

FAIRFIELD TOWNSHIP
RESOLUTION NO. 20-104

**RESOLUTION TO AUTHORIZE THE ADMINISTRATOR TO SIGN RENEWAL CONTRACTS
FOR HEALTHCARE BENEFITS.**

WHEREAS: Fairfield Township currently provides healthcare benefits to its employees and officials;
and

WHEREAS: These benefits are due for renewal on August 1, 2020; and

WHEREAS: The 2020 medical insurance renewal increased by 3%, with basic life increasing by 6.2%
or \$0.01 per \$1,000 of coverage; and

WHEREAS: The Board of Trustees believes that renewing these benefits as set forth in the May 21,
2020 correspondence from Margaret Howser of Assured Partners which is attached hereto, incorporated
herein by reference and designated Exhibit A, will benefit the health, safety and welfare of Fairfield
Township employees and officials;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Fairfield Township, Butler
County, Ohio, as follows;

SECTION 1: The Board hereby authorizes the Administrator to sign renewal contracts for healthcare for
all Fairfield Township full time employees and elected officials that participate along with
their covered family members in accordance with the terms set forth in the
correspondence attached hereto as Exhibit "A".

SECTION 2: The Board hereby dispenses with the requirement that this resolution be read on two
separate days, pursuant to RC 504.10, and authorizes the adoption of this resolution upon
its first reading.

SECTION 3 This resolution is the subject of the general authority granted to the Board of Trustees
through the Ohio Revised Code and not the specific authority granted to the Board of
Trustees through the status as a Limited Home Rule Township.

SECTION 4: That it is hereby found and determined that all formal actions of this Board concerning and
relating to the passage of this Resolution were taken in meetings open to the public, in
compliance with all legal requirements including §121.22 of the Ohio Revised Code.

SECTION 5: This resolution shall take effect at the earliest period allowed by law.

Adopted: June 24, 2020

Board of Trustees

Vote of Trustees

Shannon Hartkemeyer: Shannon Hartkemeyer
Joe McAbee: Joe McAbee
Susan Berding Susan Berding

Yes
Yes
Yes

AUTHENTICATION

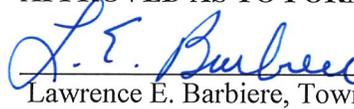
This is to certify that this is a resolution which was duly passed, and filed with the Fairfield Township Fiscal Officer this 24th day of June, 2020.

ATTEST:



Shelly Schultz, Fairfield Township Fiscal Officer

APPROVED AS TO FORM:



Lawrence E. Barbieri, Township Law Director



895 Central Avenue, Suite 1000
 Cincinnati, OH 45202
www.assuredpartners.com

May 21, 2020

Julie Vonderhaar
 Administrator
 Fairfield Township
 6032 Morris Road
 Fairfield Township, OH 45011

RE: 2020 Group Benefit Renewal Recommendation

Julie:

Effective August 1, 2020, Fairfield Township's group medical, dental and life/AD&D plans with Humana are up for renewal. The Humana vision is in a rate guarantee until August 2021 and the Short Term Disability plan with The Standard is in a rate guarantee until April 2021.

As discussed this afternoon, the initial medical renewal came in with an increase of 31.5%. Working with our Humana renewal executive and their underwriting team, we were ultimately able to secure a "no shop" offer with a 3% increase to the current medical plan. Humana underwriting agreed to the revised increase based on recent enrollment changes, the Township's long-standing relationship with Humana and your group's engagement in Go365. In addition:

- Due to the Covid pandemic, Humana began offering no increase renewals for their dental groups as of May 1.
- The vision plan is in a rate guarantee to August 2021.
- The Basic Life rate is increasing by 6.2% or \$0.01 per \$1,000 of coverage. The Basic Accidental Death & Dismemberment rate and the Basic Dependent Life rates are offered with no increase.
- The employee, spouse and child Voluntary Life rates are also offered with no increase.

Following are the estimated cost changes based on the proposed renewal and May billed enrollment:

Plan	Proposed Renewal	Monthly Premium		Difference
		Current	Renewal	
Medical	+3%	\$57,460.60	\$59,184.29	\$1,723.69
Dental	0%	\$3,078.09		\$0
Vision	0%	\$628.73		\$0
Employee Basic Life/AD&D	+6.2% / 0%	\$132.30	\$147.00	\$14.70
Dependent Basic Life/AD&D	0%	\$103.82		\$0
Voluntary Life	0%	\$146.35		\$0

To give the Township a better picture of the overall employer and employee cost changes, I have included a comparison of current/proposed monthly rates and current/proposed monthly contributions. Please note, the 3% increased medical rates were calculated by me and may change slightly should the Township accept Humana's "no shop" offer. Humana will not process the revised increase in their system to produce the final medical rates until we notify them of your intent to renew.

