

Town of Huntington — Selectboard Meeting

Monday, October 21, 2013—7:00 pm

Town Office Building - downstairs

APPROVED MINUTES

RECEIVED

DATE

November 19, 2013

Agenda	<ul style="list-style-type: none"> • Minutes (of 10/07) and Warrants • Public Comment • VT Telecommunications Authority – Cell Coverage • Huntington Conservation Commission <ul style="list-style-type: none"> ○ Proposed Town Forest Ski Trail ○ Green Mtn Audubon Center Conservation Fund Recommendation • Eagle Scout Project Update • Employee, Clerk & Treasurer Health Care Coverage • Administration & Planning
Selectboard members present:	Jim Christiansen (Chair), Dori Barton (Vice-Chair), Doug Graver, Roman Livak
Selectboard members absent:	Everett Lewis, Jr.
Staff/Officials present	Barbara Elliott (Town Administrator), Dan Stoddard (Town Treasurer)
Others present	Ruth Blodgett (Times Inkt), Alan Campbell, Dean Douglas, Margaret Fowle, Gordon Miller, Christa Shute
Call to order	Christiansen called the meeting to order at 7:00 pm.
Minutes (10/07) – MOTION	Livak moved and Graver seconded to approve the draft minutes of 10/07/2013 as written. Passed with 3 members voting in favor, 1 abstention (Barton) and 1 member absent (Lewis).
Warrants	4 warrants were signed as presented.
Public Comment	No comments from the public were offered.
Eagle Scout Project	Veterans Memorial Project Update: Elliott reported that Cemetery Commissioner Spencer Hill recommended that the memorial not be moved to the Town Garage due to the risk of damage.
VT Telecommunications Authority – Cell Coverage	<p>Christa Shute from Vermont Telecommunications Authority attended for a second session with the Selectboard to discuss next steps for improving cell service coverage in Huntington.</p> <ul style="list-style-type: none"> • Low likelihood of a tower solution due to topography, population density and concern over permitting issues • Small cell technology solution is more viable with a couple of neutral host locations (perhaps the Fire Station and the Library) that would not have an associated lease with low power sites every ¾ mile along the Main Road. Cost to a property owner for ‘sponsoring’ a box would be about \$4/month. Shute will get monthly utility cost estimates to the Town for the neutral host sites. Best case timeframe for implementing this would be 6 months to a year • AT&T works with 50Mbps speed; Verizon works with fiber optic links. • Selectboard designated Elliott as the primary contact person for Shute to work with in the Town for further investigations.
Huntington Conservation Commission (HCC) Requests	<p>Margaret Fowle, HCC Co-Chair, attended to discuss 2 requests from the HCC for Selectboard consideration.</p> <p>Proposed Town Forest Ski Trail</p> <ul style="list-style-type: none"> • HCC presented a request from the Camels Hump Nordic Ski Association

<p>MOTION – Town Forest Backcountry Ski Trail</p>	<p>(CHNSA) for constructing a backcountry ski trail.</p> <ul style="list-style-type: none"> • MOTION: Livak moved and Graver seconded to allow the construction of a ski trail as presented by the HCC in accordance with the criteria defined by the HCC in their letter to the Selectboard dated 09/25/2013—and to be depicted on a map to be amended by the HCC— and to include provisions that the trail width is not to exceed five (5) feet, that no motorized vehicles will be used in the effort, that no grooming will be performed on the trail after it has been completed, and that CHNSA give a one-week notice of the date and time of proposed work on the trail to both the Huntington Conservation Commission and the Huntington Selectboard. Passed unanimously with 4 members present and voting. • The Selectboard further requested that the HCC monitor the trail construction; that the HCC approve the location of any signage. It was further noted that the cut requirement is a prerequisite for construction and ongoing use. <p>Green Mountain Audubon Center Conservation Fund Recommendation</p> <ul style="list-style-type: none"> • HCC presented a recommendation to the Selectboard endorsing the GMAC's application for \$1,000 from the Conservation Fund to use toward a \$5,000 match requirement for a \$20,000 grant from the Vermont Recreation & Trails Program for trail restoration needed as a result of the July 3 storm damage. • HCC Co-Chair Fowle noted that the grant would be used to leverage additional funds for property that had been significantly damaged; the project would prevent future flooding damage; and that the amount requested was not a large sum given the fund's current balance. Fowle further noted that as an employee of the GMAC, she had abstained from the HCC vote on this proposal. • Graver stated that he could not support the project as the fund is intended for land/easement conservation for projects that will last generations. He stated that it would be a mistake to utilize the fund for maintenance or repair projects. • Fowle asked for clarification on the number of criteria that have to be met for a project to be considered. It was the HCC's understanding that use of the fund did not depend on the number of criteria that were met – but whether a given project met any of the criteria. • Christiansen asked if the project would still be completed if Conservation Funds were not granted. Fowle thought it likely would be repaired provided funds were raised for the project. Christiansen stated he was not inclined to support the application. • Barton noted that she was having a hard time finding criteria that the project did meet. While she supports the trails and their role in the community, she did not think the project fit the fund criteria. • Livak stated that he thought it unusual that GMAC staff did not attend to support their proposal. • MOTION: Livak moved and Graver seconded that the Selectboard decline to move forward on the request for Conservation Funds for the Green Mountain Audubon Center's request for Conservation Funds. Passed with 3 members voting in favor of the motion (Barton, Christiansen, Graver) and 1 abstention (Livak).
<p>MOTION – Green Mountain Audubon Center request for Conservation Funds</p>	<p>Christiansen briefly reviewed the previous Personnel Sub-Committee document he had provided the Selectboard summarizing the employee health care choices available through Vermont Health Connect (VHC).</p> <p>Discussion regarding fulltime employees</p> <ul style="list-style-type: none"> • Christiansen proposed that for full-time employees, the Town cover all but
<p>Employee Health Care</p>	<p>Christiansen briefly reviewed the previous Personnel Sub-Committee document he had provided the Selectboard summarizing the employee health care choices available through Vermont Health Connect (VHC).</p> <p>Discussion regarding fulltime employees</p> <ul style="list-style-type: none"> • Christiansen proposed that for full-time employees, the Town cover all but

