

SELECTBOARD MEETING
Approved Minutes

November 7, 2011

3:40pm Town Office

Attending: Denise Wheeler, Scott Bassage, Larry Smith, Alfred Larrabee, Sidney Griggs, James Corson, Donna Fitch and Rose Pelchuck.

Absent: John Brabant, Mike Garand and Toby Talbot

Actions:

This was a continued meeting from October 31, 2011 to discuss healthcare insurance for town employees beginning January 1, 2012. See previous meeting Minutes for prior discussions on the subject. Larry Smith, VLCT Representative reviewed the MVP Plan rates, which have been approved by the Dept. of Banking and Insurance. The 2012 rates for BCBS have not yet been approved but are expected to go up about 4% from the fourth quarter figures Larry provided. Denise Wheeler made it clear to the town employees present that “we are not taking benefits away”. Larry Smith provided national statistics on how much the average person uses is about 795.00 per year to be benefit neutral.

As the discussion continued, Denise Wheeler stated she is leaning towards having the town fully fund the Healthcare Reimbursement Account and have the employee make a pre-tax contribution towards the health insurance premium. The town will contribute a total of \$20,000.00 into the HRA to pay the deductibles and co pays for the employees. At the end of the year, all unused HRA funds will be returned to the town. A debit card would be used to pay for prescriptions and other covered services directly taken out of the HRA.

The following table shows the cost for town employees if they contributed 5% of the annual premium cost:

	Premium per week	Premium per month	Projected monthly premium for 2012 with 4% increase (BCBS Plan)
One person plan	6.00	24.00	24.00
Two person plan	10.00	40.00	42.00
Family plan	15.00	59.00	61.00

Larry Smith noted healthcare insurance rates are done by the calendar year and become effective January 1st. Rates are good for the entire year. Larry should know by the end of the week what the approved rates for the BCBS Plans are. Overall, the town is expected to save about \$28,000.00 with the new plan compared to the current Cigna plan.

Enrollment application forms will be on the VLCT website. The town would need to send in the first month premium with the applications. The town also has to set up the Choice Strategies Account that administers the HRA (8.50 charge per employee per month to administer the HRA plan).

Alfred Larrabee asked if it is decided that he will be paying 5% of his healthcare premium. Both Denise Wheeler and Scott Bassage said in all likelihood yes, it needs to be voted on by the full Selectboard at the next meeting and to expect incremental increases in the future.

Thanks were expressed to Larry Smith for all his assistance in navigating the insurance plan maze.

The meeting concluded at 4:40pm.

Respectfully submitted,

Rose Pelchuck
Selectboard Administrative Assistant