

MINUTES
BRISTOL SELECT BOARD
December 2, 2013

PRESENT: Select Board Members: Don Milbrand, Joe Denning, Betsy Schneider, Janet Cote and Town Administrator Michael Capone.

Mr. Milbrand opened the meeting of the Bristol Select Board at 10:00 AM.

Review and discussion of Health Insurance Contract Requirements

The purpose of this meeting was for the Board to consider the option of offering part time employees access to the Health Care Coverage. They also planned to discuss offering insurance access to Domestic Partners. The Town Administrator suggested that they discuss each of these matters separately.

The Board discussed the matter of part time employees. Mr. Denning did not see any issues. Ms. Cote noted that it was important to establish a threshold and to be equitable. It was also noted that we should define what amount will be paid and how it will be collected.

Ms. Cote also asked if we would have to amend the personnel policy. The Town Administrator mentioned that he would confirm with Kelly, but his thought was that we would amend the personnel policy.

Ms. Cote made a motion to provide access for Health Insurance Coverage to Part Time employees who average 32 hours to 34 hours per week. The employee will be responsible for 100% of the premium which should be paid through payroll deduction to the extent allowed by law. The motion was seconded by Mr. Denning. The Board voted 4-0 in favor of the motion.

The Board then took up the matter of allowing insurance access to domestic partners. The Town Administrator read through some of the language contained in the information supplied by the Health Trust. It provided the Board with some guidance with regard to the options to consider.

One item for consideration was the matter of allowing access to both opposite and same sex partners. The Board agreed that it should be available to both.

The Board also discussed the matter of how the premiums should be paid and to whom the coverage would apply.

Mr. Denning made a motion to provide access for Health Care Coverage to same sex or opposite sex domestic partners under the terms and conditions provided for in the Managed Care Domestic Partners Rider as presented by the Health Trust. The employee will be responsible for any additional costs to include their domestic partner and other dependents not currently covered by the Town portion of their eligible plan and will have any additional premiums deducted from their bi-monthly payroll to the extent allowed by law. The motion was seconded by Ms. Cote. The Board voted 4-0 in favor of the motion.

With no further business to come before the Board, at 10:37PM Mr. Denning made a motion to adjourn. The motion was seconded by Ms. Schneider. The Board voted 4-0 in favor of the motion.

Respectfully Submitted:

Michael R. Capone

Don Milbrand, Select Board

Joe Denning, Select Board

Betsy Schneider, Select Board

Janet Cote, Select Board