

Minutes of March 27, 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 27, 2018, at 6:00 p.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, - Absent
 Mr. Gene Bostic, Trustee – Present

Sheriff's Report:

Franklin County Deputy Jessie Hatfield was present and gave a report.

Presentation on Self Fund Health Care Insurance:

Mr. Todd Bollinger, with CBIZ, Inc., Washington Township's Third Party Administrator for its Health Insurance was in attendance and presented a Power Point on Self-Funding Health Insurance vs. Fully Insured Health Care Plans. Presentation attached to the Minutes.

Append #001

Fully Insured: When an employer contracts with a health insurance provider (e.g. Medical Mutual, Anthem) who then assumes the risk of healthcare of those enrolled in the employer provided health insurance plan.

Self-Insured: When the employer assumes the risk of healthcare for those enrolled in the employer provided health insurance plan.

5 Key Differences:

1. Control.

The organization has full control over the benefits plan. Plans types can be designed to meet the specific needs of the member population through a customized suite of service offerings.

2. Employer Funded Plans.

The organization directly funds the risk with its own assets using stop-loss insurance coverage to cover large dollar claims. Because the employer is responsible for benefits covered under the plan it is only subject to federal regulations under the Employee Retirement Income Security Act (ERISA), excluding it from state mandates.

3. Stop-Loss

Stop Loss insurance is utilized to limit the organization's loss to an amount specified by the employer, to ensure protection from catastrophic claims. The amount of risk to be covered by stop-loss is a function of the employer's size, the industry, financials and the organization's overall tolerance for risk.

4. Summary Plan Description/Document (SPD).

A Summary Plan Description/Document (SPD) is prepared-usually by a third party administrator and distributed to covered employees. The SPD includes all the plan details including eligibility, coverage descriptions, and plan exclusions and limitations. The employer TPA typically prepares the plan booklets, ID cards and other employee materials.

5. Third Party Administrator (TPA).

The third party administrator administers the plan. Its responsibilities begin with consulting with the employer to determine the most effective plan design and include maintaining eligibility, adjudicating and paying claims, customer service, utilization management, preparing claim reports, plus arranging for services such as provider network access and implementation of a pharmacy benefit management program.

2018 Compensation Study:

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

A RESOLUTION AUTHORIZING AND DIRECTING THE TOWNSHIP ADMINISTRATOR TO EXECUTE A CONTRACT WITH FISHEL HASS KIM ALBRECHT DOWNEY, LLP TO PERFORM A COMPENSATION STUDY

WHEREAS, IN 2015, Washington Township contracted with Cleman, Nelson & Associates, Inc. to perform a classification and compensation study for approximately twenty (20) classifications; and

WHEREAS, given the age of the 2015 study, the Board of Trustees would like this information update to make certain its pay rates and compensation are competitive; and

WHEREAS, Washington Township formally requested proposals from qualified entities, and received two responses; and

WHEREAS, the Board of Trustees now wants to enter into a contract for this compensation study.

NOW, **THEREFORE, BE IT RESOLVED** by the Board of Trustees of Washington Township, Franklin, Delaware, and Union Counties, State of Ohio:

SECTION 1: The Board of Trustees hereby authorizes and directs the Township Administrator to execute a contract with Fishel Hass Kim Albrecht Downey, LLP to perform a compensation study not to exceed \$12,500, consistent with the scope of services outlined and described in the request for proposals.

SECTION 2. It is hereby found and determined that all formal actions of this Board concerning and relating to the passage of this Resolution were adopted in an open meeting of the Board and that all deliberations of the Board and any of the decision making bodies of the Board of Trustees which resulted in such formal actions were in meetings open to the public in compliance with all legal requirements of the State of Ohio.

Ms. King seconded the motion, and the roll was called on with all members of the Washington Township Board of Trustees that were present voted aye. Resolution adopted March 27, 2018.

#2018.03.27.001

Append #002

Approval of the Minutes:

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

#2018.03.27.002

Approval of Bills, Payroll and Transfers:

Motion by Ms. King, seconded by Mr. Bostic, to ratify the bills for the Township, and to include all the now and then certificates, dated March 15, 2018, in the amount of \$80,255.97. Motion passed.

#2018.03.27.003

Append #003

Motion by Mr. Bostic, seconded by Ms. King, to ratify the payroll for March 23, 2018, in the amount of \$447,475.15. Motion passed.

#2018.03.27.004

Append #004

Round Table Discussions were held.

Adjourn Meeting:

Meeting of March 27, 2018, adjourned at approximately 7:12 p.m.

Ms. Denise Franz King, Chair

Ms. Joyce E. Robinson, Fiscal Officer