed the internal pooling level.

This form of pooling offers each county and CEBCO protection from very large claims which allows flexibility to offer programs and services for the benefit of members. CEBCO’s Wellness Program provides grant dollars that can be used by each county for their own wellness initiatives.

In addition, the CEBCO Rewards 200 Program enables covered employees and spouses to earn additional rewards for completing health and wellness activities. CEBCO has an array of additional programs such as at-home physical therapy, diabetes prevention program, women’s health programs and virtual care all at no cost to the member.

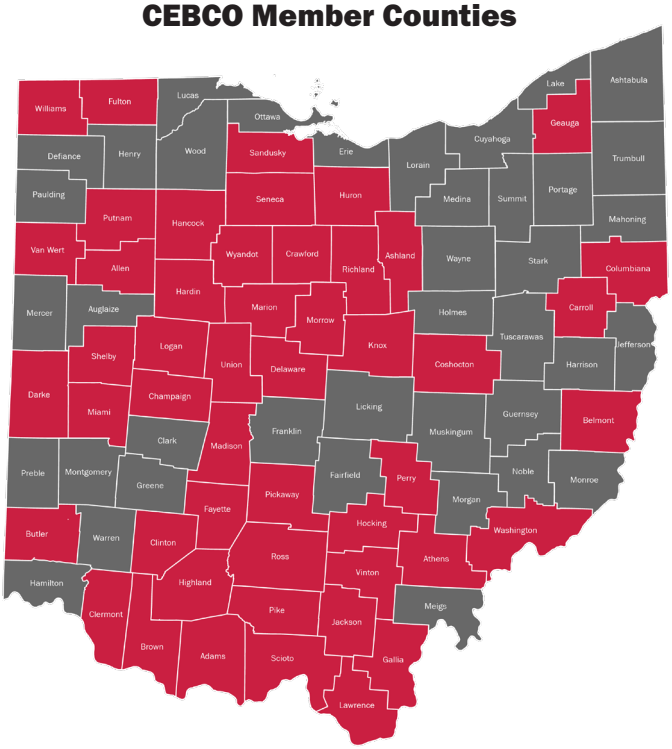
CEBCO participation typically requires a three-year initial agreement, which is renewable in three-year increments. During the agreement period, CEBCO pays all claims, and if the county fulfills the agreement, CEBCO also pays any run-out claims.

This is a unique feature not offered in most other self-insured arrangements. For the past 22 years, member counties have come to depend on CEBCO for keeping health costs in check with an average renewal increase of 5.6%, which is well below state and national health care trend.



Kevin Williams
Managing Director, Health and Wellness

CEBCO Member Counties



County Employee Benefit Consortium of Ohio
CEBCO
Health & Wellness

CEBCO Board of Directors



Row 1: Cory Noonan, President (Allen County); Harry Brady, Vice President (Huron County); Steve Hess, Treasurer (Champaign County)
Row 2: Jeff Benton, Secretary (Delaware County); Jim Dvorak, Member (Geauga County); David Painter, Member (Clermont County)
Row 3: Steve Robinson, Member (Union County); Mike Welch, Member (Ashland County); Bartley Westfall, Member (Williams County)



CCAOSC

County Commissioners Association of Ohio Service Corp.

COUNTY COMMISSIONERS ASSOCIATION OF OHIO SERVICE CORPORATION

The County Commissioners Association of Ohio Service Corporation (CCAOSC) was formed in 1991 to develop and sponsor services that assist county government. CCAOSC is a for-profit business corporation and is a wholly owned subsidiary of CCAO.

CCAOSC provides a variety of service programs that are focused upon helping counties:

- Be more efficient with their fiscal resources
- Offer programs to improve their community
- Enhance employee job satisfaction

All with one goal in mind – to help counties better serve their citizens and save public money.

CCAO ENERGY PROGRAM

The CCAO Energy Program is one of CCAO Service Corporation's premier service programs, helping counties reduce energy costs through the strength of group purchasing.

In partnership with Palmer Energy Company, CCAOSC provides energy consulting, contract negotiation, procurement, and program management for county facilities and governmental aggregation programs. Today, 77 counties participate in an Energy Program.

Palmer Energy conducts a competitive RFP process consistent with Ohio law, evaluates qualified suppliers, and recommends pricing options to participating counties. Each county retains final decision-making authority.

