

Minutes of March 13, 2018

Record of Proceedings

Regular meeting of the Washington Township Board of Trustees was held at the Washington Township Administration Building, 6200 Eiterman Road, Dublin, Ohio, on March 13, 2018, at 8:00 a.m. Meeting was called to order by Ms. Denise Franz King, Chair and the meeting opened with the Pledge of Allegiance.

Roll call – Ms. Denise Franz King, Chair – Present
Mr. Charles Kranstuber, Vice Chair, - Present
Mr. Gene Bostic, Trustee – Present

Wellness Program:

Ms. Catherine Grossman, Human Resource Manager, presented the newly proposed Wellness Incentive Program for 2018.

Introduction

Since 2015, the Township's has provided its employees and spouses (if applicable) an opportunity to participate in a wellness program to receive financial rewards. The Township's Employee Communications Committee met several times as a group and with OhioHealth (the Township's contract wellness program administrator) to research, discuss and provide recommendations for the 2018 wellness program and rewards.

Considerations

OhioHealth provided the following 2017 wellness aggregate data in consideration of recommending the 2018 program:

- 159 employees and spouses utilized Township provided biometrics & annual firefighter physical to test for waist circumference, HDL cholesterol, blood pressure and glucose
- Average age of participants - 43 years old
 - 53% were male and 47% were female
- 72% at risk for blood pressure
- 77% at risk for BMI (body mass index)
- 22 tobacco users (employee & spouse)
- 76 completed the alternative trackers to obtain their wellness rewards
- 196 attended the 10 wellness educational classes offered
 - Most of those attended were on-duty employees
- Township rewarded 102 employees a total of \$334,000.00 for completing wellness initiatives
 - 75 employees received the maximum wellness rewards
 - 27 employees received partial rewards

The Committee considered the Township's financials, claims experience and the Affordable Care Act (ACA) when considering the best recommendation for the Township and its employees. Additionally, the Committee considered different program options and reward levels. Attached, in the PowerPoint presentation, are the Committee's recommendations for both program design and rewards. PowerPoint presentation appended to the minutes.

Append #001

Recommendation

The Employee Communications Committee recommends and asks for a motion from the Board of Trustees to make changes to the program and reward payout in an effort to continually challenge our employees and spouses to improve their health. The following chart summarizes the maximum wellness reward payouts and Township funding:

HSA	EE Count	HSA Funding	Wellness Rewards	Total HSA Funding
Single	11	1,000	1,000	22,000
Family	98	2,000	2,000	392,000
Total	109			414,000

There was much discussion regarding this incentive program. The Board feels there needs to be something more to hold employee accountable for receiving additional funds and stated if it is your job to be fit, then it is your job to be fit, and if employees are attending a wellness session on company time then why the need for an extra payment. And yes, there are some employees that are not required to be fit but this is a small amount compared to those that have to be fit. The Board recognized all the efforts gone into developing the revised program but have their concerns regarding the level of funding.

Ms. Grossman stated the level of funding has decreased this year but this also effects the tier down program for the health insurance coverage rates.

The goal is to be healthier so health insurance costs stay down. The Board wants to know this program is working, employees are participating, employees are making changes to their life styles in order to get the wellness incentive, and the incentive isn't just given to employees without some type of accountability. The Board realizes there are laws in place that limit what can be done as an employer to monitor employees, their health, their medical records and the difference between health and fitness.

Motion by Ms. King, seconded by Mr. Bostic, to approve the 2018 Wellness Incentive Program as presented and recommended. Motion passed.

#2018.03.13.001

Append #001

Syntero, Inc. at the Dublin Counseling Center:

Motion by Mr. Kranstuber, seconded by Mr. Bostic, to approve the continued support of Syntero, Inc, (formerly known as the Dublin Counseling Center) in the amount of \$55,000 - \$1 per Washington Township resident (estimated population of 49,000) as the Township has done in previous years but rounding the amount to \$50,000 and to also contribute an additional \$5,000 to help support the various programs, including but not limited to the Mental Health for Veterans, offered through Syntero, Inc. Motion passed.

