

Health Insurance Study Committee
Meeting minutes
November 13, 2018

Present were Julie Lonergan, Ralph Rathjen, Melanie Van Tassel, Peggy Petraszewski and Katie Ambrose. Also present was Michael Connelly, Account Manager from New England Employee Benefits Co. Inc. (NEEBCO).

The Committee convened at 2:30 PM.

Michael Connelly first presented the study committee with a comparison of carriers and rates for Life/AD&D/Short Term Disability insurance. The current carrier (Unum) provided a renewal rate that would be an increase of over \$1,700 to the current cost. Other carriers that provided rates included MetLife, Companion Life, Sun Life Financial and Anthem Life. The committee noted that MetLife's proposed rate would cost approximately \$550 less than the current rate and over \$2,200 less than the renewal. Ralph asked how long has MetLife been in the market? Michael replied that they've been in the market since at least the year 2000 and that he is not aware of any concerns or issues with the carrier. He also noted that coverage would remain the same and that MetLife provides a two year rate guarantee. The committee reached consensus that the recommendation for Life/AD&D/Short Term Disability insurance to the Selectmen would be the MetLife proposal.

Michael then provided the committee with information packets containing health insurance plans and rates offered by Harvard Pilgrim, Anthem and Tufts. The committee reviewed the various plan options and rates and how they compare to the current plan's coverage and rates. Mr. Connelly noted that the renewal for the Town's current plan with Harvard Pilgrim is not the same plan, has an increased out of pocket maximum, an increase in the copay for physical/speech/occupational therapy and a 7.66% rate increase. The renewal plan had some changes that may benefit employees, such as a reduction to Tier 1 and Tier 2 prescription copays, the introduction of a non-hospital \$300 copay for MRIs/CT scans and no copay for preferred providers. The committee reviewed Harvard Elevate Health plans which have a restricted network and Anthem plans which restrict utilization of HRAs. The committee eliminated the Harvard Elevate Health and Anthem plans from consideration because of those restrictions and the impact that they would have on employees, as well as the Tufts plans since they cannot accept retirees under the age of 65. Michael then reviewed the flexibility that the Town can have with the HRA. The committee noted that the HRA utilization adds a significant cost to the premium, and that they would need more detailed information on the utilization of the HRA over the past year to help weigh plan options. The committee reached consensus that they would continue to review the Harvard HMO Silver plans and requested that Michael provide them with detailed HRA data and Harvard HMO Gold plans to review.

Meeting adjourned at 3:50 PM

Respectfully submitted,
Katie Ambrose