

**Town of Shaftsbury
Selectboard
Special Meeting Minutes
Tuesday, Oct. 15, 2013**

Members Present: Carl Korman, Acting Chair; Mitchell Race; Tim Scoggins
Members Absent: Ken Harrington, Karen Mellinger
Staff Present: Margy Becker, Town Administrator

1. Call to Order

The Meeting was called to order at 1:00PM by Acting Chair, Carl Korman.

- 2. Conflict of Interest Statement:** none
- 3. Public Comments:** none
- 4. Health Insurance Discussions**

Board members placed at telephone conference call to David Sichel of the VT League of Cities and Towns. David Sichel helped Board members again review Blue Cross Blue Shield plans. He discussed employer decisions which need to be made before employees can register with VT Health Connect. Employers must 1) decide on carrier choice – either BCBS or MVP; and 2) identify the amount of employer subsidy, if any, of premiums for each plan choice.

Mr. Sichel said the last decision the Selectboard should make was for budget purposes. Selectmen need to decide how many dollars, if any, will be made available to employees via a health reimbursement arrangement. Mr. Sichel then discussed with the Board many of the complexities of cost sharing, in particular the differences between health savings accounts and health reimbursement arrangements. There are IRS rules affecting the use of each instrument. Any employer contribution to employees via an HRA has to be the same amount. If health savings accounts are used, the money deposited in the accounts is the employee's money. Few plans on the exchange are HRA-compatible.

Following the phone call with Mr. Sichel, Selectmen continued to meet and discuss two BCBS plan options. Though employers cannot dictate plan selection, the Town's cost-sharing arrangement (if any) can encourage employees to shop in one direction over another based on risk. It was decided the Board would continue discussions at the regular Selectboard meeting October 21st.

7. Adjournment

Mitch Race made the MOTION to adjourn at 3:15PM. Tim Scoggins seconded. The MOTION carried. The Selectboard meeting was adjourned at 3:15 p.m.

Respectfully submitted, Margy Becker