

Special Council

November 18, 2013 at 4:00 p.m.

The meeting was called to order by Mayor Larry Haver.

The Pledge of Allegiance was said.

Present were: Council members Mark Haver, Mike Barth, Ron Jones, Mike Headley, Ron Beverly and Mick Pocratsky; and Administrator, Kent Miller was the minute keeper. Employee David Miller was present.

The meeting was called to discuss medical insurance.

Headley began by referencing an earlier meeting where the Insurance Committee decided to have the employees continue paying 15% of the premium after Collins informed council the Village's insurance premium is going up 25%. Due to changes since that time, it was decided to revisit the issue.

In order for our insurance Plan to remain grandfathered, we have to keep any increase in the employees share under 5%. They discussed "wellness" plans vs. what we have now.

Council discussed the issue of the BORMA reserves being tapped due to not increasing premiums as high as proposed by Huntington Insurance for the last few years.

On September 19 V.S. Beck offered to put together a quote from The Ohio Plan Healthcare Consortium. The Insurance Committee agreed to go through the process of obtaining a quote. Council wondered if Beck's quote with Medical Mutual would be lower.

Due to new health care laws the employees may have to pay taxes on premiums paid by the Village in 2014 – Not sure. They wondered if 1099's would be needed in 2014 – Not sure.

Discussed finances, water & sewer issues.

It was noted the employees are facing a possible increase in out of pocket. Discussed raises. Need to have vs. not. It was noted the raise issue would be a Personnel Committee decision. Discussed income tax increases over the years and overall state of village finances. Comments were made that we have been fortunate but while things seem good, we need to be good stewards and prepare for possible bad times. Other companies are downsizing so there is no guarantee we will not have to. Until the Personnel Committee meets on raises, not all are ready to vote. Personnel will discuss that at their 5:15 p.m. meeting.

The Insurance Committee will get back with council after V.S. Beck gives a quote.

Jones moved to give the employees a 2% pay increase. Pocratsky seconded. Jones, Pocratsky & Barth voted yes. Headley, Haver & Beverly voted no. Mayor Haver voted no.

Headley moved to increase the employee share of the insurance premium to 19.9%, up from 15%. Haver seconded. Headley, Haver & Beverly voted yes. Jones, Pocratsky & Barth voted no. Mayor Haver voted yes.

It was stated that we may re-look at or check other plans so that is still subject to change.

Headley moved to adjourn at 4:45 p.m.. Pocratsky seconded. All voted yes.

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Mayor

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Clerk/Treasurer