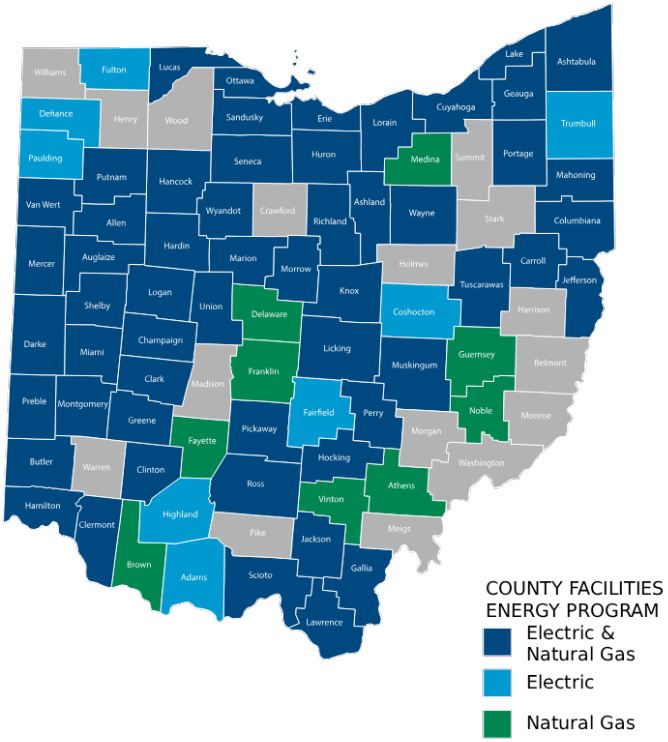
The program is overseen by the Energy Program Executive Committee, comprised of commissioners and facilities managers who monitor energy markets and provide guidance on purchasing strategies.

County Facilities Energy Programs

Electric: 64 counties participate, representing approximately 610 million kilowatt-hours of electricity. The program has saved an estimated $78 million.

Natural Gas: 65 counties participate, representing approximately 1.52 billion cubic feet of natural gas annually. Counties have saved approximately $22 million.

Natural Gas & Electric Program Members



Governmental Utility Aggregation

Following voter approval, counties may establish opt-out governmental aggregation programs for residents and small businesses in unincorporated areas. Electric and natural gas aggregation require separate ballot approval.

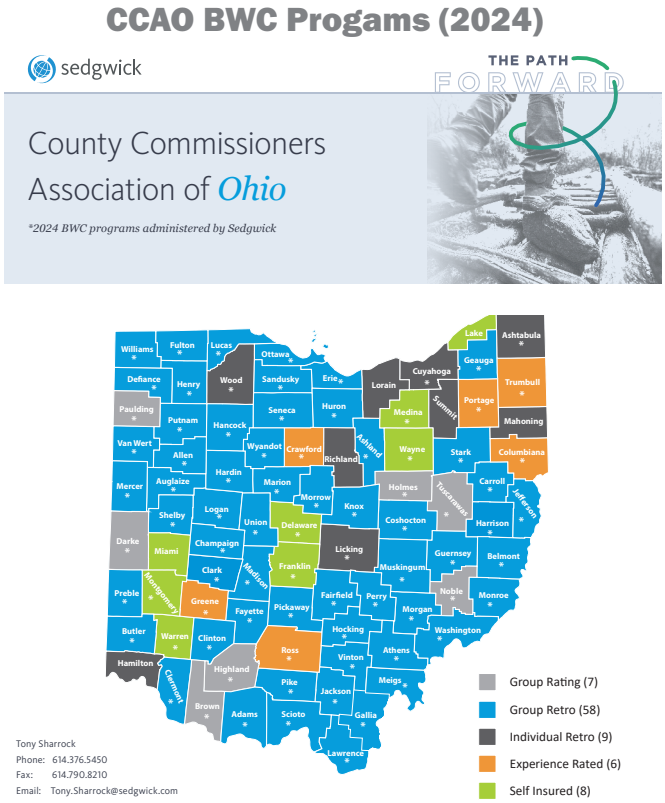
CCAOSC and Palmer Energy assist participating counties with supplier procurement, contract negotiations, PUCO certification and filings, and ongoing program administration.

CCAOSC currently manages 37 electric aggregation programs and 17 natural gas aggregation programs, which have collectively saved participating residents and businesses more than $240 million.

