

WEST WINDSOR SELECTBOARD

Draft Minutes
December 7, 2010

Present: Glenn Seward, Tom Kenyon, Bruce Boedtke, Mike Spackman, Phil Hathorn, Gary Austin

- 1) Call to Order – Selectboard Chair Glenn Seward called the meeting to order at 7:38 AM.
- 2) Changes or Additions - None
- 3) Annual review: Highway employees - Glenn stated that the Selectboard was pleased with the performance of the highway crew, and the overall condition of the roads. Glenn also acknowledged the fact that there has been no pay increase for the department for the last couple of years and the premium for the insurance package has gone up substantially. Glenn stated that the town could not continue to absorb the current rate increases and asked the highway crew for suggestions as to how we deal with their benefit package in the future. Mike said the reason he and many other highway workers choose this profession is for the benefit package. Gary and Phil agreed. Bruce and Tom said we have to look at creative ways over the next year to look at the problem. Glenn mentioned that one possibility would be for the crew to contribute a percentage of their premium with pre-tax dollars with a minimal increase in wages to help offset the change. Bruce mentioned that the cost of living had not increased much over the last couple of years. Phil asked how contributing with pre-tax dollars would affect their contribution. Glenn responded with a scenario. Phil, Mike, and Gary agreed it would be worthy of consideration. Gary mentioned he currently does not get insurance and asked how he would be handled. He also mentioned he was on his late wife's insurance until March. Bruce suggested he go on the town policy at that time. Tom mentioned maybe we should consider a health savings account or some way to help with the crew's retirement plan. Bruce said his company currently uses an HSA and it works well. It was agreed that Glenn would come up with a couple of scenarios for pre-tax premium contributions with minimal raises for all to consider. Tom asked Mike if there were any other ways to save money in the highway budget. Mike said he felt they were doing about all they could to keep expenses down. Tom asked about replacing the oldest truck. Phil said the ordering process begins at the beginning of the new model year. Mike mentioned that there would be an increase in the purchase price of about 20K due to the fact he was considering a larger truck. Tom asked about the status of the equipment fund. Mike said it was in good shape. It was agreed we would be in contact the next week regarding the benefit package issue.
- 4) Adjourn – The meeting was adjourned by unanimous consent at 8:53 AM.

Respectfully submitted,

Glenn Seward