

# Town of Ayer

## Benefits and Payroll Department



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## Memorandum

**Date:** May 18, 2018  
**To:** Town Manager Robert Pontbriand  
**From:** Kevin A. Johnston *KAS*  
**Subject:** Monthly Report – April 2018

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

Middlesex County Retirement System – I attended a meeting of the Advisory Council Sub-committee on Assessments and Investments on April 11<sup>th</sup>. Discussion included:

- The investment rate of return was 16.5% for CY 2017.
- Increasing the COLA base for retirees from the current level of \$14,000 to \$16,000. It was agreed that those in attendance would like to increase the COLA base, but have concern about paying for the increase. Middlesex County actuary Segal Associates will develop some funding examples to present to the Advisory Council in May.
- Decreasing the actuarial rate of return from the current rate of 7.75% to 7.5% as recommended by PERAC. Segal Associates advised that given the positive return in 2017, this could likely be included in the biennial valuation as of 1/1/2018.

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 was held April 25<sup>th</sup> in the Great Hall. Mr. William Hickey from the Harvard Pilgrim Health Plan made a presentation about these new health benefits plans, the Health Savings Account (HSA), and answered questions about the 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.

The MNHG Board of Directors met on April 10<sup>th</sup>. The meeting included:

- An update on funding ratios for the current plan year
- CanaRx pharmacy program
- *Access a Doctor* telemedicine will be available for MNHG members beginning on July 1, 2018
- An RFP for auditing services for MNHG was approved

Equal Pay Webinar – I participated in a webinar about the updated Equal Pay law that is effective on July 1, 2018. Information to ensure that the Town is compliant with the law paying equal wages for comparable work was provided by the Attorney General.

Employee Training and Development – On April 11<sup>th</sup>, Steven Bernstein from the MIIA Employee Assistance Program (EAP) presented the training program *Riding the Waves of Workplace Uncertainty and Change – Managing through Change* for the staff.