Special Beavercreek Trustee's Meeting

Monday, September 12, 2011

Mr. Glaser called the Special Trustee Meeting to order at 2:00 P.M. Those present were Trustees: Robert Glaser, Carol Graff and Bob Stone. Fiscal Officer, Christy Ahrens was also present. Staff present: Township Administrator Alex Zaharieff, Assistant to the Fiscal Officer James Barone, Road Superintendent Tim Parks, Fire Chief David VandenBos, Zoning Administrator/Inspector Victoria Long, HR Manager Trish Gustafson, and Firefighter Christine Hawker. Chris Pulos of Brower Insurance was also present.

The purpose of this Special Meeting is to meet in Open Session to discuss Health Insurance Options for Beavercreek Township.

Mr. Pulos reviewed what the Township Insurance benefits are and what steps have been taken, with Health Savings Account (HSA) seminars, in preparation for moving forward with our insurance as of November 1, 2011. The renewal with United Health Care was negotiated down to fifteen percent due to the fact that they viewed our major claim as one shock claim and that the rest of our group stayed healthy. Eleven to fourteen percent is what Mr. Pulos is seeing for groups without claims, twenty to twenty-eight percent with experience, and thirty to forty percent with many claims.

Mr. Pulos presented a Beavercreek Township Group Health Benefits package. Included in the package was: a Group Medical Market Study with current plan and revised options; a Group Life and/or AD&D Market Study with current plan and options; a Group Dental Market Study with current plan and options; and a Group Vision Market Study with current plan and options.

Mr. Pulos stated that Anthem came in with the best offer at 15.01% above the current rate, but that their rate is not guaranteed. Also, if the Township goes with Anthem it would open our employees up to a questionnaire that we do not have to complete if we stay with United Health Care. Therefore, the United Heath Care is the best carrier for the Township, the Trustees just need to decide the plan design.

Mr. Pulos stated that Superior Dental came in with the most competitive price for dental care with a 4.66% above current rate. Mr. Pulos recommended that the Township switch from their current dental provider, Dental Care Plus, to Superior Dental as of November 1, 2011.

Mr. Pulos recommended that the Township stay with Vision Service Plan (VSP) for vision insurance as there was a zero percent increase.

Mr. Pulos stated that Mutual of Omaha came in with the best deal for Group Life and/or AD&D and recommended that the Township switch from Standard Life to Mutual of Omaha on November 1, 2011.

General discussion occurred regarding medical plans, focusing only on plans presented by United Health Care. Discussion occurred on Health Saving Accounts (HSA) and the amount of money that can be allocated to a single individual or family, and the fact that the amount increases in 2012. After discussion, Mr. Pulos stated that after looking at the numbers, he feels it is a wash between going with an all HSA plan or staying with a PPO. Township Administrator Alex Zaharieff stated that the Insurance Committee looked at three options: staying with a PPO which is a fifteen percent increase; a Dual Option of offering a PPO and an HSA where the numbers aren't available until the Trustees decide funding amounts; or only offering a HSA where the numbers aren't available until the Trustees decide funding amounts. The Committee recommended: Superior for Dental; VSP for Vision; and Mutual of Omaha for Life

and/or AD&D. Mr. Zaharieff stated that the Trustees are here today only to discuss the options and then vote at the next Regular Trustee Meeting.

Discussion occurred regarding the possibility of moving to a fourteen month guaranteed plan at this point. Carriers are resistant, but Mr. Pulos feels confident that it can happen and therefore lock in our rates until January 2013 instead of November 2012.

Discussion occurred regarding HSA deductions, out of pocket maximums, and pharmacy prescriptions. Discussion also occurred regarding: the increase in renewal rates, causes, prescription timetables, HSA funding and Flexible Spending Accounts (FSA). General discussion occurred regarding: public and private hospitals, as well as a possible bonus for employees who opt out of insurance benefits.

Mr. Pulos stated that if the Township goes with a HSA plan that no employee can have any other insurance of any type including military or Medicare. Those employees that have that insurance cannot fund a HSA.

Mr. Pulos recommended that Township stay with United Health Care, with their Second Revised Renewal.

Fiscal Officer Christy Ahrens asked if the Trustees decided to stay with United Health Care and make that the Township Health Plan, could the Trustees in January then also offer to employees a HSA option. The answer was yes and general discussion occurred.

2011-370 Ms. Graff made a motion to Adjourn at 3:29 P.M. Mr. Stone seconded. Roll Call: Ms. Graff, yes; Mr. Stone, yes; and Mr. Glaser, yes.

Trustee: _____

Fiscal Officer: _____