VILLAGE OF BROOKLYN HEIGHTS

MINUTES OF A MEETING

Wage & Salary Committee

The Wage & Salary Committee meeting of the Council of the Village of Brooklyn Heights Ohio was held on June 30, 2021 at 6:30 pm. with Councilman Blados presiding.

Present at roll call:	Councilmen:	Blados, Lahiff, Lasky, Presot & Walsh
	Mayor:	Procuk
	Clerk/Treasurer:	Frank
	Law Director:	Dowling
	GUESTS:	BHPD Jablonski & Leahy
		Biskind, AM Benefits
		Sheets, NFP

Councilman Blados said this is a continuation of the June 28th meeting that was cut short due to the Public Hearing scheduled for the same evening.

Councilman Walsh asked what the renewal success is for each presenter.

- Mr. Sheets, NFP said that their ten-year history with Summit County is 3.7% – 3.8%. Brooklyn Heights would have a seventeen month period and then be re-rated. Because we are fully insured we would then have a three-year contract and would assume any increases that the county gets.
- Mr. Biskind said that there is no exact number because it is based on the marketplace at the time of renewal. The last twenty-four month period, where we had a free month at the end, it was 5% based on the plan design and the experience of the village.

Councilman Lahiff asked if the High-deductible Option 3 plan is new or has it been around for a while?

- Mr. Biskind responded that a high-deductible plan is used with an HSA account and not designed to work with an HRA which the village currently has.

Mayor Procuk reminded council that the Medical Mutual representative clearly stated that they (Medical Mutual) decide which of their accounts they like to make offers to and the plan we've had for the last two years was available for four years prior but they did not offer it to Brooklyn Heights. She clearly stated that it had nothing to do with the broker.

Mayor Procuk asked Mr. Sheets how long he has worked for NFP and was told eighteen months. Prior to working for NFP he was the Director of Human Resources for the Westlake Public Schools. Mayor Procuk asked him what their continuation rate is in keeping existing accounts, for example, the City of Independence and if they had renewed with them yet.
Mr. Sheets responded that the closest entity with NFP is the City of Fairview Park and that they have been with Summit County since 2015-2016.
Mr. Sheets said to his knowledge, the City of Independence is not and has not been a client of NFP. They were presented to, but they are not a client.
Councilman Lahiff said he called all of their references and spoke to most of the eighteen NFP clients (Fairview Park, Glenville, Peninsula, Mogadore, Barberton, Greene, Summit Metro Parks and Mineral Falls) and was told the transition was seamless. Some have been with NFP for six years and the highest increase they've ever had was 5%. Last year they had a zero percent increase and this year they got a free month as an ancillary benefit. He also spoke with Greg Cingel regarding his experience with the consortium.
Mayor Procuk asked if NFP represents any other insurance companies other than the consortium in Summit County and Mr. Sheets responded that they are a national company so they work with all the insurance carriers.

Mayor Procuk asked if Independence was presented with the Summit County Consortium and Mr. Sheets said he believed so, but Independence decided to stay with their current group.
Councilman Lasky asked why all the questions about Independence and Mayor Procuk responded that in the first meetings Mr. Dustin said that Independence was a client and Mayor Procuk said he would not tell us what percentage the employees were paying and we were trying to do a comparison. He said this is no different than a councilman calling and checking references. That is all he is doing.

Councilman Lasky asked Mr. Biskind about Medical Mutual reassessing the plans for the village and Mr. Biskind responded that Medical Mutual does this yearly and the plan that council is discussing is no longer available but Medical Mutual has agreed to an extension of the plan due to our police union.
Sgt. Jablonski asked how often a carrier changes their plan designs and Mr. Biskind said it depends on the carrier, the market place and what they feel like doing.

Councilman Blados noted that in the packets Mr. Biskind shows 6 employees, 9 spouses, 4 children and 8 families for a total of 27. NFP shows 7 employees, 9 spouses, 4 children and 8 families for a total of 28. He asked why the difference of 1?
Mr. Biskind said he believed NFP may have included Gary Bru who pays his own COBRA insurance. Mr. Sheets said they took the figures directly from FormFire.
Councilman Lahiff said that if they are including an extra person so by removing him our cost should be lower.

Councilman Blados asked each member of council if they had any further questions and all said they did not. Councilman Blados then adjourned the meeting.

Councilman Joseph Blados
Wage & Salary Committee Chair