

**SELF INSURANCE COMMITTEE**  
**MINUTES TO MEETING OF SEPTEMBER 22, 2010**

The Self Insurance Committee of the Town of Southington held a meeting on September 22, 2010 in the Town Council chambers, Town Hall building, 75 Main Street, Southington, Connecticut.

The following members were present: Sherri DiNello, Jill Notar-Francesco, Dr. Al Natelli and John Moise (arrived at 3:47).

Ex-officio members present: John Weichsel, Emilia Portelinha and Mark Sciota. Also present were Ron Theriault, Katie Baldwin and Brett Johnson from Ovation Benefits.

Absent were: Francis Verderame, John Barry and Joe Labieniec.

Vice Chair Notar-Francesco called the meeting to order at 3:31 pm.

The Self Insurance Committee observed a moment of silence in honor of Harold Kane, who passed away on September 9, 2010. The committee went on to discuss Mr. Kane's many years of service to the Self Insurance Committee and the Town. Mr. Kane was a strong advocate for the Southington Wellness Program, and it was recommended that he be honored by having his name associated with the program. One suggestion was "Southington WINS, a Harold Kane Initiative".

1. Approval of Minutes of the July 19, 2010 meeting

The Committee did not have a quorum, and was unable to approve the minutes. Mr. Sciota suggested talking to the Town Council about having the Finance Director or Town Manager as an alternate when there is no quorum.

2. Review current FY 2010-2011 Self Insurance Budget Status.

The members reviewed the August 2010 summary of the Self Insurance Fund. Both July and August 2010 claims have come in under budget.

Brett Johnson reviewed the Claims Analysis and Forecast report (Ovations report). Last year the Town's claims were 8% under budget. Four months from February 2010 through May 2010 were an anomaly, with claims coming in much lower than budget. The highest individual claims for the year were \$325,000 versus the \$500,000 individual stop-loss. After two months into the current year, claims have come in 3% under budget

3. Status on the Employee Wellness Pilot Program

Tonight is the first orientation session for the September "8 Weeks to a Better You" program. Everyone who applied to the program was accepted, 105 participants over the three sessions. There is no-one on the waiting list. Mrs. DiNello gave a special thanks to Pat Berardinelli and Linda Blanchard for their assistance with the program.

4. Update on the Health Reform Mandates

Ovations distributed a summary of health reform mandates by effective date with the emphasis on the coming year.

Effective 1/1/2011:

- Exclude reimbursements for most over the counter items from HSA and FSA.
- Increased penalty on non-qualified HSA expenses to 20%
- Value of Health Care costs must be reported on employees form W-2. Valued at the gross amount for the Calendar Year
- National voluntary employee funded Long Term Care plan is established. This plan is very restrictive.

Effective 1<sup>st</sup> plan year following 9/23/10 (7/1/2011 for Southington)

- Dependent coverage up to age 26. This will be effective for the Town with the 7/1/2011 renewal. Self Insurance Committee decided to opt out of the early implementation because the budget was already approved and the program is estimated to cost an additional 1% - 2% in claims. The Town will send out an open enrollment letter in May of 2011.
- No cost for preventive care. (No co-pay for preventive care visits)
- Prohibit lifetime limits and regulating annual limits ( to be defined)
- Prohibit rescissions of coverage, and pre-existing conditions exclusions for children
- New Appeals process for Insured.

The committee can review the later changes, and discuss any questions at the next meeting.

Mrs. Notar-Francesco made a motion to adjourn. Dr Natelli seconded. Motion passed unanimously on a voice vote.

The meeting was adjourned at 4:38 pm

Respectfully submitted,

Emilia Portelinha  
Self Insurance Committee