

RECORD OF PROCEEDINGS

Minutes of *MIFFLIN TOWNSHIP BOARD OF TRUSTEES* Meeting

Held

January 4,

2022

Chair Stewart called the Special Meeting of the Mifflin Township Board of Trustees to order at 10:30 a.m. on Tuesday, January 4, 2022, to discuss the 2023 Insurance plan renewal options with Vice-Chair Richard Angelou, Trustee Kevin Cavener, Fiscal Officer Nancy White, Fire Chief Fred Kauser, Police Chief David Briggs, Service Director Roger Boggs, and HR Director Becky Kadel and Jon Hastings, Assured Partners, present. Accounting/Payroll Assistant Rick Duff and Administrative Services Coordinator Melanie Barnette attended virtually.

Mr. Hastings said there are items to consider when changing from a March 1st renewal date to a January 1st, 2024, renewal date. He said open enrollment would change from December – February to October – December. Employer funding for the HSA wellness program would take place in January rather than March. He said the deductible would reset on January 1st. MMO has agreed to decrease the deductible for the 10-months. There would be no loss of benefits or decrease of deductible period time. He said the benefits would be pro-rated. Mr. Hastings said that MMO does not expect any changes in the renewal process or operations if it changes from a March renewal to a January renewal. Mr. Hastings said from a negotiating standpoint with MMO, January 1st would be more favorable. Fiscal Officer White pointed out the increased administrative workload of a January 1st, 2024, renewal date. Mr. Angelou said he does not see any reason to make a change to January 1st. Ms. Kadel pointed out some pros such as HSA running on the calendar year. On the positive, it locks in a good rate: 4.88% total for the 22 months. Chief Kauser said although he is aware of the administrative workload of a January 2024 renewal, he is in favor of lining up the budget cycle with the plan year as it is a significant part of the budget. He is in favor of a calendar year cycle. Mr. Cavener said he is in favor of the calendar year cycle also as it doesn't cost more. Fiscal Officer White said we will have two years to plan for it.

Mr. Hastings said a 24-month renewal option would have an increase of 5.89% with a March 1, 2023, renewal date. A 22-month renewal option would renew on January 1, 2024, and the 24-month renewal option would renew on March 1, 2024. He discussed the pros and cons of a change of January 1, 2024, renewal versus March 1, 2024. He said dental and vision would also renew on January 1st if a 22-month renewal option was chosen. The 22-month renewal option was selected, following a calendar year starting in January.

Res. 24-22 Accept Option #2 from Medical Mutual for the 2022-2023 renewal.

Mr. Angelou moved to accept Option #2 from Medical Mutual for 2022-2023 renewal. Chair Stewart seconded. All voted yea. Motion carried.

Chief Kauser said the benefit percentage level is different for Single versus Family. He said he would like to see this made equitable. Chief Kauser recommended that the Fire Division transfer 2% of the 4.88% premium to the employee starting in 2023, which is still low, and a good position as compared to other townships' insurance employee premium costs. He said sharing in the premium increase is a way to remind all of us that sizable increases impact all. Fiscal Officer White added that the increased employee contribution forces the employee to look at what they are using and how they are using the program. Also, she said she would like to see the same premium contribution for both single and family tiers. Mr. Hastings said additional tiers can be added. Ms. White said it is her understanding that an "Employee + 1"

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tier is about equal to a Family tier as it usually represents an older couple. Mr. Hastings said he does not expect adding another tier to be any cost advantage towards lower premiums. Chair Stewart said the insurance committee needs to convene and discuss the impact of possibly raising insurance premiums for employees.

It was decided that Open Enrollment would be online through the Paycor benefit portal via a phone call with SES. Ms. Kadel said she expects it will go smoother than last year since this will be the second year of doing it this way. Fiscal Officer White said we must stop holding the employees' hands and place the responsibility on the employees. They need to log on and verify their information, she said. She said employee acknowledgment of their information is very important not only for insurance purposes but also for payroll verification.

There was discussion about the Wellness program and the lack of spousal participation. Ms. Kadel said most spouses do not participate in getting his/her physical examinations. Mr. Hastings said a wellness program is looked upon favorably by the insurance companies. He said it theoretically helps keeps claims lower. After lengthy discussion, it was determined that the Open Enrollment phone call will incentivize with \$200 and \$300 for the physical exam, for a total of \$500. If there is a spouse and he/she also gets a physical exam, the total goes to \$1,000.00. If no physical exam is obtained by the employee and spouse, if applicable, no money would be earned. It was decided that the health check form will be turned into Human Resources rather than through EA Wellness.

Below is the breakdown of **wellness incentive dollars** that can be earned:

Employee only – \$200 for Open Enrollment phone call, \$300 for Physical exam proof = \$500 total

Family w Employee Spouse - \$200 for Open Enrollment phone call for each, \$300 for Physical exam proof for each = \$1,000 total

Res. 25-22 Approve the Wellness Program Changes as stated.

Mr. Cavener moved to approve the Wellness Program Changes as stated. Chair Stewart seconded. All voted yea. Motion carried.

Mr. Hastings said there was an approximate \$1,900 yearly increase in the Vision premium. There was no increase in the Dental premium.

Res. 26-22 Accept the Dental, Vision and Life Insurance Renewal for 2023

Chair Stewart moved to accept the Dental, Vision and Life Insurance Renewal for 2023. Mr. Cavener seconded. All voted yea. Motion carried.

Fiscal Officer White said it is important that it be communicated to the employees about the upcoming year, that the employees will be working toward, will need to be completed by October 1, 2023, for 2023 and 2024. The physical exam will count for 2023 and 2024. This will be a one-time only situation. As the 2023 plan year will be shortened (March –

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October), it is important that this be communicated. The physical exam will need to be done earlier than in the past. All agreed that it is important that we start communicating now for the 2023 plan year due to the changes that have been made.

At 10:42 a.m., Chair Stewart moved to adjourn the meeting. Mr. Angelou seconded. All voted yea. Motion carried.

Lynn M. Stewart, Chair

Richard J. Angelou, Vice Chairman

Kevin J. Cavener, Trustee

Nancy White, Fiscal Officer