

# Town of Ayer

## Benefits and Payroll Department



1 Main Street – Ayer, Massachusetts - 01432  
Kevin A. Johnston, Benefits and Payroll Manager

Tel: (978) 772-8248  
Fax: (978) 772-3017

## Memorandum

**Date:** April 17, 2018

**To:** Town Administrator Robert Pontbriand

**From:** Kevin A. Johnston *KAS*

**Subject:** Monthly Report – March 2018

The March 2018 monthly report for the Benefits and Payroll Office includes the following:

Middlesex County Retirement System – Chairman Tom Gibson and Chief Administrative Officer Lisa Maloney met with employees in the Community Room at the Police Department on March 7<sup>th</sup> to provide information about selection of a beneficiary, specifically an Option D Beneficiary for retirement benefits. Those in attendance received information about naming their beneficiary, had an opportunity to ask questions, and were provided with Beneficiary Selection forms to complete.

Voluntary Employee Benefits Plans – Staff from The Enrollment Network visited Ayer on Thursday, March 1<sup>st</sup> to meet with recently hired employees about enrollment in voluntary LTD, STD, Term Life, Whole Life and Accident Insurance programs. The Enrollment Network will visit Ayer again in October 2018.

Minuteman Nashoba Health Group (MNHG) – A presentation on the High Deductible Health Savings Account (HSA) eligible plans that will be offered for the first time in FY 2019 is scheduled for April 25<sup>th</sup> at 3:00 p.m. in the Great Hall. Representatives from the Harvard Pilgrim Health Plan, Fallon Health, and Tufts Health Plans will provide details on these new health benefits plans, the Health Savings Account (HSA), and answer questions about the High Deductible plans.

The annual Open Enrollment for health benefits runs through Friday, May 4<sup>th</sup> for health benefits effective on June 1, 2018. A health benefits fair is scheduled for Wednesday, May 2<sup>nd</sup> from 10:00 a.m. to 12:00 Noon in Town Hall.

Voluntary Dental Benefits – The renewal for the voluntary Altus Dental Benefits was received; Altus provided a 2-year renewal that includes a 3% increase for FY 2019 with a cap of 8% for the FY 2020 rates. The FY 2020 rates could be less than the cap amount, depending on claims history. Dental benefits renew on June 1, 2018 and open enrollment coincides with the health benefits open enrollment.

Other Post-Employment Benefits (OPEB) – Kurtis Thompson from Odyssey Advisors, the Town's consulting actuary for OPEB met with the OPEB trustees on March 1<sup>st</sup> to review the most recent actuarial valuation. The Town of Ayer has a strong OPEB position because of the annual OPEB funding amount, and the projected cash flow in the OPEB valuation maintains a strong position as long as the current funding level is maintained.

Massachusetts Pregnant Workers Fairness Act – Employees were provided a copy of the Town of Ayer Pregnancy and Pregnancy-Related Conditions Policy approved by the Board of Selectmen on March 27<sup>th</sup> and notified of their right to be free from discrimination because of pregnancy as well as their rights to certain pregnancy-related accommodations in accordance with the Massachusetts Pregnant Workers Fairness Act effective on April 1, 2018.