



Minutes of the Special Meeting of the Town Board of the Town of Durham held September 29, 2020 at the Town Hall commencing at 6:30 p.m.

Present: Shawn Marriott, Supervisor
 Joan Breslin, Deputy Supervisor
 Linda Sutton, Council Member
 Scott Hulbert, Council Member
 Walt Bennett, Council Member

Recording Secretary: Janet Partridge-Town Clerk

Others Present: Tom Sutton, Police Sgt.
 6 community members

Others Called In: Karen Tirpak, Bookkeeper/Judge
 Maryellen Brooks, Assessor's Clerk
 4 community members

Supervisor Marriott called the meeting to order at 6:30 p.m. with the Pledge to the Flag.

Marriott shared a chart he had just put together on a full time highway employee's salary for each month and the year along with what the contributions would be for 10% of health coverage and 20% of health coverage. He went over the numbers he had on the chart and the Board discussed the total amount an employee would contribute if they paid 10% of their health insurance coverage monthly, yearly, after 10 years and after 20 years.

Employee: Monthly contribution - \$73.19
 Yearly contribution - \$878.28
 After 20 years - \$17,565.60

Town: Monthly premium payment - \$658.75
 Yearly premium payment - \$7,905.00
 After 20 years - \$158,100.00

Partridge shared with the Board a lay out of what the town pays now on employees' health insurance including active employees and retired employees.

Cost through age 65 yrs:

<u>Plan</u>	<u>Monthly Cost</u>	<u>Yearly Cost</u>
Single	\$731.94	\$8,783.28
Single with Spouse	\$1,463.90	\$17,566.80
Family	\$2,086.06	\$25,032.72

Council Member Hulbert and Deputy Supervisor Breslin were surprised at the yearly cost of the plans; they didn't realize what it was.

The Board reviewed motions passed at the February 25th meeting as written in the minutes. Discussion on health insurance coverage for employees hired after 1-1-2020 who work 30-39 hrs. per week began. If the Town agreed to pay 75% of a single plan it would break down to

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\$548.95 per month paid by the Town and \$183 paid by the employee. If they agreed to pay 85% of a single health plan it would be \$622.14 per month paid by the Town and \$109 paid by the employee.

Breslin stated sooner or later there needs to be a cut. Hulbert agreed they needed to start somewhere. They discussed just covering a single plan at 85% and if the employee wants to purchase coverage for a spouse or family they could but they would have to pay 100%.

Bernard Rivers suggested to the Board as they move forward they should consider consolidating clerk positions. Rather than have as an example, 5 clerks working part time and all getting health insurance benefits from the Town, there could be 2-3 full time employees covering these positions and not as much health insurance coverage being paid for.

MaryAnn Ledda mentioned at some point the Board will have to consider "tough love". Insurance costs are going up and up and no other towns in the area pay for health insurance on part time employees.

A motion was made by Hulbert that any new employee hired after 1-1-2020 working 30-39 hrs. a week is eligible for 85% health care coverage from the town on a single plan and 0% coverage for spouse or family, these part time employees may pay 100% of the family coverage if they so choose, seconded by Council Member Bennett, all in favor, motion carried. (5 Ayes – Marriott, Breslin, Sutton, Hulbert, Bennett)

The Board went back to the chart provided by Marriott on splitting the health insurance coverage on a full time highway employee when actively employed and retired to 10%-90%. It was suggested the Board consider contracting with a new employee who is not looking to have health insurance coverage to give them a buyout payment. It was discussed how the county does the buyout. Should the buyout be \$300/month or should it be a yearly straight buyout. This would save the Town money since the monthly plan payment is \$732/single.

Paul Capulli, deputy highway superintendent was concerned with the Board offering an employee working 30-39 hrs. per week 85% coverage and now they are discussing offering a full time 40 hrs. per week highway employee 5% more. He was reminded that the 30-39 hr. per week employee was only getting 85% on a single plan for themselves, but they are offering the 90% for the employee and their family members.

Marriott stated the motions that have been made at the handbook meetings are not effective. Breslin disagreed and said the motions voted on are in effect as of the time they were made. Partridge said they are in the minutes that have been accepted by the board. Breslin reminded the Board they made a motion for an employee who was retiring to receive health insurance when she retired and that motion took effect immediately. The conflicting discussion continued.

Breslin asked to lay politics aside and when a motion is made it goes into effect immediately. That is the assumption of the rest of the Board members too. Marriott agreed and suggested

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this next motion will need to have the date of hire as January 2021 since there has been a new hire this past summer.

A motion was made by Hulbert for a full time highway employee hired after 1-1-2021 the town will make available medical insurance coverage and pay 90% of the premium for an individual, single with spouse, or family plan, seconded by Marriott, all in favor, motion carried. (5 Ayes – Marriott, Breslin, Sutton, Hulbert, Bennett)

The Board discussed medical coverage in retirement for a full time highway employee. They looked at 100% coverage by the Town and 95% coverage suggested by Hulbert. Council Member Sutton agreed with the suggested 95% coverage and so did Bennett. Breslin stated either way she will go along with either. More discussion followed.

A motion was made by Marriott a full time employee hired after 1-1-2021 will receive 95% health care coverage when they retire on an individual, single with spouse, or family plan after 20 years of continuous service to the town, seconded by Hulbert, all in favor, motion carried. (5 Ayes – Marriott, Breslin, Sutton, Hulbert, Bennett)

Capulli asked if he predeceases his wife, isn't she still covered by the insurance? It was explained that she would not get paid insurance from the town, she could purchase it at 100% cost to her, but the Town wouldn't cover her. Marriott read that part of the current handbook:

In the event the retiree predeceases the dependents, the dependents may not continue medical insurance coverage at the expense of the Town but are eligible to continue coverage in accordance with COBRA requirements.

A motion was made by Marriott part time employees hired after 1-1-2021 working 30-39 hours will receive 75% coverage on a single health care plan only and 0% of a family or single plus one plan after 20 years of continuous service to the town, these part time employees may pay 100% of the family coverage if they so choose, seconded by Hulbert, all in favor, motion carried. (5 Ayes – Marriott, Breslin, Sutton, Hulbert, Bennett)

Hulbert motioned to adjourn at 8:53 p.m. seconded by Bennett.

Respectfully submitted,

Janet Partridge,
Clerk/Collector