

UPPER MAKEFIELD TOWNSHIP

Financial Advisory Committee Meeting

November 19, 2014

The November 19, 2014, public meeting of the Upper Makefield Township Financial Advisory Committee was convened at 7:00 p.m. In attendance were the following members of the Financial Advisory Committee: Chair Laurie Hosie, Vice Chair Steven Markin, Secretary Kevin Mealey, Member Richard Krollman, Member Bob Needle, Supervisor/Liaison Larry Breeden, Assistant Township Manager Judy Caporiccio, Healthcare Ad Hoc Member Brian Bark and Healthcare Ad Hoc Member Tom Kegelman. Also in attendance were members of the public.

I. Call to Order

The meeting was called to order by Chair Laurie Hosie at 7 pm.

II. Approval of the Minutes of October 27, 2014

A motion was made by Mr. Krollman and was seconded by Mr. Mealey to approve the meeting minutes of October 27, 2014. Motion carried by a unanimous vote.

III. Healthcare

DVHT Presentation

At the request of the FAC, Rick Lee and Anna Linn of the Delaware Valley Health Trust (DVHT) and Steve Fallon of the Insurance Buyers Council (a consultant to DVHT) provided a presentation to answer questions about their organization and the existing healthcare plans and options for Upper Makefield Township employees. Mr. Lee and Mr. Fallon provided an in-depth discussion of the benefits of DVHT relative to the commercial health care provider market. Upper Makefield's plans were compared primarily to DVHT's book of business with some high-level comparisons to the private sector.

Plan design elements including premium sharing, deductibles and copays were examined with the intention of providing a greater level of choice for the employees. Consideration was given to a Consumer Driven Health Plan with a Health Savings Account.

As a follow-up deliverable, DVHT was asked to provide details on three plans: "Silver" plan which falls within the 50th percentile of plans in their pool of business, "Gold" Buy Up – plan which falls within the 85th percentile of plans in their pool and "Bronze" plan which falls within the 25th percentile of plans in their pool. The design of these plans should consider the township's Cadillac Plan tax liability beginning in 2018. DVHT was also asked to provide comparables of surrounding communities.

IV. Other Business

Personnel Policy Review Strategy

The Board of Supervisors tasked the FAC with reviewing the Township's Personnel Policy, which was adopted via Ordinance #263 on February 15, 2005; it hasn't been updated since. The FAC discussed strategies for beginning the review process, and agreed to revisit the topic at the December 10 meeting.

V. Public Comment

Mr. Rosser discussed the Health Savings Plan that he implemented in his business and the difficulties in communicating the benefits of such plan to his employees, even though he personally was very satisfied with the plan.

VI. Adjournment

A motion was made by Mr. Needle and was seconded by Mr. Mealey to adjourn the meeting at 9 pm. Motion approved by a unanimous vote.

Approved: December 10, 2014