

Minutes of October 23, 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 October 23, 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, - Present

Mr. Gene Bostic, Trustee – Present

Sheriff Report:

Deputy Jessie Hatfield gave an updated Report from Franklin County Sheriff's Department.

Resolution for Snow & Ice Removal:

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

A RESOLUTION AUTHORIZING AND DIRECTING THE TOWNSHIP ADMINISTRATOR TO EXECUTE A SERVICE AGREEMENT BETWEEN WASHINGTON TOWNSHIP AND THE CITY OF DUBLIN FOR SNOW AND ICE REMOVAL SERVICES FOR THE 2018-2019 SEASON, WITH OPTION TO EXTEND FOR A MAXIMUM OF TWO YEARS.

WHEREAS, in 2015, Washington Township, Ohio (Franklin, Delaware, and Union Counties) and the City of Dublin executed a service agreement for snow and ice removal (Agreement). Under the terms of the Agreement, the City provides all personnel, insurance, equipment, fuel, and materials necessary to perform the appropriate snow and ice removal services for the Township; and

WHEREAS, the original term of the Agreement covered the 2015 – 2016 snow removal season with the option to extend for two additional seasons;

WHEREAS, as allowed under the terms and conditions of the original Agreement, the Agreement was extended to cover the 2016 – 2017 and 2017 – 2018 snow removal seasons; and

WHEREAS, according to the express terms of the original Agreement, the Agreement can no longer be extended by mutual agreement of the Township and City of Dublin; and

WHEREAS, the Township needs to contract for snow and ice removal services for the 2018 – 2019 season, and the City of Dublin agrees to, once again, perform these services for the Township.

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 new Service Agreement between Washington Township and the City of Dublin for Snow and Ice Removal Services for the 2018 – 2019 Season, in substantially the same form and content as the 2015 agreement.

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.

Mr. Bostic seconded the motion, and the roll was called with all members of the Washington Township Board of Trustees voting aye. Resolution adopted October 23, 2018.

#2018.10.23.001

Append #001

All Township Owned Building Security System:

Mr. Richter stated a building vulnerability assessment was conducted by the Dublin Police Department and multiple security vendors to assure the safety and security of our facilities, equipment and our personnel. The recommendations listed below would provide access controllers and limited camera coverage to all stations and the administration building. In addition to the security system, required IT infrastructure will be upgraded for this project. These upgrades were identified in the 2019 capital improvement plan and will need to be addressed this year to move forward with the project.

Please note in the Silco quote there is an estimate for tempered glass for the reception area. Although staff are not recommending this purchase through Silco, it is still being considered as part of a comprehensive building security strategy. Staff believe vendors exist who may be more cost competitive.

Silco

Equipment/Printer and installation	\$133,350.00
Service Agreement (annual)	\$ 5,323.56
Annual Licensing	\$ 1,000.00

CompuCorp

Hardware upgrade	\$ 23,626.48
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Total \$163,300.04 (not to exceed +/- 5%)

Motion:

Motion by Mr. Kranstuber, seconded by Mr. Bostic to authorize the Township Administrator to enter into an agreement with CompuCorp and Silco Fire & Security to install security measures to all stations and the administration building with the cost for all hardware, software, licensing and service agreement will not exceed 5% of the total cost of \$163,300.04 to cover any variable costs which may occur between receipt of original estimate(s) and negotiation of final agreements. Motion approved.

#2018.10.23.002
Append #002

Station #95 New Furnace & Air Conditioner Replacement:

Motion by Mr. Kranstuber, seconded by Ms. King, to approve a purchase of a New Furnace/Air Conditioner unit for Station #95 and allow the Township Administrator to enter into an agreement for the lowest competitive bid company for this purchase, in an amount not to exceed 10,000. Motion passed.

#2018.10.23.003
Append #003

Medical & Vision Insurance Plans for January 2019:

The Township’s medical and vision insurance plans renew on January 1, 2019. The Employee Communications Committee met with the Township’s current broker, CBIZ, to discuss options for the Township. The Committee considered the Township’s financials, claims experience, the Affordable Care Act (ACA), the ACA Cadillac Tax and other ACA fees when discussing the best recommendation for the Township and its employees. Additionally, the Committee considered different plan options, different providers, staying in a fully-funded plan or becoming self-insured as well as the overall performance in the current medical plan.

Background

The current approved High Deductible Health Plan medical insurance has been in place since January 1, 2015. In October 2017, the Board approved a 7.97% medical insurance increase and to maintain coverage through the current provider, Medical Mutual of Ohio. In 2018, the Trustees also approved the below funding of the plan’s deductible (\$2,600 single/\$5,200 family) and eligible maximum wellness incentives:

2019 Wellness Rewards for incentives completed in 2018	Family	Single
Township Funding	\$2,000	\$1,000

Maximum Wellness Rewards

\$4,000 \$2,000

VSP has been the Township's vision insurance provider for more than 11 years with exceptional employee satisfaction. For 2018, VSP afforded a (0.47%) decrease for one-year plan with a slight change in plan design.

