

V.W.A.S.I.G. MINUTES – June 10, 2015

V.W.A.S.I.G. trustees met on June 10, 2015 at Willow Bend Country Club at 11:00 a.m. Members present at the time of roll call include Ken Amstutz, Ray Burden, Debby Compton, Ruth Ann Dowler, Hollie Ford, Brian Gerber, Rachael Thomas, Staci Kaufman, Jeff Snyder, Carol Williman, Carolyn Winhover, Judy Wortman, and Matt Krites. Proxies were received for Mike Estes and Kevin Gehres. Also present were Todd Cullen, Cindy Stever, Ally Druckemiller, Alissa Culp, Mike Ruen, Laura Peters, Ashley Whetsel, Troy Bowersock, and Kimberly Jones.

The minutes of the April 8 meeting were reviewed. R. Burden made a motion to accept the minutes. C. Winhover seconded the motion. Voice vote: Yes – 13; No – 0.

Mike Ruen gave the financial report. The reason why Third Party Administrator fees were so high for February 2015 is because Anthem's run-off fee for October and November were paid in December 2014, while December's run-off fee was delayed, because all claims were not in by December, and not paid until February 2015. Expenditures for May totaled \$534,324.52 and receipts totaled \$581,000.32. The balance at the end of May was \$3,070,065.47. R. Dowler made a motion to accept the financial report. D. Compton seconded the motion. Voice vote: Yes – 13; No – 0. J. Snyder made a motion to accept the flex spending report. R. Burden seconded the motion. Voice vote: Yes – 13; No – 0.

Alissa Culp gave the Flex Bank report. According to V.W.A.S.I.G. Plan, an employee cannot be on V.W.A.S.I.G. insurance in September and then change to the Federal Exchange on January 1st because it isn't a qualifying event. The plan needs to be changed to okay this. The cost to change it will be \$150 and can also include the amount of flex spending being allowed to be increased. There is only one plan document for all six entities which is all that is necessary to have. This will be changed in August.

Todd Cullen gave the Huntington report. Claims through April are about the same as they have been. The claim amounts are good and things are looking normal. There is a big savings on administrative expenses. Fifty-five percent of employees are on HSA, although there are more claims within the PPO. There is one large claim pending in the PPO. It has yet to be determined if the group would save or not save money if everyone was to go on the HSA plan. Dental claims exceed premiums by \$10,000, although the dental is still operating very well.

Aetna has not given us a renewal proposition. Todd did a claim projection which shows a 9.6% increase in medical (the trend pushed total higher). Without the trend, it would go down to a 7 – 8% increase. Dental needs a 7% increase. A decision will be made at the August meeting. The plan should do well with a 6 – 7%

increase. We should be okay with the stop loss because we have only one claim for stop loss.

On January 1, 2018, the High Cost Plan Tax (Cadillac Tax) will go into effect. Determination of high cost will be calculated on a monthly basis. It will include the cost of money that employers put into individual accounts (if employer puts entire year contribution in at one time, it will make the tax amount go up for that month). Therefore, it will need to be done on a monthly basis. This tax may be taken away because of the impact on a lot of big corporations. Employees cannot spend money if it is not in their HSA accounts – this is the reason it is funded once a year. The maximum amount that can be put in an account for calendar year 2015 is \$6,650 for family and \$3,350 for single, with a \$1,000 catch-up for those ages 55+. The family amount will increase to \$6,750 in calendar year 2016, while the single rate will remain unchanged.

Eligibility language was discussed, including the date of termination along with contribution rules. The date starts when an employee starts to work and ends on the last day of work. Those employees who are under contract until August 31 will have August 31 as their last day of work. Since we have no actual plan document, do we want to make a motion to adopt one? Alissa said that more entities are going to that. Flex Bank does plan documents at a cost of \$600 each. The group feels that we need to get started on producing a document by August 1st. Todd recommended not distributing the plan document but having it in case it is needed. The cost will be \$600 only if changes have been made – no charge if no changes have been made since the previous year.

S. Kaufman made a motion to have Flex Bank write a plan document for V.W.A.S.I.G. at the cost of \$600 per year if changes have been made. Todd and Alyssa brought up that since we are six different entities, one plan document may not cover all – maybe each entity will need to have their own. Alissa will try to discount from the \$600 for each charge.

Cindy Stever talked about the working spouse coverage. Spouses are ineligible for V.W.A.S.I.G. if they can get coverage with their own employer effective October 1, 2015. Minutes from the October 8, 2014 meeting states that October 1, 2016 is the date that employees' spouses have to be on their own plan. They can go on in October, 2015 but will not be penalized for waiting. Secondary insurance is stated for the same date, October 1, 2016. It does have to be done during their employer's open enrollment period before October, 2016. Forms need to be filled out by all employees who have a spouse each year. Cindy has copies of needed forms. Either spouse within the V.W.A.S.I.G. group can have coverage on children, but both spouses can't have child coverage. In August the eligibility forms will be finalized. Treasurers need to do their individual language with Cindy.

Aetna booklets will be out as soon as transition problems are worked out. Vicki Smith continues to work as wellness coordinator. At the August meeting, more will be presented on the wellness matter.

Cindy and Ally will meet with the treasurers to streamline each school's opening day meeting.

The next meeting will be on August 12, at 9:00 a.m. at willow Bend. B. Gerber made a motion to adjourn the meeting. J. Snyder seconded the motion.

Recording Secretary

Date