

MINUTES OF THE PLANNING AND ZONING COMMITTEE (P&Z)

Thursday, April 15, 2021

7:00 p.m.

The meeting was called to order at 7:00 p.m. by the Committee Chair Mr. Nichols. The purpose of the meeting was to discuss the selection of a new insurance plan for the employees of the Village of Silver Lake.

Committee members present: Mr. Tim Nichols, Mr. Christopher Scott, Mr. Matthew Plesich, and Mr. William Church, de facto member. Committee members absent: None.

Others present: Mr. Dann Nivens, Council, Mrs. Therese Dunphy, Council, Bernie Hovey, Mayor, and Sean M. Housley, Clerk-Treasurer.

Others participating by video conference only: Mrs. Betsy Meyer, Council, and Mr. Mark Farnham, Wichert Benefits Consultant.

Mr. Nichols: Motion to approve the minutes of the April 8, 2021 Planning, Zoning, and Insurance Committee meeting.

Mrs. Dunphy: I second that motion.

The committee and Council members present unanimously approved the April 8th minutes.

Mr. Nichols: About the 3x12s vs. 4x12s, it looks like there's no meaningful distinction.

The committee and Council members present agreed that the 12s referred to a service (i.e., contacts, new glasses, etc.) that is only covered once every 12 months.

Mr. Nichols: The Clerk-Treasurer's handout dated 4/12/2021 answers our questions from last time about the impact of Anthem plans 5T4J and 5T4I on employees and the costs of the village increasing its contribution from 88% to 90%. Any questions?

Mrs. Dunphy: Even though Plan 5T4J is a bit more expensive, office visits and maximum in-network put-of-pocket costs are lower. It's the type of coverage I'd chose for myself.

Mr. Nichols: Yes, we'd like to chose what's closest to the current plan without causing the Village too much pain. That being said, I agree with you, Therese. 5T4J's max. out-of-pocket non-network costs is the closest to what we have now, and the coverage is 80/20, as opposed to 70/30. If the Village increased its contribution from 88% to 90%, it would cost \$13,000 more than the current plan. The employees would be paying a little less. I think the Village can afford increasing our contribution to make things better for our employees.

Mr. Scott: Plan 5T4J is the closest we can get to the current plan and it reduces employees' deductibles. But I don't think the Village should increase its contribution from 88% to 90%.

Mrs. Dunphy: I agree, Chris. The Village should stay at 88%.

Mr. Nichols: Are we agreed that Anthem plan 5T4J is the best plan?

The committee and Council members unanimously agreed that Plan 5T4J was the best plan.

Mr. Nichols: Now, should we increase our contribution from 88% to 90%?

The committee and Council members decided on the Village's contribution staying at 88%.

Mr. Nichols: Now on the dental, any more discussion? We all like the Delta Dental 2-year guarantee? It's cheaper than our current dental plan and can mitigate that employees are paying a bit more for medical.

Mrs. Dunphy: I agree on Delta Dental.

Mrs. Meyer: I also agree on Delta Dental.

The committee and Council members decided to choose Delta Dental.

Mr. Nichols: Any questions on vision? Are we agreed on Principal for vision?

Mrs. Dunphy: I agree with Principal.

Mr. Farnham: I like Principal. It's an old company, very well-known. They would do a good job.

The committee and Council members decided to choose Principal for vision.

Mr. Scott: Mr. Farnham, last time we mentioned offering multiple plans. Can we do that?

Mr. Farnham: If you have more than 10 employees, you can do dual options. You have 17 employees, so you can do that. Usually, there must be minimum of 1 to 2 employees on each plan. If you want to change plans or add plans, it must be done at the next renewal.

Mr. Scott: On the HSA plans, what's the minimum deductible to qualify?

Mr. Farnham: I believe it's \$2000. This is also part of the industry trend of increasing costs. If you have employees with chronic conditions, that might be a problem, but it should be fine if you offer multiple plans. HSAs aren't for everyone, but it might be a good fit for some people.

Mrs. Dunphy: If the Village wanted to offer an HSA plan, could we cover more of the deductible? It would be cheaper for the Village and might make the plan more appealing to employees.

Mr. Farnham: If you start paying part of the deductible, it becomes an HRA (health reimbursement arrangement). You might just want to put money into the employees' HSA to help.

Mr. Nichols: We should consider this more in the future.

Mr. Farnham offered to come and make a presentation to the department heads on the various plans. Mr. Farnham clarified that once a plan is chosen, the Village can move to another carrier, but cannot change plans within the same carrier until the chosen plan expires in 12 months. Mr. Farnham was dismissed.

Mr. Nichols adjourned the meeting at 7:33 p.m.

ATTEST:



Sean M. Housley, CPA

Clerk-Treasurer

prepared by: Kathryn Kleinhans, Assistant to the Clerk-Treasurer