



RESOLUTION #26-03-031

**A RESOLUTION AMENDING BETHEL TOWNSHIP'S
FAIR AND EQUITABLE HEALTH CARE CONTRIBUTIONS POLICY**

The Bethel Township Board of Trustees, Bethel Township, Miami County, Ohio met in regular session on the 10th day of March, 2026 with the following Trustees being present: Kama Dick, Julie Reese, and Josh Wilkerson.

Trustee WILKE moved for the adoption of the following resolution:

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

WHEREAS, resolution #24-02-029 established fair and equitable employee healthcare contributions and outlined the policy for payment schedules, eligibility, and related procedures; **AND**

WHEREAS, to be consistent with the Health Savings Account (HSA) benefit, the Township's health insurance provider advisor, The Sebo Group, recommended, at the end of each year, to carry-over any unused Healthcare Reimbursement Arrangement (HRA) balance for employees covered by Medicare to be included for use in subsequent years until the employee separates from the Township; **AND**

WHEREAS, the Board of Trustees agreed with the recommendation, however, it was made after the resolution was approved so consequentially was not explicitly stated in resolution #24-02-029. **THEREFORE**

BE IT RESOLVED, by the Board of Trustees of Bethel Township, Miami County that resolution #24-02-029 be amended as follows, effective retroactively as of February 6, 2024:

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.

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 if available, and to be eligible for a HRA for an amount equal to that specified for HSA recipients.

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 eligible amount paid into an employee's or elected official's HSA account, set aside for HRA reimbursement, 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. To respect HIPAA, HRA eligible healthcare receipts shall be submitted for consideration to the Township's health insurance provider advisor or an independent reviewer selected by Township officials, who will notify the Township's Fiscal Officer only of any approved reimbursement amounts. No one at the Township shall have access to the content or details of any healthcare-related receipt.

SECTION 7. Any unused HRA balance remaining on December 31 of each year shall be carried over for inclusion in the following year's available HRA total until such time the employee ends their employment (separates for any reason) with the Township. Receipts will be accepted for

reimbursement consideration after the separation date, but only for expenses incurred on or before the separation date.

SECTION 8. 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 9. 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 10. 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 11. 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, or children, or both.

Trustee DICK seconded the motion and the Board voted as follows upon roll call:

Vote: Trustee Kama Dick
Trustee Julie Reese
Trustee Josh Wilkerson

YES
YES
YES

Kama Dick
Julie Reese
Joshua Wilkerson-Pain

Attest:

Rhonda Ross, Fiscal Officer
Bethel Township, Miami County, Ohio