

MINUTES OF THE NOVEMBER 26, 2018 BOARD OF SELECTMEN SPECIAL MEETING

MEMBER'S PRESENT: Board Members Mike Houghton, Joe Lovejoy and Town Administrator Paul Deschaine.

At 6:00pm Mr. Houghton opened the special meeting of the Board of Selectmen. One purpose of today's meeting is to examine the options for Town employee health insurance coverage.

Mr. Deschaine announced that today we received the Jointer Agreement from the bank on the Perlowski property, the old Town Hall. The Preservation Easement and Covenant along with that Jointer was recorded this afternoon. Mr. Perlowski paid the legal fees; once the mylar is delivered, we can release the \$150,000 check.

Mr. Deschaine was notified by HealthTrust that costs would increase by 10%. He asked them for similar options that would mitigate the increase. He compared and explained the different plans. The selectmen asked questions in an effort to determine which one was best for the employees. Mr. Houghton said that it should be considered as part of the total compensation package, which he feels is very competitive. Mr. Deschaine explained that a HR person would be able to explore more options, such as FSAs and HSAs, in depth on a continual basis. Mr. Lovejoy asked about timing. They didn't feel there was time, nor did they think the employees would want a significant change. Mr. Houghton suggested changing the prescription plan which would only be a 6.9% increase. Mr. Lovejoy said there is always tinkering to be done to find a balance. Mr. Houghton wants to form a study group to examine the issue going forward. Mr. Houghton made a motion to adopt the renewal of the existing health care plan and change the prescription plan to retail 10/25/40 and others 10/40/70 for a net increase in health care insurance expenditures of 6.9% effective January 1st and authorize the Town Administrator to execute the agreement. Mr. Lovejoy seconded the motion which passed unanimously. They discussed how much detail should be presented at the Employee Meeting and if anyone would want a handout.

They reviewed the agenda for the Employee Meeting. First will be introductions of new employees and the new Town Administrator. Police Chief John Scippa will make an announcement. Mr. Deschaine requested some time to speak, as this will be his last chance to address all employees. Mr. Houghton said he'd like to have two easels; one with accomplishments and the other with opportunities that employees might see. The selectmen hope to have a good dialog with the employees and to hear their suggestions.

At 6:51 pm Mr. Lovejoy made a motion to go into a non-public session to discuss personnel matters. Mr. Houghton seconded the motion which passed unanimously. At 7:32 pm Mr. Lovejoy made a motion to come out of the non-public session and seal the minutes. Mr. Houghton seconded the motion which passed unanimously.

At 7:33 pm Mr. Lovejoy made a motion to adjourn. Mr. Houghton seconded the motion which passed unanimously.

Respectfully submitted,
Karen Richard, Recording Secretary