

**BOARD OF SELECTMEN**

**NOVEMBER 8, 2018**

**MEMORIAL BUILDING**

**1:30 P.M.**

*The following are to be considered draft minutes until approved by the Board.*

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

Others present: Candace Schaefer, Health Trust Benefits Advisor, and Don Hill.

Candace reported the cost of benefits for the eligible employee health plan is increasing 10.5% for 2019. This year (2018) there had been a slight decrease in the plan cost. 90% of the increase is due to user claims from the small-group (less than 50 employees) risk pool. She presented the Board with four health plan to compare with the current coverage option. The Board can chose to offer up to three different medical plans for employees to choose from. The different options were discussed. Changing plans would lower co-pay amounts for some services but would not change prescription co-pays. There would be some form of deductible, depending on the plan. The deductibles apply to “high end” procedures, and inpatient care. Preventive care would not be subject to a deductible. Candace noted some municipalities have offered FSA (Flexible Spending Account) HRA (Health Reimbursement Account and HSA (Health Savings Account) which is a way for the town to save money but also helps to offset the deductible costs for the employee.

Candace also reviewed the wellness plans that insured members can take advantage of which include cash incentives for different levels of participation, and is willing to come back with a wellness advisor to explain that information to members.

Tamara asked for comments from the Board. George is concerned that the town is behind other towns on wages, and is not competitive. He would like to continue to offer the best medical plan and benefits both as a recruiting tool, and to keep things in place for current employees. Dick suggested in lieu of offering the higher priced health coverage, the money saved might be available to increase wages while holding the impact on the budget. He is in favor of offering a “middle of the road” plan, creating an FSA with Health Trust, and to give back part of the savings to the employee while encouraging a tax-free contribution to an FSA. An FSA allows the member to tailor the use of the funds to their individual circumstances. Tamara agreed with Dick. She likes the opportunity to save money on the health plan, while still providing the employees with good coverage, and perhaps being able to return the savings with a higher cost of living increase. George stated while he would like to keep the existing plan, he could go along with that reasoning.

The Board thanked Candace for her time. Further discussion was tabled to allow each board member more time to review the plan documents.

Don Hill reported the 250<sup>th</sup> Committee to date has raised \$40,000 and climbing. There are a lot of events planned for 2019. The Committee feels they are in a good position to move forward with the architect and lift company.

There will be a large 250<sup>th</sup> Birthday celebration on January 5<sup>th</sup>, 2019. The event will be free to the public. The committee will be paying for fireworks, entertainment and food. This event will involve assistance from the highway and fire department. Fireworks will be displayed from the recreation upper field. The field will need to be plowed where they will be set off. Pete Abair is all set to take care of this if the Selectboard approves. The event will start at the Meetinghouse and proceed with a walk to the fire station, where there will be a small bonfire and a chili dinner. The fire department is willing to move two trucks out of their side of the garage for the event and will move them to two bays in the highway garage to keep them heated. Both Pete Lacaillade and Pete Abair are ok with that arrangement. The fire department will be involved with the bonfire and the fireworks for safety. No one will be able to park at the fire/highway building. Parking will be available at the Meetinghouse, Historical Museum, and Town Office. There will be two portable toilets to limit the use of the fire station restrooms and alleviate worry of overuse or frozen lines. In case of bad weather on the 5<sup>th</sup>, the event will be held on the 6<sup>th</sup>. The Board did not have issue with the arrangements that have been made.

Don reported Old Home Day Committee and 250<sup>th</sup> Committee will be augmenting plans for a bigger parade next year. The OHD trust funds has money they set aside for this purpose. The event calendar for 2019 is close to being finalized. He would like to request that the Board renew the town support of \$3500 in the operating budget. That money this year has been used to help with advertising and many of the expenses for events are being covered by volunteers. Don noted the Committee would very much like to have a placard placed adjacent to the lift giving recognition to those making major donations of \$500 or above. There was a great deal of discussion about the spirit of all contributors and not just those making large donations. The Board agreed to table this discussion until more time could be spent reviewing the proposal.

Signatures:

2018 Tax Warrant signed.

Tax Collector abatements signed.

Yankee Generator contract signed.

Miscellaneous Business: Notification received from the NH Department of Environmental Services. The Town is not in compliance with the water test due in September. Water samples were drawn on August 26<sup>th</sup> and taken to the State on August 27<sup>th</sup> for chemical and bacteria sampling. Both sample results were fine but the Town is on notice they are not in compliance with the bacteria sampling as it was not submitted in September when it was due. The do not consider the early sample as meeting regulations for compliance. The Board must now post a public notice for 7 days indicating the reason for non-compliance. A Public Notice Certification was signed.

The owner of the Harvard Realty Trust property has inquired whether he can post a letter of credit with the town instead of posting a bond to cover the reclamation work that needs to take place at the property on the end of Sanborn Hill Road. The Board unanimously agreed to accept a letter of credit for the same amount as the bond.

The Board regrettfully accepted the resignation of Hayley Anderson from her position as Deputy Town Clerk-Tax Collector effective November 21. The Board wishes Hayley well on her new endeavors.

Dick reported he has asked Mason Wheeler to put together an estimate for replacing the Meetinghouse second floor boiler. The funds may need to be encumbered if the work can't be completed this year.

Dick has contacted Capitol Alarm about alarm system updates at the Meetinghouse and Town Office. The estimate is for \$650.00. Tamara moved to approve and authorize the work up to \$1,000. Motion seconded by George and unanimously approved. The money will come from the non-recurring projects budget line.

The meeting adjourned at 3:35 p.m.

Submitted by,

Janet Roberts,  
Administrative Assistant