

~~Unapproved~~ **APPROVED**
Candia's Selectmen's Public Meeting Minutes
November 18, 2016

Attendance: Chairman Boyd Chivers, Vice-Chair Susan Young, Selectman Scott Komisarek, Selectman Russ Dann, Selectman Mark Laliberte (left @ 5:33 pm), Accounting/Payroll Clerk Donna Becker and Michelle Simoneau of Granite Group Benefits, LLC.

4:45 p.m. Chairman Chivers called the Public Meeting to order.

The Board to review town employee health insurance options for 2017 and authorize a contract accordingly. Chairman Chivers explained that a spreadsheet was sent out to all of our Board members a couple of weeks ago, so they had a chance to analyze it. He noted that all of the town employees who take the insurance are currently enrolled in the Gold Best Tiered Copayment HMO LP 2000 (3691). Ms. Simoneau said that was correct. Chairman Chivers said there are options that they can choose from some from which are offered by Harvard Pilgrim, Tufts, and Anthem. Selectman Dann asked if this included the Police Department also. Chairman Chivers asked how they determine the best value for the town and the employees. Mrs. Simoneau said that is a difficult question to answer, because from a town standpoint you are probably looking more at the cost. From her standpoint she tries to look at both. She did several spreadsheets just to show them some of the differences that they are seeing. As far as what they are currently seeing in the market, they are seeing 10% on up. She delivered a 25.9% renewal last week. So all thought an 8.2% is high especially for a municipality they are seeing double digit rates straight across the board with all the carriers as far as renewals are concerned. Someone asked her if health care reform helped with any of that. Health care reform has not helped the rates; in some instances it has affected the rates a bit. We she looks at municipalities and some businesses that are rich benefit now it is a \$2,000 deductible plan. If you have a \$2,000 deductible plan it is actually considered a rich plan out in the market. They are seeing more of a \$3,000 deductible plan on up. She should caveat this buy telling them that they are seeing this type of deductible within the small group market which means in New Hampshire it is under fifty. Other states its a hundred on up as far as what the small group would be considered. You can't compare a small group plan to a large group plan. If you are in a small group plan there is a possibility you could be grandmothers or grandfathered. It will also change your plan somewhat. The plan that the town has is referred to an ACA plan. The Obama Care Plans are what we are enrolled in today. Chairman Chivers asked if she understood some of the unique policies the Town of Candia has. First they have a buyout; they pay the employees that don't opt for the health insurance coverage for \$3,300 per year. They have another policy where the town subsidizes the deductible to the extent of \$750 per year. He asked if she has ever seen anything like this. Mrs. Simoneau said they do see employer's assisting with the deductibles as far as reimbursing the employees. She said if it is in house, they usually see that when there is a third party administrator doing it. Chairman Chivers asked if this would influence their choice of plans, because they are subsidizing \$750 for the deductible. He thought they could go to a \$3,000 deductible plan and save the premium. There was some discussion about the deductible. It was noted that the town currently pays \$750 of the \$2,000 deductible. Selectman Young said she called 3 surrounding communities to see what the offered for insurance. Mrs. Simoneau explained the different plans. She mentioned the major difference