Julie, as mentioned above, your group is very engaged in Humana's wellness program, Go365. The total saved in Go365 premium credits from August 2019 through April 2020 is \$26,052.81. For calendar year 2019, the premium credits totaled \$36,378.61. Because of the number of members enrolled in the medical plan, Humana will provide an onsite biometrics session again this year at no cost. In addition, I would recommend setting up a Go365 meeting for employees with Humana's Go365 representative to review the program and assist any employees with setting up their accounts.

My recommendation for the Township benefit package this year is to renew the current Humana plans as proposed. Once we have final approval from the Trustees, we can begin making any necessary changes in the benefit administration system, Employee Navigator, for open enrollment. Employee Navigator does require some lead time to update, but I believe we can have it available on July 1 for open enrollment provided we have decisions by June 19.

Please contact me with any questions or additional items needed. Thanks!

Sincerely,

Margaret J Howser

Margaret J Howser
Sr. Account Executive



Fairfield Township
Current and Proposed Costs 2020

CURRENT MONTHLY RATES		PROPOSED MONTHLY RATES		CURRENT MONTHLY CONTRIBUTIONS		PROPOSED MONTHLY CONTRIBUTIONS	
	Employer	Employee	Employer	Employer	Employee	Employer	Employee
MEDICAL - NON-TOBACCO							
EE	\$639.16	\$658.33	\$607.20	\$31.96	\$625.41	\$32.92	\$32.92
ES	\$1,406.16	\$1,448.34	\$1,274.20	\$131.96	\$1,315.42	\$132.92	\$132.92
EC	\$1,214.40	\$1,250.83	\$1,153.68	\$60.72	\$1,188.29	\$62.54	\$62.54
FAM	\$2,045.32	\$2,106.68	\$1,884.60	\$160.72	\$1,944.14	\$162.54	\$162.54
MEDICAL - TOBACCO							
EE	\$639.16	\$658.33	\$457.20	\$181.96	\$475.41	\$182.92	\$182.92
ES	\$1,406.16	\$1,448.34	\$1,124.20	\$281.96	\$1,165.42	\$282.92	\$282.92
EC	\$1,214.40	\$1,250.83	\$1,003.68	\$210.72	\$1,038.29	\$212.54	\$212.54
FAM	\$2,045.32	\$2,106.68	\$1,734.60	\$310.72	\$1,794.14	\$312.54	\$312.54
DENTAL							
EE	\$28.96	No Change	\$27.51	\$1.45	No Change	No Change	No Change
ES	\$57.92	No Change	\$55.02	\$2.90	No Change	No Change	No Change
EC	\$83.09	No Change	\$78.94	\$4.15	No Change	No Change	No Change
FAM	\$114.05	No Change	\$108.35	\$5.70	No Change	No Change	No Change
VISION							
EE	\$7.31	No Change	\$6.94	\$0.37	No Change	No Change	No Change
ES	\$14.62	No Change	\$13.89	\$0.73	No Change	No Change	No Change
EC	\$13.89	No Change	\$13.20	\$0.69	No Change	No Change	No Change
FAM	\$21.83	No Change	\$20.74	\$1.09	No Change	No Change	No Change
SHORT-TERM DISABILITY (Guaranteed to 4/1/2021)							
Rate / \$10 Benefit	\$0.343					100%	
BASIC LIFE/AD&D							
Rate / \$1,000							
Employee Life	\$0.06	\$0.07					
Employee AD&D	\$0.03	No Change				100%	
Per Family Unit		No Change					
Spouse / Child Life	\$3.58	No Change					
VOLUNTARY LIFE							
Rate / \$1,000	EE	SP	EE	SP			
< 25	\$0.06	\$0.05					
25-29	\$0.06	\$0.05					
30-34	\$0.07	\$0.06					
35-39	\$0.10	\$0.08					
40-44	\$0.15	\$0.11					
45-49	\$0.23	\$0.17					
50-54	\$0.36	\$0.28					
55-59	\$0.57	\$0.44					
60-64	\$0.80	\$0.62					
65-69	\$1.33	\$1.02			No Change		
70-74	\$2.59	\$2.00					
75-79	\$5.00	\$3.85					
80 +	\$9.33	\$7.19					
Child	\$0.20 per \$1,000 per Child Unit						

Fairfield Township
Go365 Incentives

	2019	2020
January	\$3,118.19	\$2,874.30
February	\$3,118.19	\$3,037.93
Narch	\$3,118.19	\$3,037.93
April	\$3,118.19	\$2,993.19
May	\$3,212.51	\$2,993.19
June	\$3,212.51	
July	\$3,371.37	
August	\$2,743.28	
September	\$2,743.28	
October	\$2,874.30	
November	\$2,874.30	
December	\$2,874.30	
TOTALS	\$36,378.61	\$14,936.54
August 2019 - May 2020		\$29,046.00