

RESOLUTION R12-16

A RESOLUTION AUTHORIZING THE RENEWAL OF HEALTH INSURANCE FOR
VILLAGE EMPLOYEES

Whereas The Village of Covington deems it appropriate and necessary to maintain health insurance benefits for the Village of Covington's employees;

Whereas, the Village of Covington has been presented a renewal from Anthem Blue Cross and Blue Shield and Council has determined that Anthem Blue Cross and Blue Shield will provide insurance benefits at the most economical cost to the Village;


BE IT RESOLVED by the Legislative Authority of the Village of Covington, State of Ohio, that:

SECTION 1: that the Village Administrator along with the Fiscal Officer shall be authorized to enter into contracts with Anthem Blue Cross and Blue Shield to provide health, dental and vision insurance benefits for the Village of Covington's employees. Said contracts are more particularly described in Exhibit A.; and

SECTION 2: This Resolution shall take effect and be in force from and after the earliest period allowed by law.

APPROVED March 21, 2016:


Edward L. McCord, Mayor


R. Scott Tobias, President of Council


Brenda Carroll, Clerk / Fiscal Officer

Current Plan 2016

2016 Employee Health Insurance

| | Current total premium including village provided life ins. | Current employee cost / MO @ 15% | Annual Council health savings | Proposed Renewal with MEWA Plan | A 15% Employee Option | B 15% Employee Option Decreased Premium cost to employee per mo over previous plan. |
|--------------------------------|---|-------------------------------------|--|---------------------------------------|--------------------------------|---|
| 1 - lumenos single | \$ 351.71 | \$ 51.41 | \$ 1,000 | \$ 346.23 | \$ 50.58 | \$ (0.82) |
| 2 - lumenos single | \$ 351.71 | \$ 51.41 | \$ 1,000 | \$ 346.23 | \$ 50.58 | \$ (0.82) |
| 3 - lumenos single | \$ 351.71 | \$ 51.41 | \$ 1,000 | \$ 346.23 | \$ 50.58 | \$ (0.82) |
| 4 - blue family | \$ 1,372.94 | \$ 204.59 | \$ - | \$ 1,179.52 | \$ 175.58 | \$ (29.01) |
| 5 - life only | \$ 9.00 | \$ - | \$ - | \$ 9.00 | \$ - | \$ - |
| 6 - blue + spouse | \$ 980.15 | \$ 145.67 | \$ - | \$ 842.43 | \$ 125.01 | \$ (20.66) |
| 7 - lumenos single | \$ 351.71 | \$ 51.41 | \$ 1,000 | \$ 346.23 | \$ 50.58 | \$ (0.82) |
| 8 - blue employee+child | \$ 754.81 | \$ 111.87 | \$ - | \$ 649.05 | \$ 96.01 | \$ (15.86) |
| 9 - life only | \$ 9.00 | \$ - | | \$ 9.00 | \$ - | \$ - |
| 10-Lumenos employee+Spouse | \$ 762.27 | \$ 112.99 | \$ 2,000 | \$ 750.22 | \$ 111.18 | \$ (1.81) |
| 11 - blue family | \$ 1,372.94 | \$ 204.59 | \$ - | \$ 1,179.52 | \$ 175.58 | \$ (29.01) |
| 12 - lumenos employee+spouse | \$ 762.27 | \$ 112.99 | \$ 2,000 | \$ 750.22 | \$ 111.18 | \$ (1.81) |
| 13 - blue employee+child | \$ 754.81 | \$ 111.87 | \$ - | \$ 649.05 | \$ 96.01 | \$ (15.86) |
| 14 - lumenos employee | \$ 351.71 | \$ 51.41 | \$ 1,000 | \$ 346.23 | \$ 50.58 | \$ (0.82) |
| 15 - Life only | \$ 9.00 | \$ - | | \$ 9.00 | \$ - | \$ - |
| 16 - Life Only | \$ 9.00 | \$ - | \$ - | \$ 9.00 | \$ - | \$ - |
| Monthly Cost | \$ 8,554.74 | \$ 1,261.61 | \$ 9,000 | \$ 7,767.16 | \$ 1,143.47 | \$ (118.14) |
| Annual Employee Cost | | \$ 15,139.33 | | | \$ 13,721.69 | |
| Total Annual Plan Cost | \$ 102,656.88 | | | \$ 93,205.92 | | |
| Council Annual Cost | \$ 96,517.55 | | | \$ 88,484.23 | | |
| Current 2016 Plan | | | | Renewal with 15% Option | | |
| Annual Decrease with MEWA plan | | | | \$ (8,033.32) | | |

