

Insurance Committee Meeting
August 7, 2025

A meeting of the Insurance Committee of the Board of Finance was held on August 7, 2025 in Meeting Room 3-1 of City Hall. The following were in attendance: Committee Members: Bill Campion, Mike Massarelli, and Marie O'Brien, Chair. City: Diane Waldron, Jim Haselkamp, Robin Manuele and Jeff Steeg BOE: Iris White and Joe Grabowski Future Comp: Rob Bolduc and Fonda Carmody Lockton: Jenna Gargano and Brenton Milardo

1. Call to order.

Marie O'Brien called the meeting to order at 8:30 a.m.

1. 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 fiscal year 2025. Open claim counts and financials for all fiscal years as of June 30 were reviewed. A total of 1,885 claims have been reported by the City & BOE, averaging approximately 377 claims per fiscal year since July 1, 2020. In a similar timeframe, just over \$10.7 million in loss or workers' compensation costs, averaging \$2.2 million per fiscal year.

FutureComp highlighted any trends in 2024-25 compared to 2023-24. Student related, struck by, and lifting were down in the BOE compared to the most recent fiscal year, however slips/falls, strains and lacerations were up. General trends for falls included stairwells, general surrounding and inclement weather. For lacerations, three out of seven lacerations in 2024-25 involved injuries due to meat slicers.

Looking at individual claims, the largest student related incident happened at Hubbell at the end of September 2024 where an employee had arm pulled by a student resulting in a shoulder injury. As of June 30, 2025, this claim had a total incurred of approximately \$26k. This simply puts into perspective that there were no large losses, but instead a combination of smaller losses that made up total incurred losses for student related incidents in 2024-25. For the City, no significant trending developments in 2024-25 compared to 2023-24, slight improvements at the Police Department and PW and Sanitation, with slight increases in Parks Department.

FutureComp left the meeting at 9:20 a.m.

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

Brenton Milardo reviewed the previous years' claim experience for the City and BOE for medical insurance. Plan experience was compared to prior policy years' experience. The City received quarterly RX rebates and the last rebate was high compared to the norm, these are also behind, so it will be interesting to see how the next one trends. 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.

The high claims were reviewed. For the last plan year there were no claims to reach stop loss, however there were twelve high claims and one was very close to the \$1,000,000 limit. The Dental experience detail was reviewed which is tracking favorably as it has done in the past.

Lockton left the meeting at 9:53 a.m.

3. To discuss the contract with Lockton and to take any action as necessary.

Diane Waldron explained the Board of Finance has a policy to go out to bid every five years for Professional Services. Recently the contract with FutureComp was extended 2 years. Lockton has been in place since 2019 and it's up to the Committee/BOF whether to go out to bid next year or look to extend their contract. If the

City were to extend, Lockton proposed holding the current fee (\$115,000) with no increase next fiscal year, and an increase of \$2,000 for next year. The only minor issue which has come up was with the budget development spreadsheet, which was inherited from the previous consultant. Discussion was held on plans to improve the spreadsheet and the budget process for health insurance in the coming year. Lockton will provide a template with initial enrollment numbers in October/November time frame as well as review the spreadsheet for functional accuracy. City and BOE staff will review it before preliminary numbers are developed. The City and BOE will also verify enrollment count used for the budget projections so there is no question on the validity of the census data as the budget is finalized. It was agreed to recommend to the BOF to continue with Lockton for two years.

4. Adjournment.

Commissioner Campion made a motion "to adjourn" seconded by Commissioner Burns at 10:07 a.m. Motion approved.

Jodi A. McGrane
Recording Secretary