\$1,000 of the cost of the premium for the Platinum Standard Plan (single, couple, employee + dependents or family plan) and that the Town cover up to the full cost of the deductible/maximum out-of-pocket. This increases the employee's contribution amount from \$600 to \$1,000, and applies that contribution amount toward the premium (versus applying it to the deductible amount as is done today).

- Graver noted that he is not in favor of asking employees to pay any more under the new VHC system than they do today for the remainder of the current fiscal year, and that increases beyond that should be addressed as part of the budget discussion for Fiscal Year 2014-2015.
- Barton noted that it will be difficult to justify to the voters having the Town carry the total cost of the increase. The Town offers an amazing health insurance package for employees and she believes that it is fair to ask employees to make a small additional contribution toward the cost.

Discussion regarding part-time employees & elected officials

- Christiansen proposed that for part-time employees and elected officials who are eligible for benefits, the Town cover all but \$500 of the cost of the premium for the single Platinum Standard Plan and that the Town cover up to the full cost of the single-plan deductible/maximum out-of-pocket. This would increase the employee's contribution amount from \$300 to \$500, and also reduces the amount of the Town's contribution toward their deductible/maximum out-of-pocket amount by \$2,500.
- Graver stated support for offering a plan consistent with that offered to full-time employees with the exception that the premium paid by the Town would be only for the single Platinum Standard plan with an option that the Town Clerk and Town Treasurer could purchase spouse/family coverage through payroll deductions.

MOTION: Employee Health Care Benefits

MOTION: Livak moved and Graver seconded to offer the Platinum Standard Plan to full-time and part-time employees as outlined below:

FULL-TIME EMPLOYEES (averaging 30 or more hours per week)

- **EMPLOYER/EMPLOYEE PREMIUM CONTRIBUTIONS:** The Town of Huntington will cover up to \$1,000 less than the annual health care premium cost for a full-time employee's single, couple, employee + dependents, or family BCBS Platinum Standard Plan. A \$1,000 employee contribution toward the premium of whichever health care plan is selected by the full-time employee will be made by the employee to the Town through pretax payroll deductions.
- **EMPLOYER DEDUCTIBLE/CO-PAY/CO-INSURANCE CONTRIBUTION:** The Town of Huntington will contribute to an HRA for the purpose of contributing to health care out-of-pocket deductible, co-pay and co-insurance costs in an amount up to \$2,500 annually per full-time employee selecting a single coverage plan and up to \$5,000 annually per full-time employee selecting a couple, employee + dependents, or family coverage plan. Deductible, co-pay and co-insurance costs incurred in excess of the Town's contribution are the sole responsibility of the employee.

PART-TIME EMPLOYEES (averaging 24 or more hours per week but less than 30 hours per week) **

- **EMPLOYER/EMPLOYEE PREMIUM CONTRIBUTIONS:** The Town of Huntington will cover up to \$1,000 less than the annual health care premium cost for a part-time employee's single BCBS Platinum Standard

	<p>Plan and allow the part-time employee the option of paying the additional cost to upgrade to a couple, employee + dependents, or family BCBS Platinum Standard Plan by reimbursing the Town for the additional premium cost through pre-tax payroll deductions. The part-time employee's minimum \$1,000 premium contribution toward the premium of whichever health care plan is selected by the part-time employee will be made by the employee to the Town through pretax payroll deductions in addition to any incremental premium amount owed for non-single coverage plans selected.</p> <ul style="list-style-type: none"> • EMPLOYER DEDUCTIBLE/CO-PAY/CO-INSURANCE CONTRIBUTION: The Town of Huntington will contribute to an HRA for the purpose of contributing to health care out-of-pocket deductible, co-pay and co-insurance costs in an amount up to \$2,500 annually per part-time employee selecting a single coverage plan and up to \$5,000 annually per part-time employee selecting a couple, employee + dependents, or family coverage plan. Deductible, co-pay and co-insurance costs incurred in excess of the Town's contribution are the sole responsibility of the employee. • **Note: As written in the Town of Huntington's Personnel Policies and Procedures Manual (last amended 08/20/2012) for positions governed by statute, the Town Clerk and the Town Treasurer positions are defined for benefit purposes as working a minimum of 24 hours/week. <p>Passed unanimously with 4 members present and voting.</p>
Administration & Planning	Tabled.
Adjournment	Livak moved and Graver seconded to adjourn the meeting at 10:00 pm. Passed unanimously.
	<p>10/21/13 – Meeting date 11/17/13 – Preliminary draft minutes to Selectboard / Clerk, Treasurer & Auditors 11/18/13 – Final minutes approved by Selectboard 11/19/13 – Approved minutes sent to Town Clerk</p>