

**Minutes**  
**Group Insurance Subcommittee**  
**March 23,2022 – 4:30pm**  
**Second Floor Town Hall Conference Room and via Zoom**

**Meeting called to order by Don Ravenelle via Zoom at 4:37 PM**

**Members Present:** Don Ravenelle Sub Committee Chair and Dan Sherman via Zoom.

**Town Hall Department Attendees Present:** Stephen Maio Town Administrator, Kevin Gill Town Accountant, Amy B. Forziati Human Resources Director and Karin Doucette Payroll and Benefits Manager all in person

- 1) Public Participation: No members of the Public were present.
- 2) Stephen Maio presented an overview of the FY2024 Group Insurance Budget. The Budget covers the insurance costs of 1381 plans including 788 retirees. The total budget displays an increase of 3.34% or \$507,696. The GIC saw some changes in plans with Tufts Spirit and HPHC Primary Choice merging into HPHC Quality and HPHC Independence and Tufts Navigator becoming HPHC Explorer. Unicare Basic plans became Unicare Total Choice. HPHC Access America became the only National Plan included. Overall, the Insurance premiums are increasing 5.57% to \$12,519,794. Plan costs increases ranged from -.07% to 9.7%. The plan with the highest number of subscribers in Wakefield is Unicare Community Choice increased by 8.5 % for Individual coverage and 7.5% for Family. Stephen Maio explained that the Town HR staff does an excellent job working with Town employees to fit them into the most appropriate and cost-effective plan. The staff also explained the Opt-out program and it was noted that employees who are in the Opt- out program can still be eligible for coverage when they retire. It was noted that open enrollment had not yet occurred, and it is anticipated that employees will be moving from plans that are no longer offered into new plans. Kevin Gill indicated that YTD expenditures are running behind budget by \$1.055M and it is anticipated that approximately \$800K will be returned to free cash for FY23. The budget includes \$570,225 for additional subscribers and \$153K for the Opt-out program. A potential of 25 new plans have been included in the budget. The OPEB contribution is being continued at \$1.4 Million in FY2024.

The committee reviewed the components of the budget and discussed the effects of the Opt-out Program, anticipating new subscribers and enrollment in the Retirement plans.

- 3) Kevin Gill Reported that there will be a \$90K increase in the Medicare budget and a need for a Reserve fund transfer. This will be reviewed in greater detail when we receive the budget.
- 4) Motion to adjourn at 5:26 PM by Dan Sherman seconded by Don Ravenelle and so voted.