For more information about the program, please contact:

John Leutz
Independent Contractor
(614) 299-2800 | jleutz@ccao.org

Kirkland Mizerek
Vice President of Palmer Energy Company
(419) 539-9180 | kmizerek@palmerenergy.com



CCAO WORKER'S COMPENSATION PROGRAM

CCAO helps counties reduce workers' compensation costs, manage claims, improve workplace safety, and protect employees through group rating, managed care, and self-insured solutions.

Group Rating & Group Retrospective Rating

Since 1992, the CCAO Group Rating Plan has helped counties strengthen workplace safety while saving members more than $38 million in workers' compensation premiums.

CCAO's Group Retrospective Rating Plan (Group Retro) rewards counties for strong claims performance. Members have received more than $36 million in performance-based refunds, with projected refunds exceeding $42 million. Participating counties also receive safety consulting, training, claims management support, and loss-control services.

CCAO partners with Sedgwick to administer both programs.

Workers' Compensation Managed Care

Effective medical management can significantly reduce workers' compensation costs and help employees return to work safely.

Since 1996, CCAO has endorsed Sedgwick Managed Care Ohio as its preferred Managed Care Organization for county government. Sedgwick provides medical management expertise, a statewide provider network, and a proven understanding of the unique needs of Ohio counties.

For more information about any of our workers' compensation programs, contact:

Tim Hoverman
Managing Director of IT/Operations
(888) 757-1904 | (614) 220-7989
thoverman@ccao.org

ENDORSED VENDOR PARTNERS

We recommend contacting these vendor partners who offer outstanding service and value in specific areas of expertise often needed by county government.

MAXIMUS Cost Recovery Services

MAXIMUS has provided consulting services to Ohio counties for more than 27 years. Jill Popp and Thomas Hollett are seasoned project consultants providing their professional expertise to counties with an emphasis on client service.

MAXIMUS' services to counties include Cost Allocation Plans, Special Elections' Cost Chargeback reports, rental rate calculations for federal programs occupying space in county-owned buildings, as well as preparing budget reports for services provided by court divisions performing child support enforcement services. MAXIMUS consultants prepare county space studies and rate studies.

MAXIMUS files, negotiates and secures plan approval from state and federal agencies. MAXIMUS defends cost plans against federal and state audits.

Computer software utilized by MAXIMUS is designed to identify the largest dollar amount of return permitted by federal cost sharing regulations.

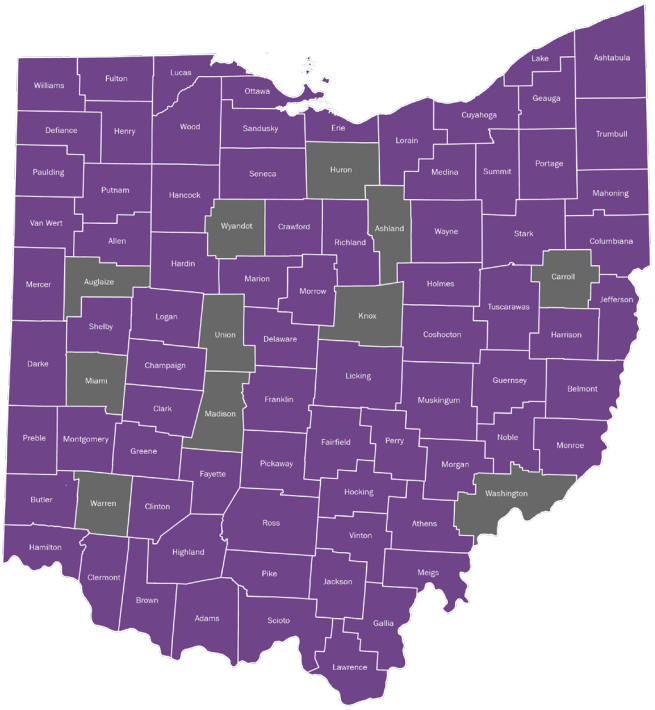
Clients receive personal and prompt responses on cost plan matters from service offices in Columbus and Northern Ohio. MAXIMUS currently provides cost plan services for 77 Ohio counties.

CCAO Service Corp.

For additional information about MAXIMUS, contact:

Jill Popp
Manager Consultant in Ohio for MAXIMUS
(800) 323-3536 | jillpopp@maximus.com

MAXIMUS members



County Benefits+

More Benefits. More Protection. More Peace of Mind.

