

**Call to Order/Pledge of Allegiance/Attendance**

The November 30, 2021 Special Meeting of the Newtown Village Council was called to order at 6:00 p.m. by Mayor Mark Kobasuk, who led the Pledge of Allegiance to the Flag.

<b>Council Members:</b>	Don Carroll (Vice Mayor)	Solicitor Emily Supinger (excused)
	Daryl Zornes	Fiscal Officer Keri Everett
	Chuck Short	Assistant to Mayor Becky Fairley
	Curt Tiettmeyer	Police Chief Tom Synan
	Terry Fairley	
	Sarah Williams	

**SPECIAL PRESENTATIONS**

**Employee 2022 Benefits**

Paul Conroy, Director, Client Relations, Employee Benefits with ARC Benefit Solutions presented various plans for Council's consideration for Group Health Insurance Renewal for 2022 Employee Benefits. A handout was presented to Council consisting of various options for 2022 Employee Benefits. Benefits include Health, Dental, Vision and Life Insurance.

For the sake of comparing 2021 benefits to 2022, the following discussion is from the 11/09/2020 Council Meeting.

*2020-2021 Insurance History: November 09, 2020, two health benefit plans for 2021 were submitted to employees for their review – most were in favor of the 3,000 per single / 6,000 family deductible with a \$12,000 max out of pocket plan. This is with Anthem for the SOCA Benefit Plan. In 2020, the Village contributed \$1,500 towards the single plan HSA and \$3,000 for a family.*

*For the 2021 benefits, Mr. Tiettmeyer recommended to Mr. Fairley an additional one-time increase to the HSA contribution. For single the increase would now be \$2,000 and \$4,000/family. At the end of 2021, Council will re-evaluate the contribution rate and either revert back to the original amount or somewhere in between. For 2021 Employee Health Benefits, Council decided to go with Anthem for the SOCA Benefit Plan 3000/0%/6000 w/ HSA Rx Opt T33 to provide medical insurance benefits for those Village employees entitled to such benefits as set forth in the Village Personnel Policy Manual.*

*Employee contributions will be deducted from employee's paychecks as follows: Each covered employee shall contribute eight percent (8%) of the premium cost toward the cost of their medical insurance.*

*Dental Insurance shall be provided by the Dental Care Plus Group. Vision insurance shall be provided by EyeMed Vision Care.*

**Resolution, Contracts for Employee Benefits for 2022**

The proposed plan is to contract with Anthem SOCA Benefit Plan Blue Access PPO 3000E/0%/6000 w/HSA Contract Code 6ANG to provide medical insurance benefits for those Village employees entitled to such benefits as set forth in the Village Personnel Policy Manual.

If this plan is approved by Council, The Village of Newtown will fund employee health savings accounts (HSA) in the following manner: \$2,000 for Employee Only coverage and \$4,000 for Employee + Spouse, Employee + Child(ren) and Employee +Spouse + Child(ren) coverage. One half (1/2) of these amounts will be deposited into employee HSA accounts on January 1, 2022 and one-half (1/2) will be deposited on July 1, 2022.

Employee contributions will be deducted from employee's paychecks – each covered employee shall contribute eight percent (8%) of the premium cost toward the cost of their medical insurance.

Spousal Insurance surcharge of \$100 per month shall be paid and deducted from the employee's paycheck.

**Mr. Fairley made a motion to suspend the rules, seconded by Mr. Short. All Aye. Motion Carried.**

**Mr. Fairley made a motion to adopt RESOLUTION NO. 33-2021 A RESOLUTION APPROVING CONTRACTS FOR EMPLOYEE HEALTH, DENTAL, VISION AND LIFE INSURANCE. Mr. Short seconded the motion.**

Discussion

Mr. Tiettmeyer reminded Council that the Village increased the employer's HSA contribution in November 2020 for 2021 benefits due to a savings in healthcare premium. Mr. Tiettmeyer asked if Council wanted to keep the current contribution, or revert back to the original contributions of \$1,500 for a single plan and \$3,000 for a family plan, or go half-way in between as he mentioned at the 11/09/2020 Council Meeting to make the increase a one-year thing and council would re-evaluate in 2021. Mr. Tiettmeyer suggested reducing the HSA for a single Employee Coverage from \$2,000 to \$1750 and the Employee + Spouse + Children from \$4,000 to \$3500.

Mayor Kobasuk said the environment is pretty competitive environment for employees – we have recently lost one maintenance technician and three police officers. Mayor Kobasuk prefers to keep the benefits the same for the employees and pass the resolution as submitted. Council received the proposed resolution on 11/26/2021 and Mayor Kobasuk received no inquiries from Council.

Mr. Carroll has no problem keeping the contribution where it is. He said council will probably need to take a look at the numbers next year for 2023 benefits and the HSA contribution, if there is a significant increase in healthcare premiums.

Mr. Short said he would be opposed to changing the HSA contribution back to the \$1,500 by the Village. Mr. Short is in favor of leaving the contribution as is.

Mr. Fairley agrees and is in favor of leaving the HSA contribution by the Village at the \$2,000/\$4,000. As stated by Mr. Conroy, the Village is looking at a 4.75% increase only for the healthcare premium. And agrees with Mr. Carroll to revisit the contribution in 2021 for 2022 based upon the rates. In the competitive area, and with the Village losing employees due to better benefits, Mr. Fairley believes it is best to leave the benefits as is and revisit next year.

Mr. Tiettmeyer said his recommendation is to take the single HSA contribution by the Village for a single Employee Coverage from \$2,000 to \$1750 and the family coverage for an Employee + Spouse + Children from \$4,000 to \$3500 because it will more normalize the contributions to the way they were before last year's unusual situation. Mr. Tiettmeyer said regarding employee retention, employees pay more attention to their pay than their health insurance by far. Mr. Short said he strongly disagrees.

Mr. Conroy also disagreed with Mr. Tiettmeyer, saying 65% of employees wait to see what the benefits offered by their employer will be for next year are before deciding to stay with their organization.

Mr. Tiettmeyer said he doesn't doubt it is an issue, but believes the pay is more important and the opportunity is there to make pay adjustments as far as their total compensation. He believes it is a fair and reasonable way to everyone including the Village to not absorb 100% of the costs.

Dental Insurance shall be provided by the Dental Care Plus Group. Vision insurance shall be provided by EyeMed Vision Care and Life insurance by Standard Life Insurance Company.

Mr. Fairley, Human Resources Chair and Mayor and Council thanked Mr. Conroy for the thorough presentation and the following roll call to the resolution took place:

**Resolution Vote:**

**Roll Call: Mr. Fairley-Yes, Mr. Short-Yes, Mr. Carroll-Yes, Mr. Tiettmeyer-No, Mr. Zornes-Yes, Ms. Williams-Yes. Motion Carried 5:1**

New Business

Park National Bank Annual Loan Payment

**Mr. Tiettmeyer made a motion to approve the annual loan repayment to Park National Bank; amount \$122,927.02 (due 12/01/2021 – late fee \$5,000 after 12/6/21). Mr. Carroll seconded the motion. All Aye. Motion Carried.**

Mr. Short made a motion to adjourn at 6:40pm, Mr. Zornes seconded the motion. All Aye. Motion Carried.

Transcribed by Becky Fairley