

**TOWN OF NOTTINGHAM
Selectmen's Workshop
November 28, 2011**

6:30 PM, Chair Anderson opened the workshop and asked all those present to stand for the Pledge of Allegiance.

Members Present: Gary Anderson; Mary Bonser, Hal Rafter

Members Absent:

Guest: None

Others: Charlie Brown, Town Administrator; Traci Chauvey, Recording Secretary

PERFORMANCE AWARDS

Mr. Brown reported he had received written recommendations from Chief Foss and verbal from Chief Vilchuck. Any other recommendations were from Mr. Brown himself. The selectmen indicated they had no issue with the recommendations.

Motion: Rafter, second Bonser to approve the merit bonuses as recommended for a total expenditure of \$3,800.

Vote: All in favor. Motion passed: 3-0

HEALTH INSURANCE

Mr. Brown provided handouts of the different plan options. There was discussion over the different options in regards to co-pays, deductibles, provided services. Chair Anderson feels the town offers a good plan and wondered if we would remain competitive by making changes. Currently, the emergency room cost to an employee is \$100, urgent care is \$50, deductible is \$500 with a \$1,500 family maximum, and co-pays on prescriptions run \$10/\$20/\$45, with optional mail-in plan running \$10/\$40/\$70. The plan, as it stands now, will increase 12.5% for 2012.

Ms. Bonser hypothesized about use of the covered services and indicated she believes the town will be in a better position if the plan was reduced to a lower plan and a fund created to cover a portion of the higher deductibles. There was discussion around whether the covered portion should be a set amount or a percentage. A set amount would leave employees with a family plan paying more of their deductible. Ms. Bonser and Chair Anderson liked Option #2 of the handouts in conjunction with the Town creating a fund to cover 50% of the higher deductible. Option #2 increases the deductible from \$500 individual/\$1,500 family maximums to \$1,000 individual/\$3,000 family maximums.

Motion: Bonser, second Rafter to authorize Mr. Brown to enter into an insurance contract based on recommendations to use Plan ID MTBSOS20/40/1KDED and to establish a line item to cover a portion of the deductible.

Vote: All in favor. Motion passed: 3-0

Mr. Brown reported the prescription plan sheet contradicts what he was told. He will follow up.

Chair Anderson reminded all the Christmas Parade is Saturday and suggested they meet at the Community Center at 12:30 PM.

Chair Anderson informed the other selectmen he wished to put forward another warrant to change the Land Use Change Tax distribution back to 50%.

Mr. Brown reminded all there is a USA Springs hearing scheduled for Monday. Funding is supposed to close on or before Friday.

MINUTES

October 24, 2011 (Meeting)

Line 142: Remove partial sentence, "*She noted there is*"

Line 192: Change *subjectively* to *selectively*

Motion: Bonser, second Rafter to approve the minutes of the October 34, 2011 meeting as amended.

Vote: All in favor. Motion passed: 3-0

November 7, 2011 (Non-Public Session (c))

Line 17: Add *came in to review*

Line 28: Change *has the right to to may*

Having no further business,

Motion: Bonser, second Rafter to adjourn the workshop.

Vote: All in favor. Motion passed 3-0

Workshop adjourned at 7:45 PM.

Respectfully submitted,

Traci Chauvey

Recording Secretary

Approved as amended at the December 21, 2011 meeting.