

**Town of New Haven Selectboard
Budget / Health Insurance Meeting
7:00 pm
Thursday, December 18, 2008**

Present: Keith Hall, Pam Marsh, Pat Paquette, Lowell Nottingham, Roger Boise and Pam Kingman

Visitors: Barb Torian, Claire Van Buren, Cris Messerle, Sue Ford, Michelle Litch and Rob Litch

Health Care: Keith Hall spoke with VLCT and BC/BS about the different plans they offer and the ones that will save the Town money. Keith Hall said the last date to sign up for either carrier is December 31, 2008. After looking over two policies that the Selectboard was considering, Roger Boise made a motion to go with Blue Cross / Blue Shield, an HRA plan with 2500 / 5000 deductible; the Town will pay 100 % of the plan and the deductible. The motion was seconded by Pat Paquette. 5 yes / 0 no The Selectboard made it clear that the Town's commitment to pay the plan and deductible is based on the savings anticipated comparing the 2009 cost with the current health plan through VLCT, and that it might not continue to pay the deductible and the monthly cost in the future.

Keith Hall asked the Clerk and Treasurer to each give a brief description of the work that they do. Both the Clerk and Treasurer provided information about their jobs.

Discussion about the Town Clerk and Town Treasurer Positions and what that entails being an Elected Official. The Selectboard wondered whether these are two half-time positions or something more? The Clerk and Treasurer both stated that they feel that they work more than half time. When Barb Torian held both positions, she felt that they were more than a full time job, which is why, after 10 years, she decided to run only for Treasurer.

Discussion about salaries and benefits –

Town Clerk, Claire Van Buren said she did not want the health insurance, and asked if the Selectboard was going to honor her stipend for the health insurance, granted for the first time last year. Pam Marsh asked Claire Van Buren what she told the Selectboard she expected when she ran for a 3 year term as Town Clerk in 2007. Claire Van Buren responded that she told the Selectboard she would do the job for \$20,000 per year and no health insurance. Pam Marsh asked Barb Torian what she discussed with the Selectboard when she decided she wanted to run only for the Town Treasurer in 2007. Barb Torian indicated that her discussions with the Selectboard at the time were that she was to receive \$25,000 plus family health insurance. The Selectboard then reviewed the minutes of the meetings, in 2008 where the benefits for the Town Clerk and Town Treasurer were discussed, and Keith Hall pointed out that the two

Selectboard members who voted in February 2008 to pay the Town Clerk cash in lieu of health insurance equal to the cost of the family health insurance (a payment of over \$1100 per month) and to continue the family health plan for the Town Treasurer are no longer on the Selectboard. After further discussion, Pam Marsh made a motion to not continue the payment in lieu of health insurance, because this was not expected at the time the Town Clerk ran for office. Further, she moved to set the Town Clerk's salary at \$23,500 for 2009 and to not seek any recoupment from the inadvertent overpayment of her salary during 2008, and to pay her the straight \$1,000 stipend for the health insurance. Motion seconded by Lowell Nottingham. 3 yes / 2 no The Town Treasurer had inadvertently overpaid the Town clerk \$4,000 over the course of 2008, the mistake was noticed earlier in December. The Selectboard voted at the December 9, 2008 meeting to have the Town Clerk pay back the overpayment over the course of the 2009 year and to not take anything out of the year 2008.

Discussion continued regarding the salary and benefits of the Treasurer, Barb Torian – Pam Marsh made a motion for the year 2009 to offer the Town Treasurer \$26,000 salary for 2009, (same as 2008), and to offer her the same health benefits as provided by the Town to other employees, because that was what she discussed with the Selectboard at the time the positions were split in 2007. Motion seconded by Lowell Nottingham 3 yes / 2 no

Lowell Nottingham talked about Beeman School not having enough money in their budget this year to allow for the school to pay for plowing. He wondered if the School could pay the Town to plow next year. Discussion on whether the Road Crew actually has the time to plow the School parking lot. The road crew has always done the school first thing in the morning, before the roads. Lowell Nottingham talked about Beeman School taking over cleaning Town Hall building, (except the current Town Office space) because they use the building about 80% of the time. They would like to do this when the new office and library open. However the School would not want to be responsible for any major repairs.

** The following statement was added by Selectboard Chair, Keith Hall: The fact that is left out of this discussion on splitting the salaries between Town Clerk and Treasurer at the 2007 budget meetings, is the board set the salaries as the minutes state and set health insurance at 60% of full time for the Treasurer and 0 for the Town Clerk. That was in the budget that was approved by the Town. Later both Treasurer and Town Clerk lobbied the prior board (Paul Audy, Burt Allen and Keith Hall) to give them full health insurance and / or a monetary equivalent which inflated the budget without the voters knowing of this change unless they attended the Selectboard meeting or read the minutes.**

Adjourn: 10:30 PM
Respectfully submitted:
Pam Kingman
Approved:

Keith Hall, Chair

Roger Boise

Pam Marsh

Lowell Nottingham

Pat Paquette