

# VILLAGE OF BROOKLYN HEIGHTS

## MINUTES OF A MEETING

March 2, 2021

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The Wage & Salary Committee meeting of the Council of the Village of Brooklyn Heights, Ohio was held on, March 22021 at 5:45 pm. with Councilman Joe Blados presiding.

**Present at roll call:**

Councilmen:	Blados, Lahiff, Lasky, Presot & Walsh
Mayor:	Procuk
Clerk/Treasurer:	Frank
Law Director:	
Engineer:	
Police Chief:	
Fire Chief:	
Asst. Chief	Mike Lasky
Service Director:	
Bldg. Commissioner:	
Asst. Bldg. Comm.	
Comm. Service Dir:	
Recreation Dir:	
Soccer Dir:	
GUESTS:	Chris Triscari, Chris Leahy

- **Five Health Care presenters:**

- 5:45 pm Jim Dustin, Managing Director, NFP Corporate Services, Independence OH

Mr. Dustin told council that we would be a part of the Summit County consortium. You get the benefit of a "community rated" benefit.

Mr. Lahiff asked if we would have to go with their plans because we do have to match the benefits we currently have.

Mr. Dustin said that in general Summit County gives a menu of benefits but also makes exceptions for those in negotiations. If accepted, they will grant exceptions to those with union contracts and it will go to their risk committee and they will choose to either accept or deny in that function.

NFP's role is to manage the program and do the initial underwriting. You then sit on their benefits and get access to all of the programs they offer. Typically, small entities don't have that access.

Mr. Walsh asked what "Community Rated" means and Mr. Dustin said it is an approved rate in a small community environment. If you have bad experiences and bad claims you'll renew in significant increases.

The process takes the entire consortium and rates it as a whole. Increases are averaging about 2%.

Mr. Lahiff said that our renewal is at the end of June so when would they need the information. Mr. Dustin responded that 90 days prior. He said that within the next 30 days so that would give NFP about 45 days to prepare the marketing in time for renewal.

- 6:00 pm Ron Boynar, Oswald Companies

Mr. Boynar re-introduced his company. They are the largest benefits broker in the state. He explained the benefits of using his company.

Timeline:

- April: gather information
- May: Benefits Renewal Planning, Marketing if needed, Supplement benefits Program Development

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- June: Open Enrollment
- July: Medical Mutual renewal
- August: Post Renewal Review
- September: Medicare Educational Program
- It all begins with what the village goals are.
- Mayor Procuk asked what he meant when he said "low employee contribution" and he responded that our employees pay 13% and the city pays 87%. When you look at manufacturing for instance, they pay 50/50, other pay 75/25 or 70/30. The Village is very generous and the employees should be thankful.
- 6:15 pm Dan Finlin, Magis Advisory Group
  - Our back-up for anything benefits related
  - Employees would go directly to Magis for any resolution.
  - CAT – Client Advocate Team – would handle billing issues, claims issues, appeals. Etc. They will call physicians, pharmacies, insurance carriers, durable medical equipment providers and assist the member until the issues are resolved.
  - They provide "Crisis Assistance" – a personal liaison to work with the member and family from "diagnosis to death" to ensure their benefits are fully understood and utilized. They will deal with and help with all the paperwork.
  - Mr. Finlin would be our representative and everything would run through him.
  - They provide a benefit administration portal
  - A healthcare committee would be made up of 1-2 employees from each department and would meet to make sure everyone knows what is offered.
- 6:30 pm Mark Farnam, Wickert Insurance
  - Medical Benefits specialist for Wickert Insurance
  - He and his staff would handle any claim issues in house
  - They do work with unions
  - He would sit down with employees to file electronic applications
  - He asked what the village is looking for and Mr. Lahiff stated that we have not shopped for brokers or new plans in about ten years.
- 6:45 pm Ted Biskind, American Benefits
  1. Mr. Biskind asked council what they are looking for as it relates to the current program.
  2. Mr. Lahiff said they have no questions but are obligated to compare.
  3. Mr. Biskind said the marketplace is limited going to an ACA or Shared Funding.
    - The employees would have to complete individual medical questionnaires.
    - All of these programs are medically underwritten
    - Even though the village only has 28-30 individuals that are actually insured, they are considered a midsize group because they have full-time equivalence in excess of 51 eligible employees. As a result, all of the insurance carriers would ask for medical underwriting in order to evaluate the group.

