Insurance Committee Meeting
February 2, 2024

A meeting of the Insurance Committee of the Board of Finance was held on February 2, 2024 in Meeting Room 1-3 of City Hall. The following were in attendance: Committee Members: Glenn Heiser, Ron Burns and Marie O'Brien (Zoom) City: Diane Waldron and Robin Manuele BOE: Kim Culkin and Lynn Boisvert Future Comp: Steve Grahn and Fonda Carmody Lockton: Lisa Daley, Jenna Gargano and Brenton Milardo

1. **Call to order.**

Ron Burns called the meeting to order at 8:38 a.m.

2. **To discuss the City's Self Insured Workers' Compensation Program with FutureComp and to take any action as necessary.**

FutureComp reviewed the report with the Committee for the first six months of fiscal year 2024. Open claim counts and financials for all fiscal years as of December 31 were reviewed totaling $12,789,457. Open indemnity and medical claim counts by Department for all fiscal year's total 120, 73 for indemnity and 47 for medical, which includes all departments and 16 heart and hypertension claims. Of the 41 BOE claims, 21 are indemnity and 20 are medical. For the BOE, Bristol Central and Bristol Eastern have the highest number of claims, however Hubbell has one claim with a high dollar value. The details of all claims are included in the report. A five-year claims comparison was reviewed. In the past six months there have been 19 BOE claims.

For the City there are 63 Claims, 59 indemnity and 31 medical. The Police and Fire Departments have the most claims. The top 5 causes of injuries were reviewed with strain being the largest. A claim cost comparison for ten years was presented, with a total of 3,284 claims overall.

Discussion was held on the struck or injured by fellow worker claims for the BOE, which is at 80 as of 12/31/23 for the BOE. Many of these are reported only for the BOE for special education students and do not have significant exposure.

FutureComp left the meeting at 9:25 a.m. and Lockton entered.

3. **To discuss the City's Health Insurance with Lockton Companies and to take any action as necessary.**

Brenton reviewed the six month claim experience for the City and BOE for medical. Claims are trending below trend average but are starting to rise. The plan experience was compared to prior policy years' experience. The same data was reviewed by group - Actives, Active Non-Cobra, Cobra Active, Retiree, 65+ Retiree Medical and Under 65 Retiree Medical. Brenton compared the plan cost per employee of each group, which is consistent with the prior year. Overall, retiree employee counts are down and as well as claims.

The high claims were reviewed. Currently there are four claims over $200K. Last year the City had 12 claims over $200,000 and one claim which went over $1 million. Different levels of stop loss will be reviewed as it gets closer to renewal.

The Dental experience detail was reviewed which is tracking below budget.

Lockton left the meeting at 9:57 a.m.

4. **To discuss Property/Liability RFP for July 1, 2025 and to take any action as necessary.**

Marie explained Diane was contacted to review the City's property, casualty and liability by USI. Diane stated if the City wanted to pursue this, the City should issue an RFP. A meeting was held with Tracy Driscoll who reached out to HD Segur. HD Segur and Roland Dumont do annually market the City's insurance. Tracy Driscoll did present preliminary budget estimates from HD Segur. There is no dissatisfaction with the current provider, however as a best practice the City does try to go out to RFP for various contracts every 3-5 years, COVID interrupted and delayed some of the cycles.

Commissioner Burns questioned if there was a policy for periodically going out for RFP for City services, and suggested this is something the City should develop.

5. Adjournment.

Commissioner Heiser made a motion "to adjourn" seconded by Commissioner Burns at 10:10 a.m.. Motion approved.

Jodi A. McGrane
Recording Secretary