Helping Ohio counties attract, retain, and support their most valuable asset — their employees.

County Benefits+ is an innovative supplemental benefits program offered through the CCAO Service Corporation in partnership with Aflac and MASA, providing Ohio county employees and their families with added financial protection and peace of mind.

As healthcare costs continue to rise, unexpected medical expenses can place significant financial strain on employees and their families. County Benefits+ helps bridge the gaps in traditional health insurance by offering affordable, voluntary supplemental coverage designed to provide financial support when it matters most.

Through Aflac, employees can access a range of supplemental insurance options to help manage out-of-pocket expenses associated with accidents, illnesses, and hospital stays. The program also includes MASA medical transportation services, providing additional protection against eligible emergency medical transportation expenses, including ground and air ambulance services.

Why County Benefits+?

No Cost to Counties: Offer valuable supplemental benefits without adding to county budgets.

Comprehensive Voluntary Benefits: Flexible coverage options designed to meet employees' individual and family needs.

Statewide Underwriting: Consistent program offerings and underwriting opportunities for participating counties.

Personalized Enrollment Support: One-on-one guidance to help employees understand their options and make informed decisions.

Enhanced Employee Communications: Dedicated resources and education to promote awareness and participation.

Designed for County Government: A program tailored to the unique needs of Ohio's county workforce.

County Benefits+ is more than an employee benefits program — it's an investment in the people who serve Ohio's 88 counties. By strengthening employee benefits packages, counties can better compete for talent, support employee well-being, and provide meaningful financial protection for their workforce.

County FIRM

At CCAO, we're not just listening – we're taking action to help shape the future of county operations! Inspired by feedback from our member counties, County FIRM (Facility Investment, Retrofit, and Maintenance) continues to deliver valuable services and solutions to counties across Ohio.

Backed by a proven team of former contractors, licensed professional engineers, and other facilities industry experts, County FIRM puts its expertise to work supporting counties in their facility maintenance and capital projects (including jails).

Reduce and eliminate the headaches of unexpected HVAC failures, costly change orders, and the complex web of contractor management with unparalleled ease. County FIRM is a professional services provider

that will act as an extension of your staff to assess facility needs, capital plans, manage contractors, provide technical support, procurement support, and many other forms of owners representative consulting.

We understand that no two counties are alike, which is why we're committed to delivering tailored solutions that perfectly fit your unique needs. We encourage you to reach out to County FIRM with questions about how they can help with facilities planning, construction projects, or assistance when engaging with contractors for any project large or small.

For more information, reach out to:

Joe Sokol
Director of Program Services
County FIRM
330-592-3946

Public Promise Procurement

Smarter Purchasing. Greater Savings. Stronger Counties.

Public Promise Procurement (PPP), proudly endorsed by the CCAO Service Corporation and wholly owned and powered by the National Association of Counties (NACo), helps counties and other public entities save time, reduce costs, and maximize purchasing power through cooperative procurement.

Leveraging the collective strength of 3,069 counties representing $660 billion in annual spending, PPP is positioned to serve more than 90,000 public agencies nationwide, representing approximately $3.6 trillion in combined purchasing power.

Through competitively solicited contracts and trusted suppliers, PPP simplifies purchasing, reduces administrative burdens, and helps counties secure competitive pricing while maintaining transparency and accountability.

Why Choose Public Promise Procurement?

Greater Purchasing Power: Leverage nationwide buying power to secure competitive pricing and maximize taxpayer dollars.

Streamlined Procurement: Access competitively solicited contracts, reducing the time and expense of individual bidding processes where permitted by law.

Trusted Suppliers: Benefit from rigorously evaluated suppliers and peer-reviewed contracts.

Simplified Contracting: Single-award contracts provide a straightforward, consistent purchasing process.

Procurement Confidence: Transparent, competitively solicited contracts help counties meet applicable purchasing requirements.

PUBLIC PROMISE PROCUREMENT
Powered by NACo

Through its endorsement of PPP, the CCAO Service Corporation is connecting Ohio counties with smarter purchasing solutions that save time, stretch taxpayer dollars, and strengthen county operations.

If you would like to learn more, please reach out to CCAO's Steve Caraway at scaraway@ccao.org

CLEARGOV

ClearGov, the leading budgeting and planning solutions provider for local governments, has been recognized as a CCAO Strategic Service Partner by CCAO.

