

RAVENNA TOWNSHIP BOARD OF TRUSTEES MINUTES OF SPECIAL SESSION OF OCTOBER 21, 2014

The Ravenna Township Board of Trustees met in Special Session at the Ravenna Township Trustee's Meeting Room, 6115 Spring Street, Ravenna, Ohio, on October 21, 2014. Trustee Chairman Vince Coia called the meeting to order at 12:03 P.M. Roll call showed the following present: Trustees Vince Coia, Hank T. Gibson; Fiscal Officer Gail Pittman; Fire Chief Steve Bosso. Not present was Trustee Pat Artz . In the audience was John Dalziel of the Dalziel Insurance Agency, Employees: Ray Taylor, Rocky Wortman, Andrew Lemley, and Heather Sweitzer.

The Purpose of the special session is to review and discuss the new group health insurance policy coverage with Medical Mutual and compare it to the previous coverage with Anthem.

John explained the following details about the Medical Mutual Coverage:

- The deductible is \$250 with MM and was \$500 with Anthem.
- The out of pocket maximum is still \$1,000 per the CBA
- Co-pays of \$20 and the co-insurance of 80% is still the same
- The out of network allowance went down to 50%, but most all providers in Ohio accept Medical Mutual; more than accepted Anthem
- If you are out of town and have an emergency, the insurance pays as if you are "in network"
- The prescription coverage is now \$10, \$20, \$40 co-pays where Anthem was \$10, \$25, and \$40 depending on the number of days' supply and mail order
- Specialty drug tier 4 is now at \$150 max and was \$200 max with Anthem

John also explained that the premiums for the Medical Mutual plan are 26% less than the Anthem renewal rate which will save the Township about \$43,000.00 each year. The largest difference for the price difference is that the Medical Mutual plan is priced under the Affordable Care Act (ACA) where the Anthem plan is a non-ACA plan. The non ACA plan and pricing is allowed because of the legislation where we can "keep our own insurance". The ACA pricing is based on zip code, gender, and age where the non ACA pricing is based on group experience. Because ours is a relatively unhealthy group the non ACA pricing was a disadvantage to us.

Trustee Gibson asked John how the two plans compare as far as benefits. John responded that the Medical Mutual plan is a much better plan than Anthem for a number of reasons: 1.) the coverage is better with lower deductibles, 2.) there are more providers in the Medical Mutual group and the insured can utilize providers within all the area hospitals as well as both University Hospital and Cleveland Clinic, 3.) Medical Mutual costs 26% less, saving the Township about \$43,000 per year.

Heather asked if we could have achieved better pricing by joining COSE or a consortium. John's answer was no, because the laws have changed and every group is offered the same pricing given the zip code, gender, and age.

John also explained that our vision and life insurance providers and coverage are not changing. Previously they were subcontracted through Anthem, we now have to split out the bundle and obtain insurance directly through VSP and Mutual of Omaha. He expects the premiums to be a little lower for those two because we won't have a markup on the service.

The dental coverage, however must change because it was previously provided through Anthem. The new provider is Superior Dental Care. John stated that the dental insurance is also a better package because the coverage is better. The highlights are as follows:

- The in and out of network claim payment is the same
- There is no 12 month waiting period as with Anthem
- The premium rates are based on the number of insured rather than a flat \$104.22 per employee with Anthem whether or not there were multiple family members.
- They will replace a missing tooth, unlike the previous carrier.

John answered all the questions that the audience addressed.

A motion was made by Vince Coia, seconded by Hank T. Gibson to proceed with obtaining health coverage through Medical Mutual and dental coverage with Superior Dental Care with an effective date of November 1, 2014. R/C: Mr. Coia, yes and Mr. Gibson, yes. Motion Passed.

Vince Coia made a motion to adjourn the Special Session at 12:50 P.M. seconded by Hank T. Gibson. R/C: Mr. Coia, yes and Mr. Gibson, yes. Motion Passed.

ATTEST:

CHAIRMAN

TRUSTEE

FISCAL OFFICER

TRUSTEE