

Town of Alburgh
Special Alburgh Selectboard Meeting
12/15/2022
Municipal Conference Room

Present: Donna Boumil, Elliot Knight, Shawn Creller, Russell Duchaine via Zoom, Josie Henry via Teams, Donna Bohannon, Rodney James, Irving Wetherby, George Hakey, Danielle James Choiniere

Topic 1 – Call to Order

Vice Chair Russell Duchaine called the meeting to order at 4:33 PM.

Topic 2 – Town Health Care Policy Options and Employee Contributions

Donna Boumil caught Russell Duchaine up to speed on the vote on 12/12 during the regular board meeting he could not attend. The board then had voted to have three health insurance options available: silver would be 100% paid for by the town, gold would cover 100%/85% for a second person, and platinum 83%/72% for a second person. Vision and dental coverage would remain unchanged.

Town employees and any second persons currently have platinum plans 100% paid for by the town. The deadline to change enrollment with provider MVP was tonight.

There was concern by town employees they would be getting shortchanged, even penalized, especially when given only a few days' notice on key numbers they'd have to pay.

Russell Duchaine couldn't believe his fellow board members felt that way (to charge their employees an insurance contribution).

- **Donna Boumil made a motion to keep silver policy in place, change gold to be 100% paid for by the town for employee and second person. Josie Henry seconded on Teams. Vote: Donna Boumil and Josie Henry voted yes, Shawn Creller, Russell Duchaine, and Elliot Knight voted no. Motion did not carry.**

Elliot Knight didn't believe the changes were fair, believing them to be hastily done and even though he voted to approve the policy changes on 12/12, believed at the time the changes were negligible (not \$73+ dollars per week for an employee and their second person to maintain the same coverage) and wouldn't affect that many employees but that wasn't the case. This is a tight hiring market. Elliot was looking through the 2022 Vermont Municipal Compensation and Benefits Report and at least 47 towns pay 100% for employees and second person (for those towns who voluntarily submitted their benefits packages for this report).

- **Russell Duchaine motioned to maintain current coverage for the rest of the fiscal year, no alterations to their health care policy. Shawn Creller seconded. Josie Henry and Donna Boumil voted no, Elliot Knight, Shawn Creller and Russell Duchaine voted yes. Motion carried.**

Josie Henry noted via Teams in the past Russell Duchaine had recused himself due to friendship and relatives in the past. When George Hakey was hired for the highway department, Russell had recused himself because they were good friends. The selectboard had the policies well in advance but it was unknown if all members had read them.

Russell Duchaine agreed he did recuse himself regarding raises and his opinion reflected all town employees.

Some attendees mentioned choice of recusal is ultimately up to the board member.

Updated forms would be filled out and sent to the insurance point of contact.

Topic 3 – Adjourn

➤ **Elliot Knight motioned to adjourn at 5 PM. Shawn Creller seconded, all in favor. So adjourned.**

Respectfully Submitted,
Danielle James Choiniere

Zoom recording: <https://us02web.zoom.us/rec/share/JdSsIYJhwpQNhc2-6wSJE2Xq7v8OHdq3TIt5aJN2Yc7K6PaLyggqpsUAW2b0Oo7r.de7cJNyowDzDSjBe?startTime=1671139921000>

~~~ These are draft minutes not slated for approval until the next regular board meeting ~~~