

Town of Hamilton

900 S Wayne St – PO Box 249

Hamilton, In 46742

DRAFT – NOT YET ADOPTED

July 1st , 2019- Town Council Meeting

6:00pm

1. Council President Mary Vail called the meeting to order at 6:00 pm.

Roll call: Councilors Mary Vail, Gerry Martin and Nancy Renner were present.

Councilor Steve Blum & Danny Lingo were absent. The Clerk Treasurer, Hester Stouder was present to record the meeting. Town Manager Brent Shull was also present. Attached is a list of audience members.

2. Employee Insurance

Clerk Treasurer Hester Stouder invited the Town's health insurance agent to attend and help answer questions about the Town's current plan and options. The Council was looking to explore other options with insurance, knowing this plays a large factor in attracting new employees and retaining current employees. The Town's current plan is a high deductible (\$3750) HSA where the Town contributes \$550 annually to the employee's HSA account.

Giving a general overview to the Council the agent showed where a lower deductible HSA plan, going to \$3,000, would increase the Town's rates by 14.4%, a \$2,500 deductible would be a 16.6% increase and switching to a 80/20 \$1500 deductible would increase the rates by 19% and the employee would have an out of pocket max of \$5,000.

The Town's current monthly cost for 12 employees is about \$6500 per month.

He went on to further explain how the Town could offer 2 plans for employees to choose from; a traditional and HSA plan. This would allow employees to choose the plan they think is best suited for them. Even though most employees will find the HSA plan is better overall.

When considering dependents, he explained that if dependents are children, the charge is only for the oldest 3 children and the rest are covered. If the children are over 21, all children are considered "billable".

As the discussion continued the Council asked many questions about plan options, coverage, co-pays, discounts, prescription coverage and how the max out of pocket varies with each type of plan.

Council woman Nancy Renner asked which plan is better overall for the healthy employee. Our agent responded saying the HSA plan we have is considered a Cadillac plan, the hard part is getting the employees to understand that.

The Council thanked him for his time, explanations and valuable information. Before making any decisions regarding dependent coverage or plan changes, the Council would like general information from the employees regarding their preferences. This will include how often they use their insurance; would they add dependents and their choice between an HSA or 80/20 plan.

The Clerk will gather the information and share it with the Council prior to the next budget meeting.

Public Comments/Questions concerning ADA or other items of Business –

There were no public comments or questions.

With no other comments or items of business, the motion to adjourn was made by Gerry Martin and seconded by Nancy Renner adjourned at 6:58 pm.

Hester Stouder, IAMC - Clerk Treasurer

Mary Vail –Council President