

MINUTES

Sanbornton Health Insurance Study Committee (HISC)

Meeting Date and Time: Thursday, October 3, 2019 at 2:00 PM

Meeting Place: Meeting Room, Town Office

Ray Masse called the meeting to order at 2:06 PM

Roll Call

Regular Members present: Ray Masse (Citizen Rep - Chairman), Jim Dick (Selectmen's Rep) , Paul Dexter (Employee Rep), Julie Lonergan (Employee Rep)

Regular Members absent: Budget Committee Rep

(Note: The Budget Committee in regular meeting appointed Craig Weissman as the representative to the Committee. He subsequently sent an email to the Board of Selectmen stating that he would not serve on the Committee. To date, the Budget Committee has not met to appoint an alternate representative. The Budget Committee position remains open until they select a member to participate.)

Others present at the meeting: None

New Business

- a. The Committee reviewed the minutes from 9/24. Julie Lonergan made a **motion** to accept the minutes with any corrections, seconded by Paul Dexter. The motion passed unanimously.

Old Business

- a. Ray Masse provided an updated on current rates from HealthTrust. The HealthTrust representative notified us that the Guaranteed Maximum Rate increase for the July 2020 plans would be 0.9%, pending approval of the HealthTrust Board on 10/07. He noted that he did contact NEEBCo for a rate update but hadn't received anything more current than the September rate.
- b. Ray reviewed the updated employee scenarios that provide examples of some of the potential out of pocket costs under both the HealthTrust and NEEBCo plans. The scenarios were adjusted to be representative of a single employee, an employee and spouse, and an employee with spouse and child. The scenarios show that depending on the type of medical treatment required, out of pocket expenses under the HealthTrust plans could be higher. The Committee agreed that the scenarios reinforce the need to address total compensation and not just look at health coverage changes in isolation, in order to avoid negative impacts on retention and recruiting for Town positions.
- c. The Committee reviewed the draft report. They discussed the various compensation options and the range of pay matrix increases that could be recommended. Paul Dexter noted that for FY21, there would be 53 weeks of paydays due to leap year, which will increase the Town's liability. In the end, the Committee agreed to include a 4.5% compensation adjustment in the report as its recommendation.
- d. Ray Masse suggested getting the draft report to the Board of Selectmen in time to be part of the discussion with the Budget Committee. He also suggested that the Committee recommend to the Board to share the draft with the Budget Committee in order to hear any

questions they might have. Paul Dexter noted that the report was the Board's. Jim Dick pointed out that the report is a recommendation, and that while the Board may have questions or ask for clarification, the Committee should not be changing any of its recommendations based solely on Board feedback. The Board is free to accept or reject the recommendations as it chooses. The Committee agreed to present the final draft to the Board for clarifications or questions, and recommend that the report be provided to the Budget Committee as soon as possible.

- e. Ray Masse pointed out that there were still some final appendices that needed to be updated to reflect the Committee's decision on compensation. Paul Dexter made a motion that the Committee authorize Ray Masse to finalize the draft and present it to the Board of Selectmen at the earliest opportunity. The motion was seconded by Julie Lonergan, and passed unanimously.
- f. Ray Masse will finalize the draft this weekend, and contact the Town Administrator to request a slot on the agenda for the Board meeting on 10/9.
- g. Julie Lonergan departed the meeting at 3:01 PM.
- h. The next meeting will be noticed for Wednesday, October 9 at 5:00 PM to allow all Committee members to attend the presentation to the Board and provide comment.

A **motion** was made by Paul Dexter to adjourn the meeting, seconded by Jim Dick. Motion passed unanimously.

Meeting adjourned at 3:08 PM.