



TO: Plymouth District Library Board **DATE:** July 19, 2024
RE: MERS Retiree Healthcare Presentation **FROM:** Shauna Anderson,
Library Director

As discussed previously in the VEBA committee, there are distinct concerns that I have about the long-term viability of the current plan arrangement. While the financial side of the plan is healthy, and over 100% funded, the plan design makes it harder for the library to market the employee pool on the insurance marketplace. Over the past few years, only Blue Care Network will bid on the library's plan, and every year, coverage options decline alongside an increase in premiums.

Recently, the library adopted a plan design change that allows retirees to purchase their own insurance coverage and be reimbursed up to an amount that aligns with what would have been spent on their behalf for coverage in the employee pool.

This plan design change helped move a number of retirees off of the library's medical census, however, there are still a number of retirees who wish to remain on the plan.

MERS and their healthcare marketplace representatives will be on site to present the details of their Health Care Savings Program. This option could replace the administration of the VEBA plan going forward. If we move forward with this option on the VEBA side for a January 2025 start date, it opens up our Employee pool for a more cost-effective insurance option with significantly better coverage in July 2025.