

Weathersfield Select Board Meeting
Minutes
October 17, 2013

Present: Dan Boyer
Norman John Arrison
Dave Fuller
Richard Clattenburg

Others Present: Jim Mullen, Town Manager
Lisa Slade, Recording Secretary
Jenness Burns
Ray Moore
FloAnn Dango
Shirley Cole
Howard Papineau
Wes Hazeltine
Jamie Beattie
Don Huntley
John Esty
Bette Jo Esty
Jeff Slade
Phil Newhaus
Alex Longtin
George W Lamb
Michael A Todd
Alan Hudson

1. Call to order: Mr. Boyer called the meeting to order at 7:01 p.m. at Martin Memorial Hall.

2. Discuss options for employee medical coverage in calendar year 2014: Mr. Mullen said the Town notifies the State what plan they will support as far as a dollar amount and then the employee enrolls in a plan that they choose. If they enroll in a more expensive plan they pay the difference through payroll deduct. If they enroll in a plan that doesn't cost as much they receive money in their paycheck as taxable income.

Mr. Clattenburg asked what plan we could pay for to remain level funded. Mr. Mullen said the platinum plan is equivalent in dollars to what we pay now.

Mrs. Slade asked about staying with the current plan which was an option at the end of the last meeting. Ms. Burns said the rates are going up and so that is no longer being considered as an option.

Mr. Arrison asked what stacked vs. aggregate meant. It was decided this is a question for Tawnya Chambers when she joins us by teleconference.

Mr. Fuller asked if the make up of our current employees would have an affect on the budget. Ms. Burns said no.

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Mr. Todd said the budget committee talked about this for about two and one half hours and they feel the Town should offer the gold plan.

Mr. Mullen said some plans in the past have had a cap so we need to ask Tawnya Chambers if these plans do.

There was discussion and it was noted during conversation that if an employee (and/or their family) pay the total out of pocket maximum for medical and/or prescription coverage that dollar amount will be significantly higher than what they would have paid out of pocket under our current plan.

When the employees were asked what plan they would like some said choose the platinum plan others said they would choose a plan that is compatible with an HSA and others said they had not decided yet.

Mr. Todd said it is an option to have employees pay a portion of the premium, not many employers cover 100% of the health care premiums.

Tawnya Chambers joined the meeting via teleconference and said stacked vs. aggregate means the deductibles are individualized. She said none of the plans we are looking tonight have a cap in what they will pay out.

Mr. Todd asked Tawnya what plan is similar to our current plan. She said in her opinion the platinum plan is the most similar to what the Town currently offers.

Mr. Arrison asked Tawnya if she knew what rates would be like next year. She said she has heard talk that they probably won't increase much until 2016 because they won't have much claims experience to look at until then.

Mr. Clattenburg asked BJ Esty what plan she thought the Town should offer to pay for. She said she feels the best the Board could do is to offer to pay the premium on the platinum plan.

Mr. Fuller made a motion to approve paying the premium for the platinum for employees for the year 2014, Mr. Arrison seconded the motion.

Mr. Mullen reminded everyone that MVP offers coverage too so they have plans that can be considered. Ms. Burns said both vendors are offering similar plans.

Mr. Fuller wanted employees to be clear that they choose the plan that works for them so if the plan they choose is compatible with an HSA then can contribute to an HSA.

Ms. Burns said Tawnya will be in next Wednesday to talk to employees and help answer their questions about the different plans. She said a navigator will be in the following week to help them with enrollment.

Mr. Clattenburg said it is important for the Town to help the employees that do not qualify for health coverage obtain coverage. Ms. Burns said all employees have been encouraged to attend all meetings and they will continue to do so.

Mr. Hudson noted at the last budget meeting it appears there will be an increase of about 14% in our budget, cuts will have to be made this year.

Mr. Todd said for those employees that have to obtain health coverage on their own they can go to Vermont Health Connect online and assistance is available based on income and, people are available to help.


Mr. Lamb said he feels it is important to note that Tawnya Chambers is an employee of VLCT so she is looking out for the Town's best interest.

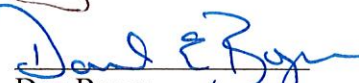
Motion carried unanimously.

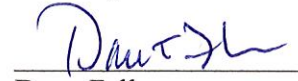
3. Adjourn: **Mr. Arrison made the motion to adjourn. Mr. Clattenburg seconded the motion which passed without dissent.** The Weathersfield Select Board meeting was adjourned at 8:40 p.m.

Submitted by,
Lisa Slade

Approved by the Weathersfield Select Board on November 4, 2013


Norman John Arrison


Dan Boyer


Dave Fuller


Richard Clattenburg

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