

**VILLAGE OF ENOSBURG FALLS**  
**Special Meeting of the Board of Trustees**

April 5, 2016

Present: Trustees - Walter Scott, Guy Breault, Leonard Charron, Bill Spears, Jr., Ellen St. Marie  
Staff – Jonathan Elwell, Caroline Marcy  
Guests – Tim Watkins, Jean Watkins, - (Representing IBEW Local 300)

Meeting called to order by Chair, Walter Scott at 6:35 p.m.

1. Modifications/Changes to the Agenda

There were no modifications or changes to the agenda.

2. IBEW, Local 300 Health and Welfare Fund

Jonathan Elwell initiated the conversation by introducing Tim and Jean Watkins to the Board. Tim and Jean were invited to tonight's special meeting to discuss important and significant changes to the Local 300 Health and Welfare Fund. These changes will take effect on June 1<sup>st</sup>; however, due to extensive administrative work that will need to be accomplished in the near future, the Village will need to make a decision regarding the future of health care benefits for its' employees by April 15, 2016.

Tim gave a brief history regarding the Local 300 Health and Welfare Fund – starting with the departure from the New England Worker's Benefit Fund last year. He then distributed a printed version of their Power Point presentation to each Trustee.

Jean Watkins carefully and thoroughly reviewed the status of the Fund, the reason for the needed change, and consequences to employees and their health benefits.

The most significant change is that the plan will move from one that is self-insured to one that is fully insured through BC/BS. The staff of the IBEW, Local 300 has researched the available options and has balanced the financial impact of the employers against the financial and health impact to the employees and their dependents – both active and retired. The only plan that will be available through the IBEW, Local 300 effective June 1<sup>st</sup> will be a high deductible plan (\$5,000 for a family; \$2,500 for single) with a Health Savings Account (HSA) component. However, this plan will also include the current benefit of vision, dental, life and disability.

This plan will increase the cost from \$9.20 per hour to \$10.60 per hour. This is a 15.22% increase over the current plan. At this point, Caroline Marcy presented a financial analysis of how this increase will affect each fund. The Village had anticipated a 9% increase and had accordingly included this increase in the FY2016 budget. The following table reveals how the 15.22% will impact each fund:

**VILLAGE OF ENOSBURG FALLS**  
**Special Meeting of the Board of Trustees**  
April 5, 2016

FUND	ADDITIONAL INCREASE
General Fund	\$2,407.10
Water Fund	\$593.53
Sewer Fund	\$1,747.62
Electric Fund	\$5,143.95
<b>Total</b>	<b>\$9,982.21</b>

Jean and Tim concluded their presentation and answered questions the Trustees had regarding this issue. Jean and Tim Watkins left the meeting at 8:10 pm.

Caroline briefly directed the Board's attention to her spreadsheet which outlines the available options to the Trustees. Since the Village is a small employer, the only option available is to choose the IBEW Local 300 Health Insurance Plan or choose a plan from the Vermont Health Connect Marketplace. Caroline obtained several quotes for dental and Life/ADD insurance so that the Trustees can compare the complete cost package against the one presented by Jean and Tim.

It was the consensus of the Board to take a week to review the information before making a decision. This agenda item will be added to the next Trustee meeting to be held on April 12, 2016.

3. Other Business

There was no other business.

4. Adjourn

There being no other business to come before the Board at this time, Bill Spears, Jr. made a motion to adjourn. Seconded by Leonard Charron. Unanimous. The meeting adjourned at 8:20 pm.

Respectfully Submitted,

Caroline Marcy, Director of Finance

***These minutes were approved as written at the April 12, 2016 Trustee Meeting.***