

TO: Village Council and Mayor Brown
FROM: Finance Committee, Rob Bartlett - Chair
RE: Mariemont Health Care Plan for 2022
DATE: May 3, 2022

The Finance Committee met on Tuesday, May 3, 2022 at 3:00 pm to discuss the health care plan for 2022 for full time Mariemont employees. Present at the meeting were Finance Committee members Rob Bartlett and Kelly Rankin, Joanee Van Pelt, and Police Chief Rick Hines.

Mariemont currently participates in the Center for Local Government Benefits Plan (CLGBP). This is a consortium of municipalities that pools their money to self-fund health care and dental care insurance. Horan administers the plan and provided the Committee with data on what other communities are offering their employees. Attachment A includes Mariemont's current plan and the plans of some of the communities that we benchmark with on salaries.

Mariemont is in line with the other communities except for the Platinum A plan. Attachment B compares all communities that are using the Platinum A plan. The average employee contribution for Platinum A excluding Mariemont is 13% versus 10% for Mariemont. Mariemont also has a lower HSA contribution rate from the Village than the other communities. After some discussion, the Committee agreed to recommend that the employee contribution for the Platinum A premium be increased from 10% to 13%, and that the Village's contribution to the HSA be increased from \$1,000 to \$1,100 for employee only, and from \$2,000 to \$2,200 for employee + 1. All other parts of the health care plan would stay as is.

Because of strong results for the consortium in 2021, CLGBP approved a 0% increase for health care premiums and a 0% increase for dental care premiums for 2022.

Changing the employee contribution rates and the Village's HSA contribution requires a change to the salary ordinance for full time employees. If council agrees with the Finance Committee's recommendation, the first reading of the new proposed ordinance will be at the May 9 council meeting. This enables the final reading and vote to occur before the plan is rolled out to employees on June 10. The actual changes will go into effect in August, 2022.

Respectfully Submitted,

Rob Bartlett, Chairman

Marcy Lewis, Vice-Chairman

Kelly Rankin, Member