

Town of Ayer

Benefits and Payroll Department



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Memorandum

Date: April 18, 2019

To: Town Manager Robert Pontbriand

From: Kevin A. Johnston *KAS*

Subject: Monthly Report – March 2019

The March 2019 monthly report for the Benefits and Payroll Office includes the following:

Minuteman Nashoba Health Group (MNHG) – I attended the MNHG Steering Committee and Board of Directors meetings on March 21st. Items discussed at the meetings included:

- The Treasurer's report through February 2019 shows an undesignated fund balance of \$3.8M; this is the highest monthly fund balance for this plan year, however, it remains below the \$6M fund balance target. The Steering Committee will review the current fund balance policy and make recommendations for changes at the June meeting.
- The annual audit for the 2018 plan year is complete; there were no material findings in the audit.
- Health fairs are scheduled at several MNHG communities including Ayer which was held on April 9th; more information will be in the April monthly report.
- The Town of Ashby is not likely to join MNHG at the present time.
- MNHG is looking at including a voluntary dental plan to offer to members. Information about voluntary dental plans currently offered by MNHG member units will be collected and compiled to see if it is feasible for MNHG to offer group dental benefits.

Altus Dental Benefits – The Altus Dental plan renewal for the plan year that begins on June 1, 2019 was received with a 0% increase and a two year rate guarantee; open enrollment for the Altus Dental insurance ends on April 30th.

Flexible Spending Account (FSA) – The FSA plan renews on June 1, 2019. The FSA maximum is increased to \$2,700 for 2019. Renewal information will be provided to employees when the renewal documents are received in April.

Longevity Pay – A longevity pay worksheet was developed to help provide more effective management and monitoring or longevity payments to employees.