

Town of Ayer

Benefits and Payroll Department



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Memorandum

Date: October 17, 2019

To: Town Manager Robert Pontbriand

From: Kevin A. Johnston *KAS*

Subject: Monthly Report – September 2019

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

Massachusetts Municipal Human Resources (MMHR) – The FY 2020 MMHR Benchmark Salary Survey for the Town of Ayer was completed and submitted.

Sick Leave Bank – The DPW Sick Leave Bank was updated with FY 2020 donations of accumulated Sick Leave from members of the AFSCME 93 DPW Union.

Harpers Payroll – Electronic processing of the DPW payroll was implemented. This implementation eliminates redundancy in handling PR data and streamlines payroll processing while maintaining the integrity of the payroll process at the DPW.

Minuteman Nashoba Health Group (MNHG) – I met with MNHG Treasurer Ian Rhames and Town of Pepperell Town Administrator Andrew MacLean to work on changes to the current MNHG Fund Balance Policy. A policy change to have the Steering Committee make an annual recommendation to the MNHG Board of Directors regarding the fund balance during the annual rate setting process will be presented for adoption in December.

The MNHG Board of Directors met on September 23rd. The Fund Balance is \$4.7M and is trending closer to the \$6M target. Medicare plan renewal rates were provided for the January 1, 2020 plan year; the Tufts Medicare Supplement has a 0% increase for the third consecutive year, Tufts Medicare Advantage is increasing 3.2%, and Fallon is discontinuing the current Senior Plan and offering two new Senior Plans, one with a 25% premium reduction and one with a 43% premium reduction. A Medicare Plan Health Fair is scheduled for October 29th in Town Hall. The Board was advised of a recent State Ethics Commission determination of a conflict of interest for Board members; the Board voted that members file the appropriate disclosure with their appointing authority. The next Board meeting is December 3rd.

The Massachusetts Municipal Reinsurance Agreement (MMRA) members met on September 25th to discuss reinsurance plans and options to help manage risk for large claims (>\$800K). OptiMed Health Partners made a presentation to the MMRA about their ability to help manage large claim costs. The next meeting is scheduled for December 5th.