

Meeting Notes

IAC Meeting 1.30.2020

Present: Marcia Cairns-Retiree, Leslie Guertin-General Accounting, Marion Karsina – WB Schools, Jim Bartlett-Police, Roger Pontribriand-School., Mike Coveney, Jack McCormick-Retiree, Nancy Lussier
Joy Layden – NFP

Absent: John Fitch-Light Dept

Renewal Discussion

Reviewed Updated Fallon financials. October was actually a good month with MLR at 75%. Discussion ensued regarding GIC, and 2 members commented that several years ago the GIC made benefit plan changes mid-year because they ran out of money.

Discussed possibility of doing a "test RFP" to HPHC as they have been competitive with municipalities this year, and they were prior carrier. Town liked HPHC when in place. A vote was taken and motion made to send RFP to HPHC. This would be for active plans 7/1 and retiree plans eff 1/1.

Various deductible scenarios were discussed. Concern over increasing deductible too much with regard to Emergency Room, X-ray/Labs, Day Surgery and Physical Therapy. NFP will request utilization report from Fallon for review. IAC concerned that \$1,500 is too much of a jump and would need to see financial savings along with HRA modeling. (Worcester Regional increases annually about 9% which represents over \$100,000).

Discussed Select vs. Direct network and reviewed the overlap report. Several IAC members stated the financial difference in premiums between the two is not enough to incent members to move from Select to Direct. There are 39 members enrolled in Select using Direct providers (PCPs).

Also discussed 2 tier vs. 3 tier rates, with family spiking up when moving from 2 to 3 tier billing. Leslie inquired if Fallon would allow the town to have different billing tier son each plan, specifically 2 Tiers on Select, and 3 Tiers on Direct. Mike inquired of those 39 people how many would fall into a 3-tier rate structure. NFP will verify with Fallon, have only seen this with HCGIT on HMO with 3 tiers and PPO with 2 tiers, it's not common. Offering \$250/\$500 Deductible on Direct (currently no deductible) and increasing Select Deductible to \$500/\$1,000 may incent folks using direct who are enrolled as Family but with 1 dependent to change over to Direct Network.

Inquired about non-Medicare folks being on active plan due to Medicare ineligibility. Town believes they may have 3-5 people total, there are 2 folks on the Cape paying penalty.

Worksite Benefits

Aflac came through Police union and signed up officers on a direct bill basis.

Next IAC Meeting Wed 2/19 3:15.

*Approved
2/19/20
MG*