

WEST WINDSOR SELECTBOARD

Draft Minutes
October 23, 2012

Present: Glenn Seward, Tom Kenyon, Bruce Boedtke, Tonya Chambers (VLCT), Mike Spackman (Highway Foreman), Phil Hathorn (Highway Dept employee), Gary Austin (Highway Dept employee), Cathy Archibald (Town Clerk), Martha Harrison (Zoning Administrator)

- 1) Call to Order – Selectboard Chair Glenn Seward called the meeting to order at 8.30 AM.
- 2) Executive Session: Review Memorandum of Understanding (MOU) re: sewer system purchase – **Glenn moved to go into Executive Session to review the MOU relating to the sewer system purchase. Bruce seconded the motion, which passed unanimously. At 9:02 AM, Tom moved to come out of Executive Session. Bruce seconded the motion, which passed unanimously.**
- 3) Consider signing Memorandum of Understanding re: sewer system purchase - **Glenn moved to approve the signing of the MOU by the Selectboard after review and approval by Town Counsel. Bruce seconded the motion.** Tom asked each individual vote to be indicated in the minutes. **Glenn called for a vote on the motion. Tom Kenyon, Bruce Boedtke and Glenn Seward all voted in favor so the motion carried.** Glenn said he has inquired with April Hensel about the transfer of the escrow account and April said it should go before the WASTE (Windsor-Ascutney Sewage Treatment Enterprise) Board. Glenn said he will make sure it's on the agenda for the next WASTE meeting. Glenn said he would like to dissolve the WASTE Board and he thinks there are other members who would like to do so as well. Glenn said he will make sure that's on the agenda as well, if Tom and Bruce agree. Bruce asked when we're going to amend the Act 250 permit because that specifically references the WASTE Board. Glenn said he thinks the dissolution would have to happen after the permit is amended but he'd like to start the process. Bruce agreed. Bruce asked when we should start the process of amending the permit. Glenn said he thinks we should do it when we get to a purchase and sales agreement. Bruce agreed. Glenn said the West Windsor Selectboard would replace the WASTE Board. Glenn added that he has made it clear to the Property Owners Association (POA) that the Selectboard would like their input but that the authority would rest with the Selectboard. Glenn said the Act 250 District Commission is encouraging the transfer of the Windsor portion of the line to Windsor. Bruce asked about the timing of a possible transfer. Glenn said when we amend the permit, we can make it clear that ownership of the line will be separated at the town line. Tom asked if Windsor could take action against a single user in West Windsor. Glenn said he thinks Windsor would come to the Selectboard, but all that would be worked out in an inter-municipal agreement. There was discussion about the ownership of past and current receivables. Glenn noted that our operation and maintenance costs should decrease when the Windsor portion of the system is transferred to Windsor. Tom asked if Windsor will have been made whole. Glenn said yes. Glenn said Windsor has acknowledged our possible cash flow crunch and has agreed to be flexible. Glenn said he is looking forward to the joint meeting with the Windsor Selectboard on Monday. Regarding easements, Glenn said we're looking at broad easement language without a specific survey. Bruce asked if there are "as built" drawings for the sewer system. Glenn said yes. Tom asked if it has to be surveyed when we transfer it to Windsor. Glenn said he doesn't think so. Glenn added that there is a deed. Bruce suggested that the agreement reference the "as built" drawings.
- 4) Other Business – Animal Control Ordinance: Tom asked Martha to email a copy of the Animal Control Ordinance to the Selectboard. Constable: Tom said we need to clarify the Constable's responsibilities. Tom asked who is responsible for enforcing our ordinances. Glenn said he will contact the Vermont League of Cities & Towns (VLCT) about that.
- 5) Discuss employee health insurance policy – Glenn said the changes scheduled to go into effect in 2014 are going to throw the whole situation into turmoil. Glenn encouraged Tom and Bruce to read the issue paper put out by VLCT. Tonya said West Windsor's rates will increase by just under 10% in

2013 if we keep the same plan. Tonya said new mandates are responsible for 3% of the increase, trends/cost increases are responsible for 4.5%, and experience/claims are responsible for 2.5%. Tonya said one of the mandates is a limit on total prescription costs to the employees. Tonya said the only way for the town to save money is to ask the employees to pay more. Tonya explained the changes coming in 2014 when small group plans will have to be purchased through the Health Exchange. The Exchange will have to offer four different types of plans from Bronze through Platinum. Tonya said West Windsor's current plan is roughly equivalent to a Gold plan. Individuals who purchase plans through the Exchange will get a federal income-based subsidy but municipalities will not so the town may want to consider assisting its employees with their health insurance costs rather than providing health insurance for them. Bruce asked if there's going to be enough time for everyone to evaluate and choose a plan. Tonya said the information is supposed to be available on-line by October 1, 2013, and "navigators" will be available to assist people. In 2014, Tonya said, everyone will be required to have insurance. If you don't purchase insurance, there will be a tax penalty. Mike said the penalty is 8%. Bruce asked if the subsidy is based on salary or income. Tonya said it's based on total income. Martha asked if premium payments can be made with pre-tax earnings. Tonya said she hopes that will be the case. Martha asked if the plan can be paired with a Health Savings Account (HSA). Tonya said yes; there have to be plans that are HSA-compatible. Tonya noted that "Bronze" plans will not be subsidized. Tonya recommended that West Windsor stay with its existing plan for 2013. Bruce asked about the premiums for the Health Exchange plans. Without subsidies, Tonya said, the premiums are going to be higher. Gary asked what happens when you retire. Tonya said Medicare is not supposed to be affected. Gary asked about early retirement. Tonya said the individual retiree would have to purchase insurance through the Health Exchange or pay the 8% penalty. Another option for the town, Tonya said, is to switch from an HSA plan to a Health Reimbursement Account (HRA) plan. Glenn noted that some of the employees have had issues with the current plan. The employees described their issues with prescriptions and deductibles. Tonya offered explanations and answered questions. Tonya said employees can "over fund" their HSA accounts by a certain amount if they run out of money in their accounts and have not yet met their deductible. Tonya said Blue Cross and MVP will offer plans through the Exchange but there will also be a "cooperative" carrier who will offer an a la carte plan. Martha asked if each company is going to offer a Bronze, Silver, Gold and Platinum plan. Tonya said each company is actually going to offer more than one plan in each category. Tonya said after you retire, you can use your HSA account for non-health-related expenses as long as you claim it as income. Martha asked about the contribution limits for 2012. Tonya said the limit for an individual is \$3150, and the limit for a family is \$6300.

- 6) Adjourn – **Glenn moved to adjourn at 10:30 AM. Bruce seconded the motion, which passed unanimously.**

Respectfully submitted,

Martha Harrison