

Town of Ayer

Benefits and Payroll Department

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Memorandum

Date: May 18, 2021

To: Town Manager Robert Pontbriand

From: Kevin A. Johnston *KAS*

Subject: Monthly Report – April 2021

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

Open Enrollment for Health and Dental Benefits

Once again, the COVID-19 pandemic precluded an in-person Health Benefits Fair. Open enrollment information was provided to all benefits-eligible employees and non-Medicare eligible retirees in April for the plan year beginning on June 1, 2021.

American Rescue Plan Act (ARPA)

The Select Board approved an extension of the voluntary Emergency Paid Sick Leave and Expanded Family and Medical Leave benefits through September 30, 2021 in accordance with the American Rescue Plan Act.

Town Hall COVID-19 Phase 1 Re-Opening Plan

A ZOOM meeting with Nashoba Associated Boards of Health Public Health Nurse Tamara Bedard was held on April 1st with the Town Hall staff to address any concerns and answer questions about the Phase 1 re-opening of Town Hall.

Minuteman Nashoba Health Group (MNHG)

The MNHG Steering Committee and Board of Directors met on April 13th via ZOOM. A report on the meeting includes:

- The MNHG financial position remains strong with a \$9.3M undesignated fund balance and a Funding Rate Analysis of 90.3% with one quarter remaining in the plan year.
- Fallon Health Care is leaving the commercial market at the end of FY 2022. MNHG leadership committees are working on future health care providers for MNHG.
- Tufts Health Care and Harvard Pilgrim Health Care will merge health benefits plans in FY 2024.

Middlesex County Retirement System (MCRS)

The MCRS Sub-committee on Assessments and Investments met via ZOOM on April 14th. A report on the meeting includes:

- CY 2020 investment rate of return was 12.0%, ahead of the 7.3% actuarial rate of return. More info will be available for the May 2021 Advisory Council meeting.
- PERAC recommends moving from the current 7.3% actuarial rate of return to 7.0%.
- MCRS is projected to be fully funded in 2037 with current actuarial assumptions.

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

- April 21st – Massachusetts Municipal Reinsurance Agreement (MMRA) meeting