ClearGov is already helping multiple counties in Ohio improve their budgeting process. This partnership will increase their exposure and enable the company to help even more counties looking to modernize their processes. Additionally, ClearGov has an exclusive partnership with NACo and several other state associations as the organizations' preferred budgeting solution. These partnerships further ClearGov's impact in transforming the budgeting process for local governments nationwide.

ClearGov's comprehensive Budget Cycle Management suite automates and simplifies the entire budget lifecycle from budget creation and approval to visual elements and publishing. The cloud software eliminates error-prone spreadsheets, increases collaboration, provides full transparency, and saves finance teams countless hours annually.

"County governments strive to make complex financial information accessible to every constituent," said Bryan Burdick, ClearGov President. "Building the annual budget and communicating it clearly is an immense undertaking. Our mission is to help counties of all sizes budget better through user-

friendly, collaborative software that saves valuable time for more strategic work."

The complete ClearGov suite of budgeting and planning tools includes:

- Capital Budgeting – Automate the collection, organization and optimization of capital utilization.
- Personnel Budgeting – Budget salaries, compensation and benefits, conduct scenario planning and what-if analysis.
- Operational Budgeting – Build a forecast and annual budget more efficiently and collaboratively.
- Digital Budget Book – Produce an interactive, GFOA award-winning budget book in a fraction of the time.
- Transparency – Tell a county's financial story to drive community support and engagement.

For more information on ClearGov, please contact:

Lewie Alfano
Senior Solutions Advisor
Cell/Text (978) 870-7720
lalfano@cleargov.com

County Commercial Card Consortium

Making Government Purchasing Easier! In 2022, CCAOSC launched the Ohio County Commercial Card Consortium. This card makes it easier to purchase, track expenditures and to protect against fraud and misuse, which are big reasons county governments have asked for this program.

Key Benefits:

Improved Cash Flow: Counties will receive a rebate on the total spend of the consortium, which provides a higher rebate than standalone programs.

Automated Processing: Eliminate purchase orders, paper-based expense processing, and the need for reimbursement check processing, which will free up employees' time for other tasks.

Continuous Support and Training: Experience a streamlined onboard process facilitated by a dedicated team and learn how to customize the program to the specific needs of the county.

If your county would like to join this consortium, please contact CCAO's Steve Caraway at scaraway@ccao.org.

CCAO SERVICE CORP STRATEGIC SERVICE PARTNERS

ClearGov®

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COUNTY FIRM
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OCERP

OCERP - OHIO COUNTY EMPLOYEES RETIREMENT PLAN

Helping build the future you imagine

A secure retirement starts with a plan. For more than 40 years, the Ohio County Employees Retirement Plan (OCERP) has helped Ohio county employees and elected officials take control of their financial futures and build greater confidence in retirement.

Sponsored by CCAO, OCERP is a voluntary 457(b) deferred compensation program designed to complement Ohio's public pension systems. With traditional tax-deferred and Roth savings options, flexible investment choices, and personalized retirement planning, OCERP gives participants the tools to save more and plan for the retirement they envision.

More than 20,000 county employees and officials across all 88 Ohio counties trust OCERP as part of their retirement strategy.

Why Choose OCERP?

Flexible Savings Options: Choose traditional pre-tax or Roth contributions to fit your financial goals.
Investment Choices: Access a wide range of investment options, including professionally managed solutions.

Personalized Retirement Guidance: Work one-on-one with dedicated Retirement Plan Advisors located throughout Ohio.

Convenient Account Access: Monitor investments, manage contributions, and plan for retirement through easy-to-use online tools.

A Plan Built for County Employees: OCERP is overseen by a committee of county officials who understand the unique retirement needs of Ohio's public servants.

Administered by Empower, a leading retirement services provider, OCERP combines professional investment resources, retirement education, and personalized support to help participants make informed decisions at every stage of their careers.

Whether you're beginning your career, nearing retirement, or somewhere in between, OCERP can help you take the next step toward a stronger financial future.

Start Planning for Your Future Today!

Visit www.ocerp457.com or call Lori Baldridge at CCAO to learn more about enrolling.

