

FINANCE COMMITTEE MEETING

August 16th, 2017

6:02pm

Committee: Ms. Dedden, Mr. Elliott, Ms. Kaan

Staff: Ms. Crockett and Ms. Morley

Guests: Mr. Colvin, Mr. Blankenship, Mr. Kaan

- The Committee began the meeting discussing the options the Village has to make concerning health insurance for Village Employees. Currently the Village employees' health insurance is through OPEC (Ohio Public Entity Consortium) which is a self-insured pool and the new administrator Benevator. The administrator changed from Jefferson Health Provider (JHP) to Benevator as of July 1, 2017.
 - Ms. Kaan posed the question if the Village should get out of the contract early with OPEC and pay a penalty. Currently OPEC is not returning calls or answering questions about the changes in administrators for the plan. Ms. Kaan asked what the Village has spent in premiums for the current year. Ms. Crockett explained that the Village is at about 45K which is slightly higher than last year.
 - The Village needs to have a plan for new health insurance for the employees if the Village plans to leave OPEC early. They are still looking for quotes – it is hard because the Village is in the group that fits in the 2-50 employees, which does not allow for shopping around anymore. The price is the price. McGowen and Brebender is the only broker that has given the Village a quote and it is for 3 plans (gold, silver, or bronze) for both Anthem and United Health Care.
 - Mr. Colvin asked if the Affordable Care Act would be an option for the employees. Ms. Kaan stated that the plans are based on income with a sliding scale – the more you make the more you pay.
 - Currently the Village employees are getting the “gold” plan but the Village is paying for a “silver” plan and making up the difference with the HRA (Health Reimbursement Arrangement).
 - With the self-insured pool the Village has paid over the premiums 2015 – 19K, 2016 – 6K, and 2017 – 8K so far.
 - Currently the Village is paying the OPEC premiums of 77K. A silver plan quoted is 72K and 66k and gold is quoted at 107 K and 115K. The deficient for OPEC must be paid at the end of the year

- no matter if the Village leaves early or not, which is currently about 60K. There is an early withdraw penalty of about 30K from OPEC (penalty is 3 months of the highest premium months).
- Ms. Kaan suggested a gold plan which is consistent with the benefits they currently receive for the rest of the year. Ms. Crockett pointed out that the employees would still be paying approximately 15%. Mr. Elliott pointed out that getting out of the plan early would cost almost 1k a week. However, Ms. Kaan is worried that the deficit would increase dramatically as more people get out of the self-insured policy.
 - Problems have arisen when OPEC switched administrators from Jefferson Health Care to Benevator. Several employees have run into issues with insurance claims with Benevator. Currently OPEC is offering a choice between JHP or Benevator as of 3pm today.
 - Mr. Elliott asked to look at the benefits to leave early to staying with OPEC through the end of the year. The biggest difference is the 30K penalty if the Village leaves. Regardless, the Village will have to pay the deficit. Ms. Dedden suggested that the Village leaves the plan; 2 out of 9 employees are having issues (that they know of), that is over 25%.
 - Mr. Elliott asked why not go with the silver? Ms. Kaan responded that in the past employees were told there would only be a 500 deductible and now in the middle of the year it would become a 5000K. That is a huge difference. Mr. Elliott suggested creating a HSA and go with the silver plan. This way the employee will benefit instead of the insurance company. Ms. Kaan suggested not to go with an HSA this benefit year instead keep the Village's current HRA and find a new administrator for the HRA.
 - Ms. Kaan stated the Finance Committee has a couple decisions to make.
 1. Does the Village want to get out of OPEC early?
 2. What is the risk factor of staying in versus getting out?
 3. If the Village gets out of OPEC early, what are health insurance plans for the remaining year?
 4. What health insurance does the Village want for next year?
- Ms. Dedden made a motion to make a recommendation to Council at next meeting to keep the current HRA plan for the remainder of the year and go with Anthem Silver and that the Village terminates its relationship

with OPEC as soon as possible and change the HRA plan to a HSA at the beginning of the year and Mr. Elliott seconded.

3 Yeas

- Ms. Kaan made the motion to authorize the Village Manager to choose JHP for the remainder of the Village's relationship with OPEC and seconded by Ms. Dedden.

3 Yeas

- Mr. Elliott asked to see copies of invoices to see what was purchased: Heckman for \$7,088 which was for new trench box.
- Ms. Kaan had a question for a water revenue deposit for \$4,000. It was the capacity fees made by the County for water tap-ins in the Harveysburg/Corwin. It was decided that Ms. Crockett needed to reappropriate it into water capital (5701).
- Mr. Elliott asked if the Village has received any estimates on the change orders to ensure the appropriations are enough to cover them. As of yet there have not been any. It was decided someone needs to contact Jay Zistler and check the status of the Phase II project.
- Mr. Elliott asked Ms. Crockett about the bid aggregate. It was confirmed that the total for site work, utility work, and the building combined would go towards the 150K bid threshold. Ms. Crockett also said that things done in different fiscal years are then considered improvements.
- Ms. Dedden made the motion to adjourn at 7:48 pm.