



## Department of Human Resources

Town of Milford, MA

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## INSURANCE ADVISORY COMMITTEE

February 17, 2022

### ATTENDANCE:

MEMBERS PRESENT: Peter Filosa, Chairman; Leslie Pettinari, Steve DaCruz, Jim Curley, Cherie Peterson, Jackie Gorman, Thomas Parent, Nathan Hathway

OTHERS PRESENT: Mary Carlson, Kara Geromini, Christopher George, IT Director and pending member of the IAC; Kristin Melpignano, HR Director, Kelly Capece, Benefits Coordinator

Prior to calling the meeting to order, Chair Filosa addressed the persistent questions that he has fielded over the past months regarding the appointment of the new Insurance Broker and any possible conflicts of interest with staff. As explained, the situation has been cleared with the state Ethics Commission, the Select Board, and Town Counsel. With very little comment, the matter was closed. Ms. Pettinari stated that she was still upset by the manner in which Town Counsel Boddy spoke to the group at the February 3<sup>rd</sup> meeting, and the group in general expressed concern that other Town committees might be spoken to in the same way. After a brief discussion, the Chair moved on to the agenda items.

Quorum Present: Meeting called to order at 3:15 by Peter Filosa

### APPROVAL OF MEETING MINUTES FROM 2/3/22:

Motion to approve the minutes as presented by Leslie Pettinari, seconded by Cherie Peterson.

Discussion followed regarding the wording "...a violation of Open Meeting Law." Since the group felt that this had not been definitively established, nor would it have been deliberate if true, it was agreed to change the language to read, "a possible, unintentional violation of Open Meeting Law."

Motion to accept the meeting minutes with the language changed to "a possible, unintentional violation of Open Meeting Law" by Leslie Pettinari, seconded by Cherie Peterson. Unanimous.

NEW BUSINESS: Employer Shared Responsibility Program fees and introduction of lower cost plan:

HR Director Kristin Melpignano explained that she discovered that the Town was subjected to and has been paying ESRP fees since they were introduced in the Affordable Care Act (ACA) legislation. This is due to the calculation of the “affordability” of health plans offered by the Town and the subsequent penalty for that threshold not being met for some employees. Toward that end, Blue Cross was consulted, and they recommended that the Town adopt a third health plan that was less costly and could help to mitigate that fee going forward. Ms. Melpignano also added that it could be made more affordable and be further mitigated by allowing an 80% employer/20% employee split for this plan only.

There was a brief discussion regarding the employer/employee split as there were concerns that this might infringe on some union contract provisos. It was decided to adopt the plan as an employee option and to maintain the 70/30% split for this plan.

Motion to add the Blue Cross Access Blue Basic plan to the suite of benefits with the traditional 70% employer/30% employee split by Jackie Gorman/second by Jim Curley. Unanimous.

#### DISCUSSION ON COMMITTEE RULES AND REGULATIONS:

Chairman Filosa updated the committee on his discussion with the Select Board since he had requested re-appointment to the committee; they are supportive.

Regarding basic rules for the committee:

>Since committee members are elected by their unions, there was general discussion about who would represent the various unions since there are a greater number of groups than there are slots to fill on the board.

>There was general support for advisors from the non-voting ranks to attend the meetings and express their opinions and become more involved so as to bring back information to their memberships.

>Ms. Geromini suggested combining the clerical union (MACE) with the Highway/Parks/Cemetery group. Mr. DaCruz of the Highway agreed.

>Mr. Curley felt that if the groups fell into categories they could more easily be combined. There was agreement that those who have been on the committee, past and present, have always looked out for the best interests of the Town employees as a whole.

>Ms. Gorman began the groupings with this list:

1. Teachers
2. Police/Dispatchers
3. Fire
4. Retirees
5. Library
6. Highway/Parks/Vernon Grove/Clerical
7. School Support
8. Sewer

>The following was agreed upon:

>Three (3) year terms for each member, voting and alternate.

>Alternate appointees will be allowed and will be elected at the same time as voting members.

>If someone retires, another election or appointment (in the case of the Chair) will take place immediately.

>Documentation of election to the committee is required.

>Roberts Rules will be employed by the group.

- >A Vice Chair will be voted upon by the members for a three (3) year term.
- >Staff liaison will do the administrative work, including minutes and agendas.
- >A quorum is defined as a majority of the number of voting members (not just the number present); this currently stands at five (5).
- >One vote per member per action/voted item.
- >If a member is chronically absent, the union would be notified to choose another representative.

Regarding the next meeting, alternate dates will be sent out.

ADJOURNMENT:

Motion by Leslie Pettinari, second by Cherie Peterson to adjourn. Unanimous.