

MATERIALS INNOVATION AND RECYCLING AUTHORITY

FOUR HUNDRED AND SEVENTY-SEVEN

DECEMBER 4, 2017

A Special Telephonic meeting of the Materials Innovation and Recycling Authority Board of Directors was held on Monday, December 4, 2017 in the Board Room at 200 Corporate Place, Suite 202, Rocky Hill, CT 06067. Those present were:

Directors:

Chairman Don Stein
Vice-Chairman Dick Barlow
John Adams
Jim Hayden
Bob Painter
Scott Shanley
Patricia Widlitz
Lizz Milardo.

Present from MIRA:

Tom Kirk, President
Mark Daley, Chief Financial Officer
Laurie Hunt, Director of Legal Services
Peter Egan, Director of Operations and Environmental Affairs
Thomas Edstrom, Risk Manager
Kanchan Arora, General Accountant/Board Administrator

Public Present: None

Chairman Stein called the meeting to order at 11:10 a.m. and said that a quorum was present.

PUBLIC PORTION

Chairman Stein said the agenda allowed for a public portion in which the Board would accept written testimony and allow individuals to speak for a limit of three minutes. As there were no members of the public who wished to address the Board, the meeting commenced.

**RESOLUTION REGARDING RENEWAL OF THE EMPLOYEE BENEFIT PROGRAM
(MEDICAL, DENTAL, VISION, LIFE, AND DISABILITY INSURANCE)**

RESOLVED: That the Board of Directors authorizes the renewal of MIRA's employee insurance benefit plans with the incumbent providers – ConnectiCare (medical), Ameritas

(vision), and MetLife (dental, life and disability) – for the period January 1, 2018, through December 31, 2018; and

FURTHER RESOLVED: That MIRA fund 50% of the IRS maximum annual contribution limit to each employee’s Health Savings Account for those employees that select the ConnectiCare high deductible plan during Calendar Year 2018; and

FURTHER RESOLVED: That the employee contributions to the cost of medical and dental insurance remain unchanged for Calendar Year 2018, unless plan selection or coverage tier changes.

Committee Chairman Stein requested a motion on the above referenced item. The motion was made by Director Hayden and seconded by Director Painter.

Mr. Kirk informed the Board that this special meeting is in regards to our annual Benefits Open Enrollment for next year. Mr. Kirk said there are no changes in the Dental, Vision, Life and Disability Insurance, and MIRA recommends renewal of them all with the current carriers. Mr. Kirk said that, after evaluating several alternatives, MIRA also recommends renewing our medical coverage with the incumbent provider, ConnectiCare. We have narrowed the options to two potential plans: ConnectiCare Gold Plan and Connecticare Health Savings Account (HSA) Plan, and MIRA recommends offering both. The Board undertook a substantial discussion concerning the impact of increased healthcare costs, MIRA’s potential transition to a new carrier versus renewal of the current program, and the impact of the classification changes on employees.

Mr. Kirk said two-thirds of our MIRA employees are in our Health Savings Account plan, eight or nine receive a modest rebate for not electing MIRA health insurance coverage and one-third are in a more traditional health plan. ConnectiCare is the provider for both the Gold and the HSA plan. This is the first year MIRA is seeing a double digit cost increase. In addition, Mr. Kirk informed the Board that both plans have an increase in cost and a decrease in benefits compared to the current plans. The major difference between the plans is the new 20% copay in the HSA option after the deductible has been satisfied. Other than that, the network and benefits are very similar with minor changes in premiums.

The motion previously made and seconded was approved unanimously by roll call. Chairman Stein, Vice-Chairman Barlow, Director Adams, Director Hayden, Director Widlitz, Directory Shanley, Director Milardo, and Director Painter voted yes.

Directors	Aye	Nay	Abstain
Chairman Stein	X		
Vice-Chairman Barlow	X		
John Adams	X		
Jim Hayden	X		
Bob Painter	X		
Pat Widlitz	X		
Lizz Milardo	X		

Scott Shanley	X		
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ADJOURNMENT

Chairman Stein requested a motion to adjourn the meeting. The motion to adjourn was made by Director Adams and seconded by Director Shanley.

The motion to adjourn was approved unanimously by Chairman Stein, Vice-Chairman Barlow, Director Adams, Director Hayden, Director Painter, Director Widlitz, Director Milardo and Director Shanley.

Directors	Aye	Nay	Abstain
Chairman Stein	X		
Vice-Chairman Barlow	X		
John Adams	X		
Jim Hayden	X		
Bob Painter	X		
Lizz Milardo	X		
Scott Shanley	X		
Pat Widlitz	X		

There being no other business to discuss, the meeting adjourned at 11:35 p.m.

Respectfully Submitted,

Kanchan Arora
General Accountant/Board Administrator