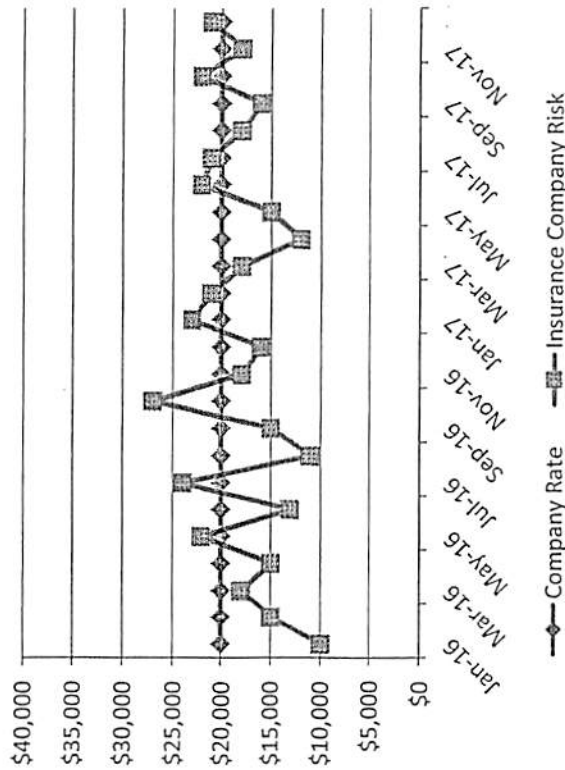
annual with health savings cont (1k single, 2k family)

\$144 Village monthly exp for life insurance is included in this analysis

MEWA DISCUSSION

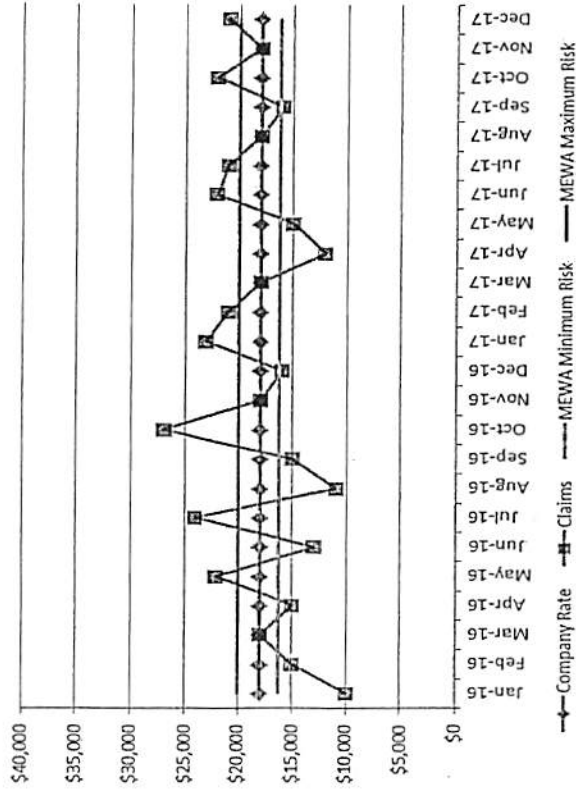
HOW IS IT FUNDED?

FULLY INSURED: OLD WAY



Company pays an insurance company a flat rate.
 Insurance company accepts the risk or shares in the reward.

SELF FUNDED: MEWA WAY



MEWA shares the risk and the reward,
 together.



SOCA BENEFIT PLAN – ELIGIBILITY REQUIREMENTS

COMPLETE EMPLOYER ACKNOWLEDGEMENT FORM:

- Must be a Member in good standing with Chamber(s) of Commerce that are qualified to offer the Plan
- Agree to Pay Product Dues Assessment of \$4 per enrolled employee per month, billed by SOCA within 30 days at annual rate.
- Agree to proxy vote for Board of Trustees to local Chamber of Commerce Executive Director
- Failure to comply will result in removal from the Plan

