

**SHARON SELECTBOARD  
SPECIAL MEETING  
MONDAY, OCTOBER 26, 2020  
Minutes (Final)**

*This meeting was held in compliance with the Vermont  
Open Meeting Law with Electronic Participation*

**Attending via Zoom:** Selectboard members Joe Ronan, Mary Gavin, Kevin Gish; Town staff Margy Becker (SB Assistant), Deb Jones (Finance Manager), Frank Rogers (Road Foreman). There were no guest listeners and meeting participants.

1. **Call to Order:**

Chair Joe Ronan convened the Zoom meeting at 6:30PM as warned.

2. **Review/Approve Agenda:**

**Motion by Mary Gavin to approve the agenda as revised to include discussion on highway matters (curb cuts on Beaver Meadow road and storm water improvements to Moore Road). The motion was seconded and carried unanimously.**

3. **Road Foreman Reports/Highway Matters:**

The road crew is still preparing for winter. The bid notice for sidewalk winter maintenance has been posted.

The SB is in response of recent public comments concerning the development of multiple curb cuts at 765 Beaver Meadow Road, and that sight distances are inadequate. The town's highway policy requires driveway permits. Staff will follow-up with Scott MacDonald and invite him to join the meeting on November 2<sup>nd</sup>.

The SB is in receipt of an email from the Hendersons who state objections to the stone-lined ditches recently installed on Moore Road by their property. The SB discussed its position that these are required improvements and best practices to minimize road erosion from excessive rain events. The practice of ditch armoring is in use across the state as prescribed by the Municipal Roads General Permit. The ditch will remain in place. Margy Becker will follow-up with the Hendersons on behalf of the Board.

Mary Gavin reported noting construction stakes along Fay Brook Road. It appears the State may be moving ahead to install signage upgrades associated with the VTRANS High Risk Rural roads program. The signage upgrades are at no cost to the Town. HRRR Projects are prioritized through the regional planning commissions. Margy Becker will follow-up with state personnel to confirm the construction schedule.

#### **4. FY22 Employee Health Insurance:**

Finance Manager Deb Jones reviewed her analyses of BCBS health plan offerings. The Town helps off-set the cost of health insurance through a) contributions towards the costs of premiums, b) contributions to an HRA to offset eligible deductible or out-of-pocket expenses.

During discussions Selectmen agreed to the following:

- To change the “base plan” offering from the Gold CDHP Plan (no longer offered) to the new BCBS VT Select Silver Reflective plan.
- An increase of 3% in the employer paid premium cap for the 1<sup>st</sup> half of FY22 (and per the FY2021 budget). Deb advises this shift in expenditures to premium as tax deductible expenses. In 2021 the Town will pay 100% of “base plan” monthly premium for an individual plan, 91.6% of the premium for a couple plan, 91.5% of the premium for a parent/child plan, and 88.3% of the premium for a family plan.
- A \$100 increase in employer-funded health reimbursement levels per employee, excluding Medicare HRA’s.

The FY21 total budget for health insurance expenses was \$96,387. The projected FY22 health insurance budget incorporating the changes above is \$91,991.48 – a savings of \$4,395.52. However, actual FY22 expenses could vary from projections due to changes in employees and their selected plans.

#### **Mary Gavin made the MOTION**

- 1) **To offer employees working 30 or more hours per week, health insurance coverage through BCBS of VT plans listed on their 2021 Small Group Plans & Premiums rate chart;**
- 2) **To set the cap for the employer’s contribution towards monthly premium costs as follows: Single at \$651, Couple \$1,190, Parent & Child(ren) \$1,148, and Family \$1,613.**
- 3) **To set up an employer funded Health Reimbursement Arrangement (HRA) for each employee. 2021 annual HRA values will vary from \$1300 to \$3500, depending on the plan and level chosen, AND**
- 4) **Employees on Medicare A & B may enroll in a Medicare Supplement plan which BCBS allows to be billed to and paid by the employer and, if Federal and State law continues to allow, the employee may be reimbursed by the employer for their premiums paid by the employee for Part B and Part D premiums. The combined cost per month of the Medicare Supplement plan and part B & D reimbursements will be capped at \$454 per month and will only cover the employee.**

**Kevin Gish seconded. The motion carried unanimously.**

#### **5. Harlow Road: updates**

Mary Gavin provided an update as to conversations with the Royalton SB Chair. A suggestion was made that the towns consider a “neighborhood watch program”. After further discussions SB members agreed to invite the VLCT PACIF policing consultant to their next meeting on November 2<sup>nd</sup>. SB members agreed to arrange a joint meeting with the Royalton Selectboard after Nov. 2<sup>nd</sup>.

**Approval of Minutes:**

**Mary Gavin made the motion to approve the minutes of October 19, 2020 without changes. Kevin Gish seconded. The motion carried.**

**6. Approval of Warrants:**

**Mary Gavin made the motion to approve AP Warrant 1087 in the amount of \$17,528.70 which includes payment of invoices from Northeast Delta Dental for \$446.18 for November, from Foley Services for \$112.66 for uniforms for 2 wks in October, from Jeremy Rhodes for \$40.35 for decals for the ballot drop box, from Kimball Midwest \$139.00 for an extractor, The Lincoln Nat'l for \$223.24 for November insurance, Magee Office Products for \$134.78 for printer drum and paper, Dave Phillips for \$50 for Sept. mowing at Wallace Doubleday, Royal Auto Parts for \$532.06 for hydraulic oil and parts, Treasury Operations for the State's \$150 share of 3 wedding licenses, Twin State Sand & Gravel for \$9,481.14 for 1053+ tons of supergrit, TRORC for progress payment for \$,1407.19 for their work on town plan revisions, US Bank for \$143.10 for copier lease and maintenance, and Windsor County Sheriffs for a total of \$4,669.00 for Sept's 80.5 hrs @ \$58. **Kevin Gish seconded the motion and the motion passed unanimously.****

**Mary Gavin made the motion to approve AP Warrant 1088 in the amount of \$805 for payment to Horizons Engineering for the \$805 balance on the \$16,000 not-to-exceed cap. **Kevin Gish seconded and the motion carried unanimously.****

**Mary Gavin made the motion to approve the Payroll Warrant for the period ending 10/24/2020 with a cash draw of \$12,871.28. **Kevin Gish seconded. The motion carried unanimously.****

**7. Ashley Forest Vote:**

After conducting further research the Town Clerk now indicates the Town could move ahead with a vote on January 18, 2021 to consider whether to accept the donation of the Ashley Forest property.

**8. November 3 Elections – Traffic Control Needs:**

SB members discussed potential traffic control measures to be put in place for Election Day. Voters will *not* be able to access the circle in the front of the Sharon Elementary School, which is the designated polling place. Mary Gavin agreed to consult with the Sharon Fire Department.

**9. Adjourn:**

**Mary Gavin made the motion to adjourn at 8:07PM. Kevin Gish seconded. The motion carried unanimously.**

Submitted by Margy Becker