

RECORD OF PROCEEDINGS
German Township Board of Trustees
Special Session
November 5, 2015

The German Township Trustees met in special session on Tuesday, November 5, 2015 at 9:00 a.m. at the German Township Office, 3940 Lawrenceville Drive, Springfield, Ohio. The meeting is called into order by Mr. Rodney Kaffenbarger.

Roll Call: Mr. Metzger – present; Mr. Clark– present; Mr. Kaffenbarger – present

Other Township Personnel present: Angela Griest, Fiscal Officer; George Degenhart, Zoning.

Visitors: Megan Toitch, Ohio Insurance Services Agency, Inc.

Pledge of Allegiance

Purpose of this meeting is to discuss the Medical Insurance Renewal.

Ms. Toitch reviewed the history of the forming of the Ohio Public Entity Consortium – Health Care (OPEC-HC). It was formed as a way to lower costs and keep control of benefits of health care once the Affordable Care Act was implemented. There is currently over 160 communities, municipalities, and townships in the consortium. The benefits of this cooperative include:

- 1) No Federal Market Share Tax
3.3% in 2016
4.0% in 2017
5.0% in 2018
- 2) No State Premium Tax – 1.4%
- 3) Costs Negotiated on large block of all Jefferson Health Plan (18,000 employees)
- 4) Control of Plan Designs
- 5) Avoiding ACA Plans and rating structures

Next Ms. Toitch went over all the renewal options with the Trustees, explaining the differences and costs. There was about a 12.5% increase on an annual basis, comprised of medical cost inflation, prescription cost inflation, and increased utilization. The wellness funding plan saw a deficit due to higher than projected claims, which will need to be made up. Dental and Vision costs remain constant. The insurance group will need to know what renewal option the trustees choose by November 30, 2015. The funding plan design needs to be done by the end of December.

Conversations then turned to the Insurance reimbursements. At this point there seems to be confusion across the state as to whether or not reimbursements can be done. Our prosecutor has stated we can no longer reimburse without having a penalty/fine assessed, so we do not reimburse. If the reimbursement would become available again, other questions to ask the prosecutor would be: can we reimburse if the person is in another group plan? Can you reimburse Medicare part B? Can you reimburse medical supplement plan from other insurance groups? Can we provide Vouchers to employees to use to purchase their own insurance from somewhere else?

Ms. Toitch left for another meeting.

- A. Mr. Clark motioned to renew the medical insurance with OPEC-HC using option – 12.5 % with Deficit Recovery Assessment. The motion was seconded by Mr. Metzger.

Roll Call: Mr. Metzger – yes Mr. Clark – yes Mr. Kaffenbarger – yes

The trustees then deliberated on the plan options and how part of the cost could be shared with the employee. Suggestions included:

- 1) Township to pay only the cost of the employee, anyone choosing couple or family coverage pays the difference.
- 2) The Township pays a set amount to each employee for coverage – employ chooses single, couple, or family coverage and makes up any difference with a payroll deduct.
- 3) Each Employee pays a set percentage of the cost.

Mr. Metzger felt option 2 was the most fair. Mr. Clark and Mr. Kaffenbarger felt option 3 was most fair.

Further discussion will need to be had concerning the funding plan, and the employee shared cost.

B. Motion to adjourn: Mr. Clark 2nd: Mr. Metzger Ayes: All

Approved by:
Board of German Township Trustees

Rodney Kaffenbarger, President

Recorded in the
Record of Proceedings
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Robert Clark, Vice President

Charles Metzger, Member

Angela D. Griest, Fiscal Officer