



# Town of Wellesley

## FY2019 Budget Request

### Group Insurance Operating Request

Department: 914/912  
 Department Head: Marc Waldman, Treasurer/Collector

The Group Insurance budget comprises the line items identified in the matrix below.

Org	Object	Account # 01-914 Account Title	Explanation	FY15 Actual	FY16 Actual	FY17 Actual	FY18 Budget	FY19 Request	\$ Variance FY18-19	% Variance FY18-19
21914100	511370	Benefits Administrator Clerical Support (Grade 44 @ 15 hrs/wk)	Provides support to the HR staff for the substantial record keeping requirements of the Town's benefits programs	\$ 14,820	\$ 16,325	\$ 16,700	\$ 16,700	\$ 16,400	(300)	-1.80%
21914200	530258	HRA Claims Costs	Employee reimbursements for contractually agreed HRA costs	-	-	-	-	-	-	0.00%
21914200	530259	OPEB Consulting & Actuarial Study	Provides investment and actuarial consulting services to the OPEB program	13,500	-	35,000	20,000	20,000	-	0.00%
21914200	575210	Group Health Insurance	Provides coverage for 1,700 employees and retirees	14,401,249	14,481,761	14,335,304	15,672,698	17,085,017	1,412,319	9.01%
		Savings transferred from Health insurance fund					(90,010)	-	90,010	-100.00%
21914200	575212	Health Insurance Consulting	Provides special purpose consulting and legal services to the Group Insurance program		2,500	2,500	2,500	2,500	-	0.00%
21914200	578500	FSA & HRA Administration Fees	Provides admin for 1,000 employees and retirees, plus HRA claims costs.	161,400	150,000	151,800	136,800	246,770	109,970	80.39%
21914200	575220	Group Life Insurance *	Provides coverage for 720 employees and retirees	40,000	42,000	48,000	48,000	48,000		0.00%
21914200	575230	Medicare Tax	Employer share of the 2.9% of salary for employees hired after 4/1/86	1,120,000	1,185,000	1,235,000	1,450,000	1,435,000	(15,000)	-1.03%
21914200	575240	Long Term Disability	Provides coverage to all benefit eligible employees with a basic level of protection	40,000	46,000	46,000	46,000	46,000	-	0.00%
21914200	575250	Group Dental Insurance *	Provides basic individual coverage for all benefit eligible employees.	240,000	245,000	230,000	230,000	-		0.00%
21914200	575260	Employee Assistance Plan	Provides local emergency intervention services to all employees.	38,115	38,115	38,000	43,600	64,800	21,200	48.62%
<b>TOTAL</b>				<b>\$ 16,069,084</b>	<b>\$ 16,206,701</b>	<b>\$ 16,138,304</b>	<b>\$ 17,576,288</b>	<b>\$ 18,964,487</b>	<b>\$ 1,388,199</b>	<b>7.90%</b>

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SUBJECT TO COLLECTIVE BARGAINING - COST OF POSSIBLE REPLACEMENT INCLUDED IN HEALTH INSURANCE PROPOSAL