

Walnut Township Special Trustees Meeting

November 19, 2015

The meeting was called to order at 6:00 PM. Trustees William Yates, Doug Leith and Terry Horn were present. Also present was Michelle Crockett, representative from Burnham and Flower.

The sole purpose of this meeting is to meet with Michelle Crockett to discuss medical, dental, vision and life insurance options for 2016.

Ms. Crockett explained that medical insurance premiums are determined by age and demographics. It previously took into account tobacco use, but that is no longer the case.

It looks like the increase in medical insurance premiums for 2016 will be approximately 33.21%. A spreadsheet was distributed that showed a comparable plan with several other insurance companies – Medical Mutual, Anthem, United Healthcare and Inhealth.

Ms. Crockett explained the 25% rule of cash in lieu of benefits. This rule states that reimbursement for medical insurance premiums cannot exceed 25% of what the premium would be on the township's insurance plan.

The township is permitted to reimburse for medical insurance premiums for employees who are on another employer's qualified health insurance plan.

Ms. Crockett stated that the township can either have an HRA account that reimburses for employee's deductible expenses or an HSA but not both.

There was a discussion of the benefits of the township establishing a Health Savings Account (HSA). Some of the options are - the funds could be put in with pre-tax dollars; the employee could retain the funds contributed by the township; the employee could contribute funds. Ms. Crockett stated that she only has one village that uses HSA accounts.

Per state law, employers are required to pay 50% of the employee's premium for medical insurance, there is no requirement for paying for the employee's spouse or children.

Ms. Crockett stated that any employee who works more than 1500 hours can be covered by the township's insurance plans.

There was a question regarding whether the township would continue to offer vision and dental insurance to employee spouses and children. The trustees stated this will continue in 2016, but will be evaluated each year.

The Trustees decided to hold another Special Meeting on Tuesday November 24th to continue to discuss the options that the township has regarding insurance in 2016.

7:30 PM, Trustee Leith made a motion to adjourn. Trustee Horn seconded the motion. The motion passed with 3 yes votes.

Lynn Kraner, Fiscal Officer

William Yates, Chairman

Terry Horn

Doug Leith