#2018.03.13.002

2016 ODOT Road Mileage Certification:

Motion by Mr. Bostic, seconded by Mr. Kranstuber, to accept the 2017 ODOT Road Mileage Certification from the Franklin County Engineer's Office, certifying 1.90 miles of highway for Washington Township. Motion passed.

#2018.03.13.003

Append #002

Novak Consulting Group/Strategic Planning Retreat Report:

Motion by Mr. Bostic, seconded by Ms. King to approve the Washington Township Strategic Planning

Retreat Report from The Novak Consulting Group as presented. Motion passed.

#2018.03.13.004

Append #003

Approval of the 2018 Permanent Budget:

Mr. Kranstuber introduced and moved the adoption of the following Resolution:

WHEREAS the levels of resources have been identified for the 2018 fiscal year, and

WHEREAS appropriate planning and consultation within the Township has been accomplished; and

WHEREAS the Township's Fiscal Officer, Administrator and the Fire Chief are now prepared to present the 2018 Permanent Budget; and

WHEREAS the Township's Fiscal Officer, Administrator and the Fire Chief have prepared the 2018 Permanent Budget Appropriations resolution;

NOW THEREFORE BE IT RESOLVED, that the 2018 Permanent Appropriations and Fiscal Operating, Capital and Debt Service Budgets of Washington Township, Franklin, Delaware and Union Counties, Ohio, for fiscal year 2018 as supported in the accompanying documentation and approved by the Trustees, Fiscal Officer, Administrator and the Fire Chief, to make expenditures within the projected income levels, provided that bills and payrolls shall be submitted to and approved for payment upon resolution of the Board; and

BE IT FURTHER RESOLVED, that the Fiscal Officer be instructed to incorporate the Permanent Budget Resolutions, and all supporting documents into the minutes and appendices of this meeting, and to file these materials with the official records of this Township.

BE IT FURTHER RESOLVED, that it is found and determined that all formal actions of this Board concerning and relating to the adoption of this resolution were adopted in an open meeting of this Board, and that all deliberations of the Board and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements including Section 121.22 of the Ohio Revised Code.

BE IT FURTHER RESOLVED that this Resolution shall take effect and be in force at the earliest time permitted by law.

Mr. Bostic seconded the motion and the roll was called on with the Washington Township Board of Trustee voting aye. Resolution adopted.

#2018.03.13.005

Append #004

Approval of the Minutes:

Motion by Mr. Bostic, seconded by Ms. King, to approve the meeting minutes of February 13, 2018, as presented.

Mr. Kranstuber abstained. Motion passed.

#2018.03.13.006

Motion by Mr. Kranstuber, seconded by Mr. Bostic, to approve the meeting minutes of February 24, 2018, as presented. Motion passed.

#2018.03.13.007

Motion by Ms. King, seconded by Mr. Kranstuber, to approve the meeting minutes of February 27, 2018, as presented. Motion passed.

#2018.03.13.008

Approval of Bills, Payroll and Transfers:

Motion by Mr. Kranstuber, seconded by Mr. Bostic, to ratify the bills for the Township, and to include all the now and then certificates, dated February 28, 2018, in the amount of \$264,758.49. Motion passed.

#2018.03.13.009

Append #005

Motion by Ms. King, seconded by Mr. Kranstuber, to ratify the ACH Bills for the Township, and to include all the now and then certificates, dated February 2018, in the amount of \$1,071,126.84. Motion passed.

#2018.03.13.010

Append #006

Motion by Mr. Bostic, seconded by Ms. King, to ratify the payroll for March 2, 2018, in the amount of \$8,994.10.
Motion passed.

#2018.03.13.011

Append #007

Motion by Mr. Kranstuber, seconded by Mr. Bostic, to ratify the payroll for March 9, 2018, in the amount of \$418,849.82. Motion passed.

#2018.03.13.012

Append #008

Round Table Discussions:

Adjourn Meeting:

Meeting of March 13, 2018, adjourned at approximately 9:15 a.m.

Ms. Denise Franz King, Chair

Ms. Joyce E. Robinson, Fiscal Officer