Bid Summary

Below are the bids for the insurance plans with no changes to the current plan:

Fully-Insured		Medical	
Provider	Renewal	Provider / Network Provider	Renewal
Aetna	(.02%) / (\$350)	UMR / United Healthcare	(\$117,837)
Anthem	(1.01%) / (\$21,412)	Anthem / Anthem Blue Access	\$334,612
United Healthcare	0.77% / \$16,380	Nova / Cigna	\$282,296
Medical Mutual	1.99% / \$42,456	BAC / Medical Mutual	(\$29,577)
		Prairie States / Medical Mutual	\$188,132
		Medical Mutual / Medical Mutual	\$199,129

Below captures the Township's medical insurance renewal history:

Benefit Year	Renewal Rate	Carrier
2002-2003	16.7%	United Healthcare
2003-2004	13.0%	United Healthcare
2004-2005	9.7%	United Healthcare
2005-2006	18.0%	Medical Mutual of Ohio
2006-2007	5.9%	Anthem
2007-2008	(2.0%)	Anthem
2008-2009	7.0%	Anthem
2009-2010	17.1%*	Anthem – ERC
2010-2011	5.0%	Anthem – ERC
2011-2012	8.0%	Anthem – ERC
2012-2013	14.0%	Medical Mutual of Ohio
2013-2014	13.52%	Anthem – PPO
	11.17%	Anthem – HSA
2014 (6 Months)	11.12%	Anthem – PPO
	8.82%	Anthem – HSA
2015	4.9%	Anthem – HSA
2016	3.9%	Medical Mutual of Ohio
2017	6.4%	Medical Mutual of Ohio
2018	7.97%	Medical Mutual of Ohio

Vision		
	Current	Renewal
Monthly per Employee	\$23.11	\$22.65

Total Monthly	\$2,542	\$2,492
Total Annual	\$30,505	\$29,898
Total \$ Change		(\$607)
Total % Change		(1.99%)

Medical Insurance Cost Summary

Current	Monthly Per EE	Monthly	Annual	Max Wellness Reward	Total Annual
Single	688.28	9,636	115,631	2,000.00	143,631
Family	1,742.34	167,265	2,007,176	4,000.00	2,391,176
Total		176,901	2,122,807		2,534,807

MMO - 1.99%	Monthly Per EE	Monthly	Annual	Max Wellness Reward	Total Annual
Single	701.95	9,827	117,928	2,000.00	145,928
Family	1,777.09	170,601	2,047,208	4,000.00	2,431,208
Total		180,428	2,165,135		2,577,135

Anthem - (1.01%)	Monthly Per EE	Monthly	Annual	Max Wellness Reward	Total Annual
Single	681.36	9,539	114,468	2,000.00	142,468
Family	1,724.82	165,583	1,986,993	4,000.00	2,370,993
Total		175,122	2,101,461		2,513,461

UMR Self-Funding	Monthly Per EE	Monthly	Annual	Max Wellness Reward	Total Annual
Single	401.19	5,617	67,400	2,000.00	95,400
Family	1,238.74	118,919	1,427,028	4,000.00	1,811,028
Total		124,536	1,494,428		1,906,428

Recommendations

The Employee Communications Committee recommends the Township maintain our current High Deductible Healthcare plan with funding to employee's Healthcare Savings Account structure and proceed with moving toward self-insurance for the medical / pharmaceutical insurance plan. Additionally, the Committee recommends maintaining the current vision plan and insurance carrier, VSP, with a (1.99%) rate reduction for a two year renewal.

Motion

Motion by Ms. King, seconded by Mr. Bostic, to authorize the Township Administrator to enter into the necessary agreements for UMR self-funding and stop loss insurance and VSP to continue as the Township's insurance providers with the following plans:

- \$5,200/\$2,600 High Deductible Healthcare Plan with self-funding and stop loss through UMR (network provided by United Healthcare);
- (1.99%) two-year renewal of our current vision plan through VSP.

Motion approved.

#2018.10.23.004

Append #004

Approval of the Minutes:

Motion by Ms. King, seconded by Mr. Kranstuber, to approve the meeting minutes for October 9, 2018, as amended. Motion passed.

#2018.10.23.005

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 October 15, 2018, in the amount of \$96,884.32.

Motion passed.

#2018.10.23.006

Append #005

Motion by Mr. Bostic, seconded by Mr. Kranstuber, to ratify the payroll for October 19, 2018, in the amount of \$375,120.08. Motion passed.

#2018.10.23.007

Append #007

Motion by Mr. Kranstuber, seconded by Mr. Bostic, to ratify the Transfers for September 2018, in the amount of \$80,000. Motion passed.

#2018.10.23.008

Append #008

Round Table:

Mr. Richter advised the Board of a Zoning Appeals Board Meeting scheduled for November 7, 2018, regarding 6044 and 6076 Dublin Road, Dublin, Ohio, for purpose of a lot split variance to construct two residential homes.

Executive Session for Personnel Matters:

Motion by Ms. King, seconded by Mr. Bostic, to adjourn into executive session for the discussion of Personnel Matters and discussion of compensation of public employees, per the request of the Township Trustees and per the Ohio Revised Code Section #121.22 (G)(1) at 7:20 p.m. The roll was called up on with all members of the Washington Township Board of Trustees that were present voting aye. Motion passed.

#2018.10.23.009

Reconvened Meeting:

Meeting reconvened at 8:55 p.m.

Adjourn Meeting:

Meeting of October 23, 2018, adjourned at approximately 8:55 p.m.

Ms. Denise Franz King, Chair

Ms. Joyce E. Robinson, Fiscal Officer