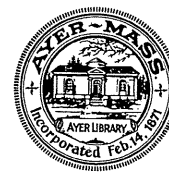


Town of Ayer

Benefits and Payroll Department

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

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Memorandum

Date: March 22, 2021
To: Town Manager Robert Pontbriand
From: Kevin A. Johnston *KAS*
Subject: Monthly Report – February 2021

The February 2021 monthly report for the Benefits and Payroll Office includes the following:

Harpers Payroll

- Affordable Care Act (ACA) data was reconciled; IRS Forms 1095-C will be provided in March.

FY 2022 Budget

- Fiscal year 2022 Cost of Living Adjustment (COLA) data was collected. FY 2022 COLA information was provided to the Town Manager and presented to the Select Board.

Minuteman Nashoba Health Group (MNHG)

- FY 2022 Health Benefits rates were unanimously approved at the Board of Directors meeting on February 12th. The renewal rates for each provider are:

○ Tufts HMO	1.5%	Tufts High Deductible	1.5%
○ Harvard Pilgrim HMO	1.0%	Harvard Pilgrim High Deductible	1.0%
○ Fallon Health HMO	5.5%	Fallon Health High Deductible	5.5%
- The MNHG Uncommitted Fund Balance through December 2020 is \$9.2M, above the target of \$5.4M. While the fund balance continues to run about the target average, the Directors will continue to monitor the fund balance through the end of the COVID-19 pandemic.
- A virtual open enrollment for health benefits will be in April 2021.

Altus Dental Benefits

The renewal of voluntary Altus Dental benefits was received with a 0% rate increase guarantee for two years, FY 22 and FY 23. A virtual open enrollment for Altus Dental benefits will be held in conjunction with health benefits in April 2021.

Massachusetts SMART Plan Deferred Compensation

Automated processing of SMART Plan Deferred Compensation contributions from employees was set up. The new process will expedite the funding process for SMART plan contributions by employees and create an efficiency in processing bi-weekly payroll deductions.

In addition to the information listed, I participated in the following remote meetings & webinars in February:

- February 18th Massachusetts Municipal Reinsurance Arrangement Board Meeting