

TO: Village Council and Mayor Brown
FROM: Finance Committee, Rob Bartlett - Chair
RE: Mariemont Health Care Plan
DATE: April 16, 2021

The Finance Committee met on Friday, April 16, 2021 at 2:00 pm via videoconference to discuss the health care plan for full time Mariemont employees. Present at the meeting were Finance Committee members Rob Bartlett, Kelly Rankin and Joe Stelzer, and Mayor Bill Brown.

Mariemont currently participates in the Center for Local Government Benefits Plan. 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 us with data on what other communities are offering their employees. Attached is a spreadsheet that includes Mariemont's current plan and the plans of some of the communities that we benchmark with on salaries.

In comparing the percent of the health care premium that Mariemont's employees are being asked to contribute relative to the benchmark communities, most are in line. The Committee discussed that the 10% contribution rate for the Platinum A plan was a little on the low end. However, last year was the first year that we asked employees to start to pay a percent of the premium, so the committee recommends leaving the employee percent of the health care premium unchanged for this year.

It was also noted that making three different options available for employees to choose from has worked well, as each of the three plans have been chosen by at least two employees. As such, the Committee is recommending no changes be made to the plan offerings.

Net, after reviewing the most recent benchmarking data, the Finance Committee is recommending no changes to the Village health care plan this year. The Center for Local Government will be meeting later this month to determine how much the premiums will be increasing effective August, 2021. Once we have that data, we will share that with Council and the Fiscal Officer for budget planning purposes.

Respectfully Submitted,

Rob Bartlett, Chairman

Kelly Rankin, Vice-Chairman

Joe Stelzer, Member

