

SPECIAL MEETING

OPENING: The special meeting was called to order at 6:00 p.m. by President Lou Giavasis. The opening formalities were forgone.

ATTENDANCE:

Al Leno, Scott Haws, Lou Giavasis, Lisa Campbell, Joe Iacino, Chief Snyder, Rob Steinberg, and Anthony Flex. Media present: Betty O'Neil-Roderick, Akron Beacon Journal.

NEW BUSINESS:

1. Healthcare Renewal Proposals

Lisa explained that the process this year was tough as we saw claims go down and all the employees have come together with the incentives yet the costs increased. She explained that she wanted last years pricing since our claims were down almost **10%, but it didn't happen.**

Mark Woessner and Lisa Brown from Huntington Insurance presented the Board with the proposals that were received. Mark went over the documents and numbers and compared them to what the township currently has. He explained that this years proposals also have a special drug coverage bid and he explained what that coverage was. He explained that it will have employees meeting their deductibles faster if there is a major surgery or illness that requires a special new drug. This then saves the township money as the drug will be covered 100% once the deductible is met. Currently it is medical coverage only and adding this makes it medical and drug coverage.

Mr. Haws asked how long it would take to realize a savings to the township to include this coverage. Mark explained that it depends on if it is needed, but if so and one claimant uses it then it might be realized with one person. It costs about \$12,000 to the township and acts similar to an umbrella policy. Mr. Haws asked if Mark could get him a percentage of savings from it through the industry. Mark explained that if we were like last year without any large claims then the township would see no benefit. Mr. Giavasis indicated that Jackson Township is having the same concern with new specialty drugs and asked if this would protect against that. Lisa Campbell said that her concern **was that if we don't get the coverage and we do have a large claim that would make our costs go up when we bid out next year.** Mark explained the question is do you want to self fund if a specialty drug is needed or do you want insurance if it is needed. Lisa Campbell asked if the Board needed to decide now or if they could add it later. Mark explained that it could be added later, but it should be done before the contract is finalized.

Mark went on to explain the bids received and how Aultcare has an Organ Transplant Rider included. He explained that of the two companies that Bid Aultcare was the only one to include this. The Mutual Health Services has about \$20,000 more fixed costs associated with it because the rider was added to get apples to apples quote. He explained that with Mutual Health HCC is the stop-loss provider and they were aggressive with the max liability quote. He said they are in the top three largest providers and they can be very good at showing the estimates of savings if changes are made to the employees share.

Mr. Haws noted the emergency care and urgent care costs are not the same and that if we steer the employees to the urgent **care rather than emergency room when it's not an emergency** it can save the township money. Mr. Giavasis had a concern about employees having an incident after the primary care office and urgent care facilities are closed. He said it would be punishing them if we have different costs. He asked if emergency could be

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defined. It was explained that it could. Mr. Leno said that a lot of employees have made changes to their life styles and asked what to tell them about the costs going up after all they did to lower claims. Mr. Haws noted that the health care costs continue to **rise. Mr. Flex asked Mark if the employees hadn't made changes** and our claims were higher because of that would we be seeing higher quotes than what we have now. Mark said we would as most companies start off at 12% for an increase and if things are going good you can ask for a trending rate increase and let someone like him negotiate a lower increase because of the lower claims. He explained that is what we did this year.

Mr. Haws pointed out how we as a township provide healthcare to our employees at a lower rate than most other entities. He **said it isn't asking much to have the employees make a change** because of what we provide. He also talked about the percentage of premium paid by single vs. family coverage employees.

Mr. Haws indicated that going over the numbers he doesn't see a reason to switch providers and it is burdensome to the employees to switch as they may need to find new doctors.

Lisa Campbell asked the Board if they saw a reason to switch providers. They indicated no. She then asked about whether they wanted to add drug coverage. Mr. Giavasis said he wanted to see more numbers on it first. Mr. Haws and Mr. Leno agreed they wanted more numbers.

Mark then explained the Captive Risk Arrangement bid.

The Board mentioned they would like to see some information on establishing an HAS option. There was some discussion **about the "yes you can" and its costs to the township.** Lisa Campbell explained that the language could be changed after tonight if needed. Mr. Haws asked what the rush was to pass this tonight then. Lisa Campbell explained that if the Board does switch providers the unions need notified 30-days in advance.

Mr. Haws indicated that he wanted to see some numbers for savings if changes to the plan were made and also some language defining primary, urgent care, and emergency.

BJ Hershberger, Jr. said he cautions the Board about the **language about emergencies so employees don't get punished if they can't make it** to their regular physician before they close and needs care. He stressed education of the employees and how it could solve some of the issues where the township is paying **more because the employees don't know their decision affects** the township. He suggested a health care committee which could help the department heads educate their employees through that. He noted that Jackson Township has one. He said he believes that the drug coverage is a huge benefit if it happens and can be realized in just one claim. He explained that he has **talked to Aultcare about the "yes you can" program and he was** told there is no additional cost to the employer. He suggested that we educate the employees about that too.

Mr. Haws and the Board indicated that the employees input and attendance is appreciated.

#15-225

Motion by Mr. Haws,

BE IT HEREBY RESOLVED by the Plain Township Board of Trustees, Stark County, Ohio to accept the attached proposal with Aultcare **to administer Plain Township's medical insurance** program for the period of June 1, 2015 through May 31, 2016. Aultcare will be the TPA, Aultcare will be for the Reinsurer, and Aultcare will be for the Network.

Seconded by Mr. Giavasis.

Discussion: Mr. Leno thanked Lisa for her hard work on this.

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Vote: Mr. Leno, yes; Mr. Haws, yes; Mr. Giavasis, yes.

ADJOURNMENT:

#15-226 Motion by Mr. Giavasis,
BE IT HEREBY RESOLVED by the Plain Township Board of
Trustees, Stark County, Ohio to adjourn at 7:08 p.m.
Seconded by Mr. Haws.
Vote: Mr. Leno, yes; Mr. Haws, yes; Mr. Giavasis, yes.

Louis P. Giavasis
Trustee

Albert P. Leno, II
Trustee

Scott Haws
Trustee

ATTEST: _____
Anthony J. Flex
Fiscal Officer