

**Middletown Springs Select Board Minutes
Special Meeting
January 20, 2014 Approved**

CALL TO ORDER: C. Haynes called the meeting to order at 6:40 pm.

BOARD PRESENT: Shirley Moyer, Carl Haynes, Jim Webber, Terry Redfield, Mike Lamson

PUBLIC PRESENT: Bill Reed, Laura Castle

Employee Health Care

- M. Lamson – Bill Reed and Steve Geno met with Tom Donahue, Insurance Navigator regarding availability of subsidies if we elect to not offer insurance. Our current options are to offer insurance to all employees or opt out of offering insurance altogether which would allow employees to pursue available subsidies. Bill feels his insurance benefits were negotiated in lieu of raises over the years. M. Lamson hopes no one would argue that we should cut health care benefit and not compensate employee for benefits already received. It may however be more beneficial to not offer insurance and allow employee to collect subsidy, and compensate hourly for lost health care benefits. Bill feels if he was compensated hourly it would be taxed. Discussion of other options including HSA. T. Redfield would like to see a fixed payment and allow employee to choose plan.
- Jim Webber moves to enter into executive session to discuss health care with respect to our town employees. T. Redfield 2nd. Discussion: M. Lamson inquires if that is a valid reason to enter into executive session. Carl believes because it affects employee benefits, it can be discussed in executive session but any decisions must be made outside of executive session. Bill states that insurance benefits were negotiated in lieu of raises over the years and is concerned not compensating him for lost benefits could be potential breach of contract. *[C. Haynes – nay, S. Moyer – aye, M. Lamson – aye, J. Webber – aye, T. Redfield - aye - motion carried]* Enter executive session 7:03.
- T. Redfield moves to exit executive session. J. Webber 2nd. *[all in favor, motion carried]* Exit executive session 7:33
- J Webber moves to extend all employees \$400 per month package toward health care. S. Moyer 2nd. J. Webber thinks it's a fair amount considering the number of employees. *[C. Haynes – nay, S. Moyer – aye, M. Lamson – nay, J. Webber – aye, T. Redfield - nay - motion lost]*
- M. Lamson moves to enroll the full time employees in the Vermont Health Care program and contribute \$500/month towards a health care plan of their choice. T. Redfield 2nd. C. Haynes moves to amend the motion to state “up to \$500/month towards a health care plan of their choice.” T. Redfield 2nd. *[C. Haynes – aye, S. Moyer – aye, M. Lamson – nay, J. Webber – nay, T. Redfield - aye - motion carried]* Motion amended to: M. Lamson moves to enroll the full time employees in the Vermont Health Care program and contribute up to \$500/month towards a health care plan of their choice. J. Webber thinks it is too much. *[C. Haynes – aye, S. Moyer – aye, M. Lamson – aye, J. Webber – nay, T. Redfield - aye - motion carried]*

FY 2014/2015 Budget

- The board worked on the 2014/2015 budget.
- Special meeting scheduled for January 27 @ 6:00 pm to approve/sign the warning

Adjourn

T. Redfield move to adjourn. J. Webber 2nd. Meeting adjourned 8:44 pm. Mike Lamson, Clerk