

BUDGET COMMITTEE MEETING MINUTES

THURSDAY, June 6, 2019

**** For further / detailed information refer to video recordings on the SRC-TV website – Choose the “SRC-TV Streaming box”, then click on “Limerick Municipal Bldg. box.”.*

Presiding: Ed Morgan, Chairman

Members Present: Bill Jones, David Lancaster, Sue McIntyre, Ed Morgan

Members Absent: Paul Donnellan, Steve McLean, Justin Reinhartd

Selectmen Present: None

Guests: John McIntyre, resident

1. Call to order – count for quorum

The meeting was called to order at 7:04 p.m.

A quorum was established

2. Accept Minutes from Previous Meeting

Bill Jones motioned to accept the May 2, 2019 meeting minutes, seconded by David Lancaster. Vote taken. Motion passed with all in favor.

3. Review proposed Article on Healthcare Plan

The group reviewed and discussed the proposed draft Article on a Healthcare Plan as presented by the Board of Selectmen. A copy of the Selectmen’s draft proposal was distributed among the group. The Board’s proposal includes a personnel policy with a step insurance benefits package plan. The draft plan also includes a “sunset clause”. The plan, as proposed, would only apply to “full-time” employees who work at least 30 hours per week. The Town currently has eight (8) employees that are considered “full-time” and it looks like only three (3) full-time employees have stated their interest in the proposed healthcare plan. The remaining five (5) full-time employees are interested in the opt-out of \$500.00 per month which is what they are currently receiving.

Ed reminded the group that the healthcare plan should be viewed as a “long-term” issue that would help assure that the Town can procure qualified employees in the future by offering a competitive benefits package that provides a quality healthcare insurance plan. Ed expressed a concern that if this is the only Healthcare Plan that is presented to the voters in November and if it is rejected without any option, the employees may end up with no plan at all.

In view of that scenario, Ed noted that he took time to draft another potential Healthcare Plan that he felt could be presented to the voters as Option B in November. A copy of Ed’s plan was distributed among the group for discussion.

Bill felt that it was not in the scope or purview of the Budget Committee’s role to make personnel policies and that he felt that presenting another insurance plan is doing that. It is the Board’s responsibility to work on policy. Although Sue agreed with Bill, she noted that she too, would like to see another choice or option presented to the voters.

However, that option would need to come from the Select Board as Bill noted. At the same token, she also agreed with Ed, that if the Select Board's draft proposal is rejected in November, and it is the only option, the Town employees may essentially be left with no insurance plan at all. Another entire insurance plan presented by the Budget Committee could be viewed as an attempt to change the entire wording of that draft Article. Perhaps the answer is that the Budget Committee's recommendation might be to recommend a different total amount of the Selectmen's proposal? Discussion continued.

In reviewing the Select Board's draft proposal, Dave stated that he would change 2a) and replace the wording to reflect a 50% Town contribution after one year of full-time employment. He felt that a 25% employer contribution would be a deterrent for him, if he was a potential candidate for employment with the Town. He would most likely look somewhere else for employment. Bill wondered how much other Towns with a similar number of employees contribute to their employee healthcare plan. Sue replied that nationwide, it looks like the average amount contributed by all employers is about 82%. She added that the "working world" is becoming more and more competitive. Many employers are currently "crying" for employees. In looking forward to the future, if the Town wants to entice qualified employees we will need to compete with a very good benefits package, we need to "step-up-to-the-plate".

4. Other Business

No other business

Adjournment: Meeting adjourned at 7:47 p.m.

Next Meeting: July 11, 2019 at 7:00 p.m.

Respectfully Submitted,
Suzanne McIntyre
Recording Secretary