

## WEST WINDSOR SELECTBOARD

Draft Minutes  
October 1, 2013

Present: Glenn Seward, Tom Kenyon, Bruce Boedtke, Mike Spackman, Phil Hathorn, Gary Austin, Cathy Archibald, Martha Harrison

- 1) Call to Order – Selectboard Chair Glenn Seward called the meeting to order at 8:00 AM.
- 2) Public Comment – None
- 3) Discuss health insurance benefits with employees - Glenn said he made arrangements for a “navigator” to help employees sign up on October 28<sup>th</sup> at 2:00 PM at the town office. Glenn said he gave the employees a proposed plan with a maximum out of pocket (OOP) of \$1,250 for individuals and \$2,500 for families, with the town contributing equal amounts to a health reimbursement account (HRA). The proposed plan will cost the town \$65,000 next year, as compared to \$60,000 this year. Mike asked if the town is proposing the platinum plan. Glenn said yes. Mike asked if the family medical OOP is \$2,500 and the prescription OOP is an additional \$2,500, for a total OOP of \$5,000. Glenn said yes. Glenn said he thinks it’s appropriate for the town and the employee to split the OOP as proposed. Glenn said the employees are being asked to contribute more to their OOP. Martha asked if employees can use their HRA for either medical care or prescriptions. The Selectboard agreed to clarify that. Mike asked if employees can still use their HSAs to pay medical expenses. Glenn said that’s his understanding. Martha said we can still contribute to our HSAs until December 31<sup>st</sup> of this year; after that, we can’t contribute anymore but we can still use the money for medical expenses. Mike said we can probably also withdraw the money, pay taxes on it, and use it for whatever we want. After discussion, **Tom made a motion to offer the platinum plan modified to reflect a 50% contribution by the town towards the employees’ out of pocket maximum for a total budget cost to the town of \$65,458.24. Glenn seconded the motion, which passed unanimously.** Glenn said the town needs to figure out the details of funding an HRA. Glenn said he will be present on the 28<sup>th</sup> in case there are any questions he can answer. Mike asked if the employees will still have an amount deducted from their paychecks. Glenn said no. Glenn said he will find out how the HRA works; he doesn’t know if employees can use up their HRA allotment before they start paying out of their own pockets. Phil said he would like the list of preferred medications.
- 4) Town Clerk’s orders – **Tom moved to sign orders. Bruce seconded the motion, which passed unanimously.**
- 5) Adjourn – **The Selectboard adjourned by consensus at 8:30 AM.**

Respectfully submitted,

Martha Harrison