

SPECIAL MEETING
BOLTON TOWN BOARD

January 11, 2018

Regular Meeting:

Supervisor: Ronald Conover
Councilman: Robert MacEwan - absent
Councilman: Tim Coon
Councilmember: Wanda P. Cleavland
Councilmember: Susan Wilson
Town Clerk: Jodi Connally
Counsel: Michael Muller - absent

Meeting Call to Order: 3:00 PM.

Pledge: Tim Coon

New Business

- Resolution to amend Resolution #21 of the January Organizational Meeting to read as the following: All eligible employees of the Town of Bolton have the option to participate in the paid health insurance plan under Blue Shield of NENY POS (Gold or Silver), MVP EPO Platinum Health Insurance Plan or such other health insurance plan as approved by the Town Board and to amend the HRA allocation for BSNENY Gold & Silver Plan members to \$1,200 per household for reimbursement of medical expenses.

Supervisor Conover stated that they had held a meeting for interested staff members and the majority vote was to move toward the Gold Plan to avoid a premium jump in cost. He believes it is a good change.

RESOLUTION #41

HEALTH INSURANCE

Councilmember Wilson moved, seconded by Councilmember Cleavland to approve the following:

HEALTH INSURANCE:

All eligible employees of the Town of Bolton have the option to participate in the paid health insurance plan under Blue Shield of NENY POS (Gold or Silver), MVP EPO Platinum Health Insurance Plan or such other health insurance plan as approved by the Town Board.

Eligibility – Full-time and Part-time Employees

Full-time employees are described as:

- Employees who work a minimum of 32½ hours per week and are employed on an annual basis;

- Town Supervisor, Town Clerk and Town Highway Superintendent;
- Any elected official participating in the program prior to January 1, 2010;
- Employees who work full-time (32.5 hours per week) for a minimum of six (6) months and part-time (20 hours per week) for the remainder of the year on a continual annual basis;

Part-time employees are described as:

- Employees who work at least 20 hours per week on an annual basis (not seasonal employees).

Employee Contribution to Health Care Plan

- Eligible full-time employees will be required to pay 25% of the cost of the health insurance plan;
- Eligible employees who work full-time for part of the year and part-time for the remaining part of the year will have their contributions prorated as determined by the Town Board;
- Eligible part-time employees will be required to pay 100% of the cost of the health insurance plan.

Waiting Period

- Eligibility for paid benefits commences after a 60-day probationary period.

Eligibility for Health Care Reimbursement Account (HRA)

- Each participating full-time employee is eligible to receive a \$1,000 health-care reimbursement account (HRA) per household for reimbursement of medical expenses (BSNENY Gold & Silver Plan members receive a \$1,200 HRA account).
- No health care reimbursement account will be provided for medical expense reimbursement for part-time employees.

Opting-Out of Health Care

- Eligible employees and elected officials who elect out of health care insurance benefits, and choose not to be covered by the Town's insurance, shall receive \$1200 per year paid in the last payroll of November each year.
- Employees who work part of a year full-time and the remainder of the year part-time and elect out of the Town's health care insurance benefits, and choose not to be covered by the Town's insurance are eligible to receive this payment on a prorated basis as determined by the Town Board.
- Part-time employees are not eligible for the opt-out benefit.

Taking Health Insurance into Retirement

Eligible employees who meet the requirements as stated above and who retire from the Town of Bolton are eligible to receive retiree health insurance benefits provided:

- The employee must have completed ten (10) years of service with the Town and hired prior to December 31, 2008 and retire from the Town to receive this benefit.
- Employees hired after January 1, 2009 must have completed twenty (20) years of continuous service with the Town and retire from the Town of Bolton to receive this health benefit.
- Employee must be enrolled in the Town health insurance plan for a minimum of one (1) year prior to and at the time of retirement.

- Employees with full and part time continual, annual service will have this time prorated annually. A letter shall be placed in the employee's file no later than January 31st of each year indicating the amount of time earned for the year preceding that date.
- Part-time employees are eligible to participate in the Town health insurance retirement benefit program. No health care reimbursement program is provided to any part-time retiree under this category.

Retiree Contribution to Health Care Plan

- Retirees who were employed full-time, and are eligible to participate in the Town health insurance retirement benefit program, will be responsible for 25% of the cost of any employee, employee and dependent, or family health insurance retirement plan premium.
- Retirees who were employed part-time, and are eligible to participate in the Town health insurance retirement benefit program, will be responsible for 100% of the cost of any employee, employee and dependent, or family health insurance retirement plan premium. No health care reimbursement program is provided under this category.

Retiree Eligibility for Health Care Reimbursement Account (HRA) Retirees eligible to participate in the health care reimbursement program for medical expenses shall be at an amount not to exceed:

- \$1,250 per household for the MVP Gold Anywhere Plan
- \$1,400 per household for the CDPHP Medicare Choice Plan

Death of Retiree

- Should a retiree predecease their spouse, the health insurance benefit shall be afforded to the surviving spouse providing that the surviving spouse was covered by the health insurance benefit on the retiree's date of retirement and further the spouse continues to be responsible for 25% of the cost of the premium.

Change in Residency

- Any retiree, and or spouse, that changes residency outside of the health care service area provided for in the plan is eligible to receive reimbursement for the cost of a comparable health plan provided that the cost of such health plan does not exceed what the Town would otherwise have paid had the retiree remained within the service area. This reimbursement includes health care reimbursements as established and modified from time to time by the Town Board.

All in Favor. Motion Carried.

- Resolution to amend the 2018 Justice Court Budget to allow for additional hours for the part time Court Clerk Assistant.

Supervisor Conover explained the need for additional hours for training. He stated that the judges had presented this new staffing plan for 10 hours per week and to cover 5 weeks' vacation time for the Court Clerk. He stated he had spoken with Councilmember MacEwan, Justice Court liaison and he agreed that this was a good plan.

RESOLUTION #42

Councilmember Coon moved, seconded by Councilmember Wilson to amend the 2018 Justice Court Budget to allow for additional hours for the part time Court Clerk Assistant. All in Favor. Motion Carried.

- Resolution authorizing \$1,000.00 for the Lake George Triathlon Festival.

Councilmember Wilson explained that this is usually covered under the Occupancy Tax, but was left out this year. Supervisor Conover stated that this event is funded by the town every year.

RESOLUTION #43

Councilmember Wilson moved, seconded by Councilmember Coon to authorize \$1,000.00 for the Lake George Triathlon Festival. All in Favor. Motion Carried.

- Resolution authorizing the Supervisor to sign an agreement with Glens Falls Animal Hospital for 2018.

RESOLUTION #44

Councilmember Cleavland moved, seconded by Councilmember Coon to authorize the Supervisor to sign an agreement with Glens Falls Animal Hospital for 2018. All in Favor. Motion Carried.

Adjourn:

RESOLUTION #45

Councilmember Wilson moved, seconded by Councilmember Coon to adjourn. All in Favor. Motion Carried.

Adjourn: 3:20 pm

Minutes respectfully submitted by:

Jodi Connally
Town Clerk

Katie Persons
Minute Taker