

**BOARD OF SELECTMEN**

**November 20, 2018**

**MEMORIAL BUILDING**

**2:00 P.M.**

*The following are to be considered draft minutes only until approved by the Board at their next meeting.*

Selectmen present: Tamara Butcher, Chairman; Dick Hendl and George McCusker

Others: Janet Roberts, Timothy Julian, Michael Beaulieu, Peter Abair and Michael Gardner

Tamara gave the floor to Mike Beaulieu to give his opinion on the possible changes to the health plan. After going through the numbers that were emailed out to the employees and comparing to the current plan, Mike stated he would like to keep the plan the way it is rather than having money taken from their pockets. Dick then stepped in explaining how that is no what will be happening. The selectman are trying to find a good balance. Dick is encouraging the FSA as a way for the employees to spend less money out of pocket for their medical expenses. Janet stated that not all medical costs are subject to the deductible under the new plan. She added that she was not trying to advocate one plan over the other, that she was just trying to give a better understanding of the plan.

Having only received the information on the health plans this morning Tim and Mike agreed they would've like more time to study the information.

Tamara added that if the town employees want to stay with the current health plan they will need to cut costs somewhere to make up for it. Dick then explained that the extra \$50 per month per covered member would be coming from the Town. These funds can be used to fund an FSA or however the employee chooses. Tim is concerned with the changes in cost, stating we know how the current plan works and we should stick with it. Mike then added that normally if something costs less money it is of less value.

Pete asked for the savings between the two plans, which is \$10,400. Tim thanked the selectmen for the time they put in to researching this for the employees and whatever they choose will be fine.

Janet shared how thankful she is to the town for paying 100% of the employees insurance. Most towns do not provide this benefit. The employees are getting good insurance and get it for nothing.

When asked by Dick for his opinion, Pete said that this is a benefit we have and either choice will be fine with him.

Mike now feels he interpreted the information incorrectly. Tamara asked if the FSA is offered would the employees take advantage of it. Tim's response was he needed to look into it a bit

more. Dick asked his reluctance to this, sharing more information on the FSA's. After that Mike is now on board with the new plan, Tim thinks it makes sense and Pete said either would be fine.

Tamara thanked the employees for sharing their opinions.

Meeting recessed at 2:50pm

Meeting reconvened at 3:30 pm

Dick made a motion to accept the change to the new AB 15 policy for the year 2019, including adding \$50 per month per covered member in to an FSA or as employee chooses. Motion seconded by George and unanimously approved.

The meeting was adjourned at 3:33 p.m.

Submitted by,

Jill Hastings  
Deputy Administrative Assistant