

Eastern Highlands Health District
Board of Directors Special Meeting Minutes
Tuesday, October 31, 2017
Audrey P. Beck Municipal Building
Council Chambers

Members present: M. Capriola (Mansfield), R. DeVito (Ashford), J. Elsesser (Coventry), J. Higgins (Andover), E. Paterson (Mansfield), P. Shapiro (Mansfield), P. Schur (Wilmington), J. Stille (Bolton), M. Walter (Columbia), S. Werbner (11:55 via phone Tolland)

Staff present: R. Miller, A. Meriwether, M. Brosseau

Call to Order: E. Paterson called the meeting to order at 11:37 am.

New Business

EHHD Health Insurance Benefits

R. Miller reported that an ad hoc committee, appointed at the October 17th board meeting, met October 25, to evaluate information and formulate a recommendation to the board regarding offering a High Deductible Health Plan to district employees. The recommendation of the committee is to offer the HDHP to staff, effective January 1, 2018, with an employee premium cost share at 14.5% and an employer HSA contribution of 50%.

M. Capriola noted that open enrollment is in November for a start date of January 1, 2018. The deductible runs on a calendar year, so the HDHP being offered to employees mid-year would be disadvantageous for the employees.

R. Miller noted that enrollment counts would be reset, resulting in a savings to the district in the account dedicated to covering health insurance for staff per a discuss with C. Trahan.

M. Walter noted that the ad hoc committee sought a balance between the Health district losing money and making the plan attractive to employees. Committee feels it is reasonable to offer this second option to the staff.

P. Schur asked if consideration had been given to matching what Mansfield was offering.

R. DeVito inquired whether there was any option to opt out. R. Miller stated that the employee can take a payment in lieu of option. R. DeVito further inquired whether options other than being aligned with the town of Mansfield had been considered. Discussion ensued regarding the process the board underwent to look at other options in the past.

M. Capriola expressed desire that the board revisit the employer share for the PPO effective July 1, 2018.

R. Miller noted that past practice has been to set rate changes as part of the budget cycle.

J. Stille asked if there was any discussion about eliminating the PPO plan. R. Miller noted that discussion only surrounded new hires.

S. Werbner encouraged more analysis before raising the PPO contribution rate.

J. Elsesser made a MOTION, seconded by J. Stille to offer the HDHP as presented as an option for health district employees, effective January 1, 2018, with the employee premium cost share set at 14.5%, and the employer contribution of 50% to the deductible into a HSA on the first pay period in January for new participants; subsequent annual employer contributions for existing participants shall be 25% to the deductible in January, and 25% to the deductible in July; Further, employer payments into the HSA will be pro-rated for new hires or employees joining the plan mid-year due to a qualifying event.

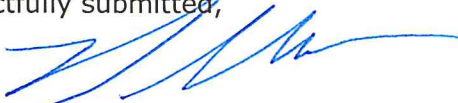
J. Elsesser requested that the minutes reflect that during the annual budget process the board continues the evaluation of the PPO rate.

MOTION PASSED with all in favor except R. Devito who voted against the motion.

Adjournment

J. Stille made a MOTION, seconded by J. Elsesser to adjourn at 12:07 pm. MOTION PASSED unanimously.

Respectfully submitted,



Robert Miller
Secretary