



RESOLUTION #24-02-029

A RESOLUTION ESTABLISHING FAIR AND EQUITABLE EMPLOYEE HEALTHCARE CONTRIBUTIONS

WHEREAS, the Board of Trustees of Bethel Township, Miami County, believes all employees and elected officials should be treated fairly and equitably; **AND**

WHEREAS, resolution #16-05-049 set employee and elected official healthcare contribution amounts but awarded a reduced rate to the Fiscal Officer; **AND**

WHEREAS, resolution #16-05-049 stated the Board of Trustees believes that coverage for employees and elected officials covered under Medicare should be fair and equitable to those not covered under Medicare; **AND**

WHEREAS, the Board of Trustees, to be fair and equitable, believes the spouse who is covered under Medicare, of an employee who is covered under Medicare shall be eligible to participate in Township healthcare plans providing the employee is participating in healthcare plans; **AND**

WHEREAS, the Board of Trustees, to be fair and equitable, believes the spouse who is covered under Medicare, of an employee who is not covered under Medicare shall be eligible to participate in Township healthcare plans providing the employee is participating in healthcare plans; **AND**

WHEREAS, the Board of Trustees, to be fair and equitable, believes the spouse who is not covered under Medicare, or the children of an employee who is covered under Medicare shall be eligible to participate in Township healthcare plans, providing the employee is participating in healthcare plans and to the extent allowed by the insurance provider; **AND**

WHEREAS, resolution #16-05-049 specified that those covered under Medicare were deemed to contribute the same amount for a Medigap policy integrated with the group plan as those not covered under Medicare; **AND**

WHEREAS, resolution #16-05-049 specified that those covered under Medicare shall have a Health Reimbursement Account (HRA) account in the same amount as those with Health Savings Account (HSA) coverage; **AND**

WHEREAS, the Board of Trustees, to be fair and equitable, desires contribution amounts based solely on plan type, not on position. **THEREFORE**

BE IT RESOLVED, by the Board of Trustees of Bethel Township, Miami County, that:

Section 1. The Board of Trustees declares the contribution amount for the Fiscal Officer should be consistent with all other employees and elected officials, based solely on plan type, effective upon adoption of this resolution.

Section 2. The Board of Trustees sets a per month healthcare contribution amount of seventy-five dollars (\$75) for eligible employees taking “single” coverage, and one hundred fifty dollars (\$150.00) for all “family” style coverage (more than just the employee), effective June 1, 2024.

Section 3. Employees covered under Medicare shall contribute the same amount as those not covered under Medicare for an integrated Medigap policy, to receive an amount equal to that specified for HSA recipients deposited into a Township administered HRA account, or both.

Section 4. The HRA payment schedule to the employees shall mirror that of the HSA schedule set forth in resolution #24-01-018 and all payments shall be governed by the same conditions.

Section 5. In any case, each year’s total amount paid into an employee’s or elected official’s HSA account, HRA account, or a combination thereof, shall not exceed the annual contribution limit to an HSA account as set forth by the Internal Revenue Service.

Section 6. In the case where both the employee and spouse are covered under Medicare, and both are enrolled in Township healthcare, the employee or elected official will be considered to have “family” style coverage and will contribute accordingly.

Section 7. In the case where the employee is not covered under Medicare but the spouse is covered under Medicare, and both are enrolled in Township healthcare, the employee or elected official will be considered to have “family” style coverage and will contribute accordingly.

Section 8. In the case where the employee is covered under Medicare but the spouse is not covered under Medicare or the employee has children, and more than just the employee are enrolled in Township healthcare, the employee or elected official will be considered to have “family” style coverage and will contribute accordingly. Should the insurance provider not offer coverage for the spouse or children of an employee covered under Medicare, then the enrollment option will be limited to HRA only for the spouse and children.

Section 9. In any case, for healthcare, dental, and vision, the employee or elected official must be enrolled in the equivalent Township plan in order to enroll their spouse, children, or both.

Motion to table by Trustee vanHaaren; seconded by (none)

Motion to adopt by Trustee Dick; seconded by Trustee Reese

Vote: Trustee Kama Dick	<u>YES</u>	<u><i>Kama Dick</i></u>
Trustee Julie Reese	<u>YES</u>	<u><i>Julie Reese</i></u>
Trustee Beth vanHaaren	<u>NO</u>	<u><i>Beth van Haaren</i></u>

CERTIFICATE OF RECORDING OFFICER

I, Rhonda Ross, do hereby certify that the foregoing is a true and correct copy of **RESOLUTION #24-02-029** adopted by the Board of Trustees of Bethel Township, Miami County on the **6TH DAY OF FEBRUARY, 2024**, and that I am duly authorized to execute this certificate.

Rhonda Ross

Rhonda Ross, Fiscal Officer
Bethel Township, Miami County