

SWANCREEK TOWNSHIP BOARD OF TRUSTEES

Special Meeting

Monday December 9, 2013

The special meeting of the Board of Trustees was called to order at 10:00 a.m.

Prayer

Pledge

Board members present: Pam Moore, Chairman, Phil Wiland, Vice Chairman, Ron Holdeman, Trustee

Employee: Chris Lauch, Administrative Assistant/Assistant Fiscal Officer

Guests: Mr. Rick Kazmierczak & Mr. Vince Marinelli, Stapleton Insurance

Approval of 12-2-13 regular meeting minutes tabled, due to changes to be made to the draft.

Approval of expenditures tabled until the Fiscal Officer is present.

The Special meeting was called to discuss insurance for the Township Elected Officials and full time employees.

Vince Marinelli, Stapleton Insurance, stated that, due to current legislation, there are no other options for the Board to consider at this time; to stay with the current insurance plan. Implementing an individual health plan, an employee cost share type, would greatly reduce expenditures; however, it is not permitted under ORC regulations. Due to Obama Care and the Health Care Reform he is unable to obtain figures until after the 1st of the new year. The new rating system should change the current amounts; however, until he can actually see the numbers he cannot give the Board any further information. The Board reviewed Mr. Marinelli's email summary.

The Board discussed possible options to be considered at a later date when the rates are available. They will revisit this in May or June, due to timing issues and the fact that Mr. Marinelli cannot obtain quotes for them right now.

Trustee Moore discussed Elected Officials and employees paying a portion of the premium. Trustee Wiland stated that when this was suggested previously, the Board discussed giving the full time employees a raise in wages to offset their cost. He felt there would not be any cost savings then.

Trustee Moore stated the cost savings would have come from the Elected Officials paying their portion of the premiums. ORC states the benefits have to be the same across the board for the Elected Officials and the Township's full time employees. The Board's hands are tied, due to legislation.

Chairman Moore discussed possibly paying 10% out of pocket towards insurance premiums and taking this in to consideration during employee compensation reviews. Chairman Moore stated that based on what the Township is currently paying, it would be approximately a \$9000.00 annual savings and with an offset in employee wages, covering the full time employees 10% portion, the savings would be about \$7000.00 annually. Trustee Wiland stated that figure is with his insurance included and that it is also based on the old cost of premiums, which are going to be higher. Trustee Moore said the savings would be approximately \$10,000.00 per year if they were to implement a 10% out of pocket fee, without Trustee Wiland's insurance and Trustee-Elect Kazmierczak opting out of the Township's insurance plan. Mr. Marinelli said the 10% deduction can be pre-tax, which will soften the impact of out of pocket expenses, as well.

The Board does not feel that the full time employees should be adversely affected in any way if any changes are made. Mr. Kazmierczak agreed. Trustee Wiland feels legislation needs to be changed, so the employees are not affected.

Rick Kazmierczak addressed the Board of Trustees asking if he may give his input. The Trustees agreed to allow Mr. Kazmierczak in to the discussion, because he is the Trustee-Elect.

Mr. Kazmierczak felt that since the Board plans on possibly changing the insurance plan in six months it is not worth changing it all, at this time. He also agrees with Trustee Wiland that legislation needs changed to not adversely effect the employees when a change is made.

Mr. Kazmierczak feels that legislation is forcing tax payers to pay for an Elected Officials who already have insurance elsewhere and that it is not logical.

231-13 Trustee Moore motioned to renew the current health plan with the Elected Officials and fulltime employees paying 10% of the premium, implementation of Section 125, Cafeteria PREMIUM ONLY PLAN, staying with the current plan, upon the recommendation of the insurance agent. Trustee Holdeman 2nd.

Roll Call: Trustee Moore - yes, Trustee Holdeman - yes, Trustee Wiland - yes.

Mr. Marinelli gave Chairman Moore the current Ohio Plan that needed signed.

Trustee Moore motioned to adjourn 2nd by Trustee Holdeman.

Adjourn at 10:30 a.m.

Swan Creek Township Board of Trustees

Trustee Wiland

Trustee Holdeman

Trustee Moore

Attest: Dawn Wheatley
Fiscal Officer Swan Creek Township
December 16, 2013