

**SHARON SELECTBOARD
SPECIAL MEETING
Minutes (Approved)
Monday, October 28, 2019**

Board Members Attending: Joe Ronan, Kevin Gish, Mary Gavin
Staff Present: Margy Becker, Deb Jones, Frank Rogers
Members of the public: none

Joe Ronan called the special meeting to order at 6:30PM.

Public Comments: There were no public comments.

Review/Approve Agenda:

Kevin Gish made the motion to approve the agenda without changes. Mary Gavin seconded. The motion carried.

Road Foreman Frank Rogers asked if the Board would act on Blaktop's revised estimate to pave Howe Hill culvert trenches. Selectmen agreed to discuss this business as item #2 and before discussions on health insurance.

Kevin Gish made the motion to rescind his prior motion. Mary Gavin seconded. The motion carried. Mary Gavin made the motion to approve the revised agenda. Kevin Gish seconded. The motion carried.

Revised Blaktop Paving Estimate – Howe Hill Culvert Trenches

Mary Gavin made the motion to approve Blaktop's estimate of \$3,200 to patch Howe Hill culvert trenches, inclusive of the cost of flaggers. Kevin Gish seconded. The motion carried.

Employee 2020 Health Insurance

BCBS of VT has announced its premium increases for 2020. The plan most utilized by employees in 2019 has a premium increase of 11% for 2020. After consideration of several budget scenarios provided by Deb Jones, Selectmen agreed the Town would help lessen the impact of 2020 premium increases. Selectmen chose an overall health insurance budget increase of 8% for 2020. Selectmen then evaluated several cost-sharing options between employer-employee, inclusive of HRA configurations. It was noted that employees are granted the ability to select a plan from among a number of plans provided by BCBS of VT, depending on premium costs and exposure for deductible and out-of-pocket expenses.

Selectmen took the following final action:

Motion by Mary Gavin to offer 2020 employee health insurance through Blue Cross Blue Shield of VT. The motion was seconded by Kevin Gish and carried unanimously.

Motion by Mary Gavin that the employer contributions towards premium costs for employee health coverage be capped at the following not-to-exceed limits as follows:

	<u>FY20 Cap</u>
Single plan:	\$632.00/month
Medicare Supplement w/ B & D	\$440.00/month
 Couple plan:	\$1,155.00/month
Parent/child plan:	\$1,115.00/month
Family Plan:	\$1,566.00/month

Motion by Mary Gavin that the Town of Sharon offer a health reimbursement arrangement (HRA) per employee at a level between \$1,200 - \$3,500, depending upon the type of plan and category of premium selected, in order to achieve an equitable plan value per employee. The motion was seconded by Kevin Gish and carried unanimously.

(The Selectboard's actions are based on the Finance Manager's spreadsheet as attached to these minutes and as entitled "Health Plan Comparison for 2020 for 10/21/19 meeting: 2020 Base Plan 8% Employer Contribution Increase")

Appointment (Sharon Fire Department Liaison to South Royalton Rescue)

Motion by Mary Gavin to appoint Dustin Potter to the South Royalton Rescue Advisory Board. The motion was seconded and carried unanimously.

Norwich Technologies – Proposed Decommissioning Plan (Rte. 132 Solar):

Joe Ronan stated he has received proposed decommissioning fund-related documents from Norwich Technologies, that he has made some changes and sent the documents back to Norwich Technologies. Kevin Gish and Mary Gavin expressed their desire to conclude discussions on decommissioning before meeting again with Norwich Technologies regarding any new project – i.e. proposed plans for Raymond Road.

Opioid Litigation:

Joe Ronan provided a brief report on a phone call received from the Vermont Attorney General's office. The AG's office seemed to indicate that the Town would have done better if it had not signed on to the Bennington case. The State of Vermont has sued Purdue. The Town has until late November to decide whether to withdraw from a class action suit.

Meritor Front-End:

Deb Jones reported more detailed information as to the changes Meritor made to its AWD front-end that are causing problems for many towns. The Town will continue to research the feasibility of filing joint action against Meritor.

Executive Session (Personnel):

A motion was made by Mary Gavin to enter executive session to discuss a personnel matter at 7:35M with the Finance Manager to discuss a personnel matter. The motion was seconded by Kevin Gish and passed unanimously.

The Board exited executive session at 8:08PM.

Adjournment:

Mary Gavin made the motion to adjourn at 8:15PM. Kevin Gish seconded. The motion carried.

Submitted by, Margy Becker