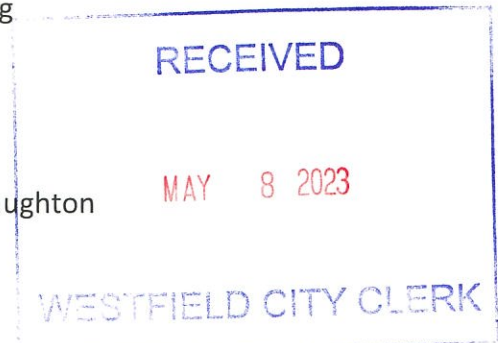


City of Westfield  
Health Plan Trustees Meeting  
Room 315  
March 31, 2023



**Trustees:**

Present: Alison Frary, Matthew Barnes, Vicki Moro, and Jamie Naughton

Absent: Katherine Bourque

Also in attendance: Anne Larkham Personnel Director for the City of Westfield

The meeting was called to order by Alison Frary at 11:00 AM.

The minutes of this meeting were taken by Matthew Barnes.

The following agenda items were discussed at this meeting:

- A motion was made by Vicki Moro, seconded by Jamie Naughton and voted 4-0 to approve the minutes of the December 28, 2022 meeting.
- A motion was made by Matthew Barnes and seconded by Jamie Naughton to accept the resignation of Katherine Bourque as a Trustee. Motion passed 4-0.
- A motion was made by Jamie Naughton and seconded by Vicki Moro to appoint Shannon Barry the representative/designee of the Superintendent of Schools as a Trustee. The motion passed 4-0.
- Health Plan Trust funding Status: Vicki Moro stated the Trust Fund balance at February 28, 2023 was \$15,721,782.56.
- FY'24 Health Insurance Rates – Alison Frary reviewed the City's claim history, in FY'22 the cost to funding ratio was 103.1%, expenses exceeded revenue. Thru February 2023, the ratio was 98.8%, expenses were less than the revenue. A municipality benchmarking summary of health insurance plans prepared by HUB International was presented. Alison Frary reviewed the rate scenarios for FY'24 and presented a summary of the rate increases and premium holiday history. A summary of rate changes and impact to the Trust balance is as follows:

Rate Change	Change in Trust Balance
0%	(967,492)
1%	(756,091)
2%	(544,690)
3%	(333,288)
5%	89,514
7%	512,317

Mayor McCabe and the IAC recommended a 0% rate change and a premium holiday. Alison Frary stated that HUB International does not recommend a 0% rate change for FY'24. A premium holiday would reduce the Trust balance an estimated \$1,300,000. Motion made by Matthew Barnes and seconded by Vicki Moro for a 0% rate change for the FY'24 insurance renewal premium, motion passed 5-0. Shannon made a motion for a premium holiday in FY'24, seconded by Jamie Naughton, motion passed 5-0. Alison made

a motion that the premium holiday be in December for premiums collected in November, seconded by Shannon Barry. Motion passed 5-0.

- Discussion of 3 tier insurance premiums vs 2 tier insurance premiums – This would require a PEC since it is a change to the plan design. To achieve the same level of funding to the Trust, single employee rates would very slightly decrease, and family rates would increase. The IAC did not recommend moving forward with a three tier rated plan.
- A motion was made by Vicki Moro, seconded Jamie Naughton and voted 5-0 to adjourn the meeting at 12:09 PM.