with the plans is the deductible. Chairman Chivers asked if it would be traumatic for an employee to go from Harvard to Anthem or Tufts. Could they keep their doctor? Mrs. Simoneau said yes they could keep their doctor. She explained that when they look at Harvard or Anthem as far as providers there isn't a disruption. When they look at Tufts some of their procedures are processed towards the deductible and co-insurance. This means a higher out of pocket anyway. They've had some groups that have moved to Tufts and they haven't heard any negative feedback. Mrs. Simoneau continued to explain the different plans. It was noted that the premiums are still based on age. Selectman Young thought because of Obama Care that was discriminatory. Mrs. Simoneau said Obama Care is the reason why the small group is age rated at this point. They used to be composite rated just like the large group has been. She personally preferred the composite rates. Selectman Young said compared Chester, Deerfield and Auburn. She noted that Chester offers three different plans and maybe that is something this Board can look at. The buy out for is \$25 per week. Deerfield's plan is Health Trust and they just switched from an independent agent. The town pays the entire premium and one half on the deductible just for the single. If it is for a two person or a family the employee pays 15%. Their buy out is \$200 per month. Auburn has School Care and after June of 2017 they will only offer HMO's and only go to high deductible plans due to the cost. Until then their single is paying 10% and a two person pays 15%. Their buy out is \$3,000 per year. She noted that Candia pays \$5,500 for one person up to \$20,000 for another. This doesn't include the \$750 person for the deductible, because she didn't have that information at the town. If they keep their own plan a lot of these are going from \$500 more this coming year up to \$2,000 more. Her suggestion was to offer our employees choices. If they want to keep the high plan they can, but they may have to chip in more to do it. It is similar to how Chester has it worked out. If they do give the employees choices maybe they can stay with the three Harvard plans. If they are going to take the gold we could ask them to contribute a little bit more. Or if you are going to take one a little less they can contribute a little less. Chairman Chivers asked if this was administratively possible. Mrs. Simoneau said that it was. It will still be one bill. Selectman Young said they would be giving the employee the opportunity to make that choice. Selectman Komisarek said if they don't want to make that choice they can stick with what they have. Chairman Chivers asked Mrs. Simoneau if she would come back to speak with the employees. Mrs. Simoneau said she certainly would. It was the consensus of the Board to offer the town employees a choice of three different Harvard Pilgrim plans to choose from. Chairman Chivers said what they need to decide now is how much the reimbursement rate will be for each one of these plans. Mrs. Simoneau suggested if they want to keep the \$2,000 plan maybe they can look at a \$2,000, \$3,000 and a \$4,000 and just increase the deductible. There was further discussion about the different deductibles with the different plans. Chairman Chivers asked if they were going to change the employee's contribution rate and will it be determined by the plan. Selectman Young thought that it would be. If someone chooses the gold plan, they won't contribute as much. Selectman Young mentioned the buyout and felt they were very high on this. There was some further discussion about the buyout. There was some further discussion about increases the employee's contribution. The contribution for the single, two person, and family plans will increase by 5%. There was some further discussion about the buyout. Donna Becker mentioned that if the buyout was taken away completely there is couple of employees that would jump on our plan, because we have a better plan than their spouses. Selectman Komisarek said let's not rock that boat. It was the consensus of the Board to leave the buyout alone. Chairman Chivers asked if they should keep the \$750 deductible for Plan 3. Selectman Young said the people that have saved us

money on Plan 3 have a \$3,000 deductible. She suggested keeping Plan 3 at \$750 and maybe \$700 for the next Plan. The third plan saves 8.7%. They could go to \$375 for the first plan and maybe \$400 for the next. This will give people incentive to go for Plan 1. Donna Becker asked if this was in addition to asking the employees to pay the difference in the plans. Selectman Young replied yes, but she would still like to look at the numbers. She is trying to be fair, but she is also trying to be realistic. It was the consensus of the Board to increase the employee contribution to the premium by 5% for each category: single goes to 10%; 2 person goes to 20; and family goes to 30%. The Harvard Pilgrim Silver Best Buy LP 3000 (4161) is the standard plan. Harvard Pilgrim Silver Best Buy Tiered LP 3000 (4158) and Harvard Pilgrim Gold Best Buy LP 2000 (4159) are available as optional plans. The Town will subsidize the optional plan chosen by an employee to the same extent the standard plan is subsidized. The employees will be responsible for payment of the difference. It was decided the employee insurance meeting will be December 1st at 11:00 am.

The Board to briefly discuss tentative warrant articles to be considered on November 28th. Chairman Chivers said he has two warrant articles that the Selectmen will be considering at their next Selectmen's meeting. It is to determine the optimal use of the Exit 3 properties and how to market them. Selectman Komisarek said he would like reword them a little bit. Chairman Chivers asked the Board members to review the warrant articles before the next meeting.

Selectman Komisarek moved to adjourn at 6:05 pm. Seconded by Selectman Dann. All were in favor.

Respectfully submitted,
Andria Hansen
Transcribed from recording