For general information, contact:

Steve Caraway
Managing Director of Enterprise and Retirement Services
(614) 220-7998 | scaraway@ccao.org

Lori Baldridge
OCERP Membership Services Coordinator
513-520-1849 | lbaldridge@ccao.org

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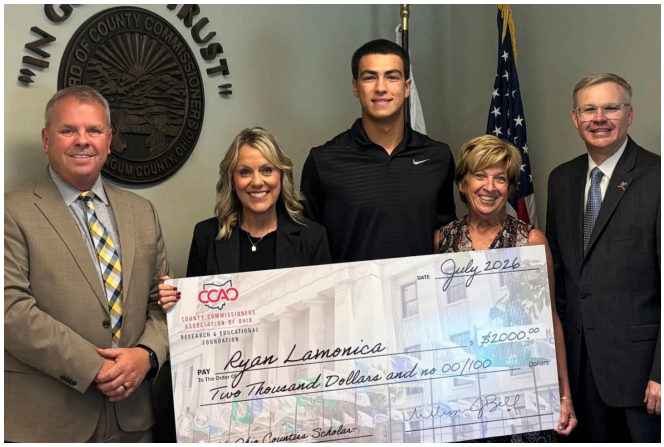
Established in 1991, the CCAO Research and Educational Foundation, Inc. is a 501(c)(3) nonprofit organization dedicated to strengthening county government through education, research, and professional development.

Through grants, donations, and strategic partnerships, the Foundation provides valuable educational resources, training, and learning opportunities that equip Ohio's county leaders with the knowledge and tools to better serve their citizens.

The Foundation's commitment to education extends beyond county government and into the next generation of Ohio's leaders. Each year, the Foundation awards five $2,000 Ohio Counties Scholarships, recognizing outstanding high school graduates from each of CCAO's five districts who demonstrate academic achievement, leadership, and a commitment to public service.

Supported by CCAO contributions and fundraising initiatives, including the fundraiser, the Foundation has awarded $40,000 in scholarships through 2026.

By investing in today's county leaders and tomorrow's public servants, the CCAO Research and Educational Foundation is helping build a stronger future for Ohio's 88 counties.



Muskingum County Commissioners Drake Prouty, Melissa Bell, and Cindy Cameron with 2026 Southeast Ohio scholarship recipient Ryan Lamonica and CCAO's Steve Caraway.



Notecards from the Ohio Counties Collection are available for purchase of your courthouse and can be customized with your name. Proceeds from the sale go directly to the Ohio Counties Scholarship Fund.



Steve Caraway
Managing Director of Enterprise and Retirement Services

You can always support the foundation with a personal or campaign account contribution at ccao.org/foundation

Or mail your contribution to:

CCAO Research and Educational Foundation
Attn: Steve Caraway
209 E. State Street
Columbus, Ohio 43215

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(614) 479-6822 | kwilliams@ccao.org

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Schedule your FREE OCERP account review today!

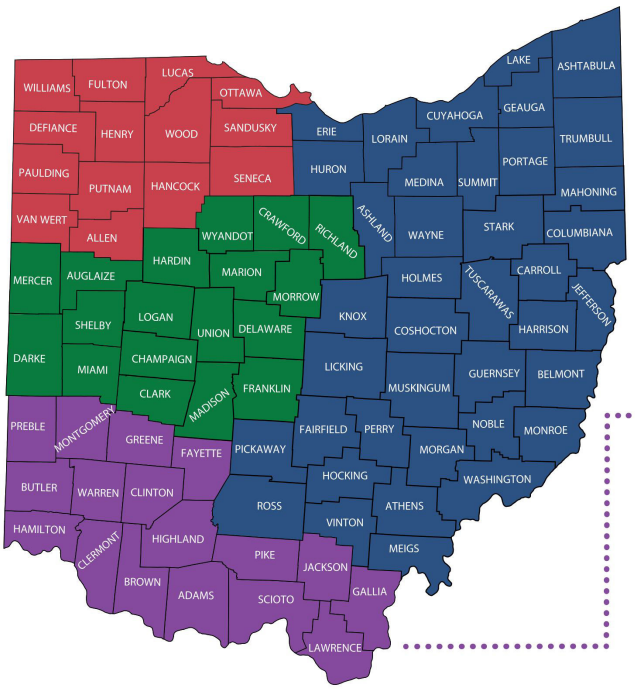
Scan one of the QR codes below to schedule a meeting with a plan representative.



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Retirement Plan Advisor
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Retirement Plan Advisor
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JAY ARBUCKLE
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