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4. Shared Funding – the village would be billed monthly and at the end of the 12-month period the insurance carrier would evaluate the claims activity of the village and if it fell within a certain threshold, there is the potential to get a premium refund. If the village didn't they would continue to pay the monthly billing. If the village decided to walk away, there is no claims liability etc.
5. If the village is trying to save money on the health care insurance the options are to pass along the additional premium contributions to the employees on a pre-tax basis or increase the deductible or both.
6. HSA – would require a learning curve for the employees because HSA's are not eligible for co-pays prior to the deductible being met. The village could fund a portion of the HSA but he wouldn't recommend it.
7. If the village is looking to reduce the cost of the health insurance then they could have the employees complete the medical questionnaire, modify the current premium contribution or modify the deductible that the employee pays.
8. Mr. Blados asked if there is an expected increase this year and Mr. Biskind said he always anticipates an increase but there are several variables so he couldn't begin to speculate the increase.
9. Mr. Lahiff asked if there are former employees with significant health issues that are no longer on the insurance would that have any bearing on the cost and Mr. Biskind replied that the village should make that known to him and he would get it to the underwriters and it would be taken into consideration.
10. Mayor Procuk asked about the offer that was made to the village two years ago and if they have offered it since. Mr. Biskind said that the offer in not made to everyone and the underwriter makes that determination based on several facts.
11. Mayor Procuk asked at what point Medical Mutual would make us an offer and how much time would we have to react. Mr. Biskind said he believes it would be 60-90 days prior to the renewal.
12. Mr. Biskind said that questionnaires cannot be more than 90 days old.
13. Mr. Walsh asked if the Medical Mutual cost would be the same we would get from him if we went with a different broker and Mr. Biskind said it would be because the renewal is based on employees, experience, prognosis, diagnosis etc.
14. Mr. Blados asked how completing questionnaires could affect the rates and Mr. Biskind said that he would only have the questionnaires completed if he were going to shop another carrier other than Medical Mutual. Medical Mutual already has all our information in the system and rather than losing a customer, they would ask to be last to look at the information and decide if they could come in lower.
15. Mr. Lasky asked Mr. Biskind to expound on his statement about saving money.  
Mr. Biskind said that the village has over the years, gone from fully funding the employee deductible to funding all but the first \$500. He said they can always modify the cost the employee incurs.  
Going to different carriers is not always the solution because most will impose some type of restriction on the employer that say the employee

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must incur 50% and right now our employees are paying nowhere near that.

Medical Mutual has been very cooperative in allowing the village to do what we're doing where as a brand new group coming in today we couldn't do that. They would impose a much higher out-of-pocket on the part of the employee.

16. From the options we have, we could go to a higher deductible internally which would lower the fixed monthly premium. We could impose a higher deductible, front end or back end to the employee and/or you increase the level of premium contribution that the employee makes.
17. Mr. Lasky asked if the medical questionnaire would be necessary due to the recent turnover in employees and he questioned if the 51 employees stated earlier (#3) would include spouses.
18. Mr. Biskind explained that the medical companies use "51" as a range. They take the total number of employees including part-time and seasonal and "51" or more is a mid-size group.
19. Mayor Procuk told council that when an employee is hired they are offered the health insurance from day one. Medical Mutual is informed of any who have left the program too. Mayor Procuk said that if we asked the employees to complete the questionnaire they would have to, end of story.
20. Mr. Biskind said that tedious is not a good word to use in regards to the questionnaires. He said that filling out a paper form is tough because people tend to skip questions or not give the complete information. The insurance carriers will bounce them back until they are 100% complete and sometimes that takes more time than necessary.
21. Mr. Frank is in favor of raising the deductible to reduce the premium the village pays. He said that we will not be able to sustain future large premium increases.

Councilman Blados asked if there was any other business to discuss at the Wage & Salary Services meeting. If there is no further business the meeting is adjourned

Councilman Joe Blados  
Committee Chairman

