

RECORD OF PROCEEDINGS

Minutes of

SHARON TOWNSHIP TRUSTEES SPECIAL SESSION HELD AT

Meeting

GOVERNMENT FORMS & SUPPLIES 844-224-3338 FORM NO. 10148

Held

95 E. Wilson Bridge Road VIA ZOOM

20

May 11, 2022

Page 1 of 2

The meeting was called to order at 7:36am via Zoom.

Roll Call:	Laura Kunze, Chair	Present (online)
	John Oberle, Vice Chair	Present (online)
	Tony Palmer, Trustee	Present (absent)
	Michael Farley, Fiscal Officer	Present (online)

Attendance: Todd Weithman

Pledge of Allegiance

Discussion of the Township's Employee Health Insurance Plan:

Chair Kunze asked Fiscal Officer Farley to give a brief overview of the current state of affairs relative to the Township's Employee Health Insurance Plan.

Farley reported that Todd Weithman and Maureen Finney have been gracious in explaining the miscommunication about the plan implementation. They came in and did an educational session with Township employees, which was well attended.

At the most recent meeting of the trustees, it was requested that Weithman attend this meeting to explain the plan and the issues with execution during the current plan year.

Weithman explained that this plan design is a little different than the previous plan. TASC can design the HRA to make the plan look identical for employees. Weithman stated that the design was not implemented properly. Weithman was not present at the initial meeting and subsequently discovered the problems with the design of the plan. He has been in conversation with Finney (TASC).

The biggest difference between the plans are the out of pocket expenses on prescription drugs. The implementation with TASC did not originally include pharmaceuticals.

Oberle asked Weithman to go over the plan design with emphasis on the deductible for prescription drugs. Weithman described the prescription drug application for deductibles. Weithman reiterated that the goal was to design the plan to be identical to the previous plan.

Kunze asked if the deductible was embedded. Weithman informed the trustees that the deductible is not embedded but the HRA can make the deductible operate as an embedded deductible. Weithman explained what an embedded deductible is and how it functions.

Weithman noted that fixed costs were brought down by over \$80,000 annually. Kayati and Tuchfarber had questioned how to budget for the variable costs. Farley provided a high-level explanation of how TASC is funded and accounted for in the Township budget. Farley feels comfortable with the preliminary data that the variable costs will be covered under the current appropriation levels.

Oberle asked about whether the plan is saving money. Farley explained that the plan change is saving the Township money.

Farley sought to level-set and clarify that TASC deals with HRA. FSA accounts are personal to the employee, funded with pre-tax dollars. HRA balances will be refunded to the Township at the end of the year—if unused. Farley posited that there is employee confusion about FSA and the need to fund those for out of pocket expenses. HRA are funded entirely by the Township.

Oberle asked about tax treatment for employees. Weithman said this is not reported as income.

RECORD OF PROCEEDINGS

Minutes of

Meeting

SHARON TOWNSHIP TRUSTEES SPECIAL SESSION HELD AT

GOVERNMENT FORMS & SUPPLIES 844-224-3338 FORM NO. 10148

Held 95 E. Wilson Bridge Road VIA ZOOM 20____
May 11, 2022
 Page 2 of 2

Weithman explained the specifics of the FSA. These funds are "use it or lose it" for the employee. They must use the funds during the calendar year, plus a three-month grace period. Weithman committed to look into whether the FSA could be extended beyond the fifteen-month period. Like the HRA, unused funds transfer to the Township. Weithman believes that the IRS has a maximum of fifteen months. Farley asked about any plan designs on the FSA to further benefit the employees. Weithman explained that the nature of the FSA is not equivalent to the Health Savings Account. Farley requested that Weithman and TASC hold another education session with employees in November (annually) to discuss the advantages of the FSA.

Kunze discussed that health insurance is a component of total employee compensation.

Weithman explained that the two issues that are different and can be remedied by a TASC plan change are:

Dealing with the embedded deductible, and

Covering the overage above the \$2,500 deductible to cover the potential drug co-pays, to the extent it looks like the old MMO plan.

Weithman offered to talk to Finney about these changes.

Farley clarified that the plan changes could be made retroactive.

Kunze moved and Oberle seconded, the following motion:

To authorize Todd Weithman to negotiate the changes with Maureen Finney of TASC to the contract and bring changes to the Trustees to formally adopt the contract.

To reimburse overage to employees for the \$5,500 to the \$8,550 for purpose of coverage of prescription drugs, and

Change to an embedded deductible retroactive to January 1, 2022 on the HRA function of the plan.

To authorize Chair Kunze to execute a contract on behalf of the Board of Trustees upon presentation and execution.

The motion carried unanimously.

Kunze asked about the need for a written education piece for employees as a follow up after the educational session. Weithman agreed to do so.

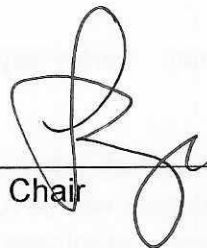
Kunze also discussed a website landing page that contains this information and the ability to have a log-in component of the Township website.

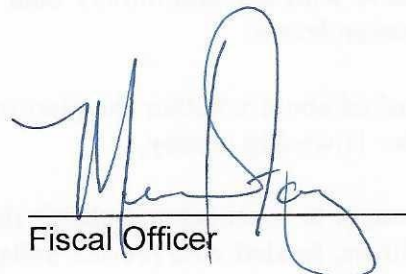
Kunze asked about utilization information access from Anthem. Weithman noted that this is not available. However, the Township does have access to TASC information.

Farley discussed the possibility of providing a quarterly reporting on TASC utilization.

At 8:27am, Kunze moved to adjourn, Oberle seconded. Motion carried. Meeting adjourned.

5/18/22
Date


Chair


Fiscal Officer