

RECORD OF PROCEEDINGS

Minutes of *MIFFLIN TOWNSHIP BOARD OF TRUSTEES* Meeting

Held

FEBRUARY 6,

2014

Chairman Spanovich called the Special Meeting to order at 9:00 A.M. to discuss the Township's Health Insurance. Also in attendance were: Lynn Stewart, Richard Angelou, Nancy White, Becky Kadel, Chief Taylor, Chief Price, Service Director Tharp, Jerry Batt and Jon Hastings.

The Trustees met with Group Benefits Agency to discuss the health insurance quotes for the upcoming plan year beginning March 1. Quotes were presented for the following carriers: Medical Mutual of Ohio, United Health Care, and Anthem BlueCross BlueShield.

Additional discussion was held regarding the quotes presented with the proposal submitted by Medical Mutual of Ohio being selected as the benefit carrier for the next contract period.

Res. 33-14: Approve Medical Mutual of Ohio Including Substantiation For The New Contract Period Beginning March 1, 2014.

Mr. Angelou moved to select Medical Mutual of Ohio for the new contract year beginning March 1 to include substantiation reporting with the TPA. Seconded by Mrs. Stewart. All voted yea. Motion carried.

Next discussion was held regarding selection of the TPA for the HRA and COBRA administration.

Res. 34-14: Approve Chard Snyder As The TPA To Administer The HRA And COBRA For The Contract Period.

Mr. Angelou moved to approve Chard Snyder as the TPA to administer the health insurance plan deductible and COBRA for the contract period beginning March 1, 2014. Seconded by Mrs. Stewart. All voted yea.

Your Quest is our current wellness plan administrator and discussion was held regarding continuing with them.

Approve Continuing The Wellness Program With YourQuestFor The Contract Year.

Mrs. Stewart moved to approve continuing the Wellness Program with YourQuest for the contract year beginning March 1, 2014 discontinuing the Health Risk Assessment portion of the program. Mr. Angelou seconded. All voted yea. Motion carried.

Discussion continued with plan design including the HRA incentive parameters. Parameters were set as follows with HRA for Single of \$1500, Family \$3000, Biometric Screening \$100/\$200 with Tobacco use screening included, Non-tobacco user \$200/\$400, Attendance at educational sessions \$100/\$200, passing 3 of 4 biometric standards \$100/200. If spouse does not attend educational sessions, loss of \$100 of HRA.

Res. 35-14: Approval of HRA Deductible Incentive Parameters As Presented.

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Mrs. Stewart moved to approve the HRA incentive parameters as per the attached listing. Seconded by Mr. Spanovich. All voted yea. Motion carried. (See Referral File)

Next discussion held was about employee premium contribution. It was proposed that the employee premium contribution would be 5% of the fixed health premium per month.

Res. 36-14 Approve An Employee Contribution of 5% Per Month Of Fixed Health Premium As Discussed.

Mr. Angelou moved to approve an employee contribution of 5% per month of the fixed health premium. Mrs. Stewart seconded. All voted yea. Motion carried.

Discussion progressed to the topic of tobacco use and changes proposed.

Res. 37-14: Approve Employee Contribution Parameters For Tobacco Users As Discussed.

Mrs. Stewart⁶ moved to approve an employee contribution of \$100 per month for both employee and spouse be assessed for tobacco use. If the employee and /or spouse attends a smoking cessation program, the contribution will be decreased to \$75 per month for both employee and spouse. Biometric screenings will include screening for tobacco use and employee will be subject to random testing for tobacco. Seconded by Mr. Spanovich. All voted yea. Motion carried.

Mr. Angelou excused himself from the Mifflin Township Board of Trustees Meeting.

Currently there are 26-28 year old dependents that are eligible for health insurance under State and Federal guidelines under our plan. If a dependent wishes to take advantage of this, it must be offered to them at 40% of our current single premium.

Res. 38-14: Employee Must Pay Cost of Insuring 26-28 Year Old Dependent.

Mr. Spanovich moved to require employees to pay the surcharge to cover the cost of insuring an employee 26-28 year old dependent. Seconded by Mrs. Stewart. All voted yea. Motion carried.

Jerry Batt informed the Trustees that a program called Compass is available to employees showing what the cost of a particular procedure, doctor, health facility, and/or other health service would be. He advised that the cost is \$5 per employee per month if they feel that it would be helpful those insureds.

Res. 39-14: Approve Cost of Compass Program For The Employees at \$5 Per Member Per Month.

Mr. Spanovich moved to approve the Compass Program for the Employees at a cost of \$5 per member per month. Mrs. Stewart seconded. All voted yea. Motion carried.

In order to alleviate past issue with our HRA , Medical Mutual of Ohio will provide claims information to the TPA in order to eliminate most of the substantiation requests as a result of the HRA card usage. The charge is \$5 per employee per month.

Res. 40-14: Approve The Cost of \$5 Per Employee Per Month by Medical Mutual of Ohio for Substantiation.

Mr. Spanovich moved to approve the cost of \$5 per employee per month by Medical Mutual of Ohio for the purpose of HRS claims substantiation. Mrs. Stewart seconded. All voted yea. Motion carried.

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The Fiscal Officer presented the property, liability, casualty renewal through Palmer Miller Nelson from OTARMA for the period beginning March 1, 2014. The renewal premium is \$104,659. This is an increase of about \$2000 from last year, however, the total expenditures have increased, payroll increased, added and additional EMS vehicle, and property values increased. Premiums are also available for increased liability covered.

Res. 41-14: Approve Renewal of OTARMA Property, Casualty, Liability Premium For \$104,659 And Increased Liability Coverage To \$10 Million For a Premium of \$3088 For a Total of \$107,747.

Mr. Spanovich moved to approve the renewal of the OTARMA Property, Casualty, Liability coverage in the amount of \$104,659 and increasing the liability coverage to \$10 Million for an additional premium of \$3088 for a total of \$107,747. Seconded by Mrs. Stewart. All voted yea. Motion carried.

Chief Taylor presented the additional documentation that the Trustees had requested regarding the EMS Tactical Safety Class for the Township in the amount of \$3300.

Res. 42-14: Approve EMS Tactical Safety Class in the amount of \$3300.

Mr. Spanovich moved to approve the EMS Tactical Safety Class in the amount of \$3300. Seconded by Mrs. Stewart. All voted yea. Motion carried.

The Fiscal Officer requested clarification of the pay rate for Roger Boggs as it was not clear at the last meeting what was the Trustees intention.

Res. 43-14: Approve New Pay Rate For Roger Boggs At \$16.75 Per Hour Plus Foreman Incentive.

Mrs. Stewart moved to approve the new pay rate for Roger Boggs at \$16.75 per hour plus the foreman incentive. Seconded by Mr. Spanovich. All voted yea. Motion carried.

There being no further business, Mrs. Stewart moved to adjourn the meeting. Mr. Spanovich seconded. All voted yea. Motion carried.

Joseph F. Spanovich, Chairman

Richard J. Angelou, Vice Chairman

Lynn M. Stewart, Trustee

Nancy M. White, Fiscal Officer