

JOHNSON VILLAGE TRUSTEE BOARD MEETING MINUTES  
JOHNSON MUNICIPAL BUILDING  
MONDAY, NOVEMBER 13, 2017

**Present:**

Trustees: Dave Goddette, Scott Meyer, Walter Pomroy, Gordy Smith

Selectboard: Mike Dunham, Doug Molde, Kyle Nuse

Others: Meredith Birkett, Brian Story, Rosemary Audibert, Troy Dolan, Melanie Mele, Hunter Thompson, Dan Noyes

**Note: All votes taken are unanimous unless otherwise noted.**

**1. Call to Order**

Brian and Gordy called the meeting to order at 6:03.

**2. Adjustments to the Agenda**

No adjustments to the agenda were suggested.

**3. Public Comment**

There was none.

**4. Employee Health Insurance Options**

Brian said the focus tonight is just on whether we are offering an additional plan. There is potential for cost savings but no potential for costs going up. He and Meredith propose offering employees access to both Blue Cross/Blue Shield and MVP health plans. Brian said MVP plans are pretty similar to BC/BS plans. This year they are available at lower cost. In the past there have been some years where BC/BS was cheaper. MVP has had some issues with out of state providers before. They have a slightly smaller network. He and Meredith don't think it's an effective use of Rosemary's time to switch back and forth between the two plans. By offering both he thinks we can stabilize costs. We might have a few employees on one plan and a few on the other. We might get some advantage by having some employees on whichever plan is cheaper that year.

Walter said he would be happy to say we will contribute a certain dollar amount and employees can go wherever they want. If MVP is cheaper an employee can get a Gold plan for less out of pocket cost.

Brian said by offering more choices there is not a real likelihood we will see costs go up. Offering more choices gives us flexibility.

Doug asked if there will be pressure on us to adjust the amount of our contribution based on plan selection by employees. Brian said it depends on how we choose to fund. We could keep our contribution pegged to the BC/BS Gold plan. Meredith said if we set a dollar figure for our contribution the employee would benefit if they chose the cheaper plan and we would not lose anything. But if an employee changes to a different plan they may have to change doctors. Walter said our commitment won't change no matter what employees do. They will decide which plan to go with. We may cover more of their cost if they choose a cheaper plan.

Meredith said the impetus for this proposal was that BC/BS rates are going up pretty significantly this year. She thinks it is wise to allow both options.

Scott asked about the administrative cost for dealing with 2 programs. Will there be an increase in time and cost? Rosemary said there will be a little. We will pay two bills instead of one each month. The increased cost, including her time, might be around \$100/month.

Brian said if the boards decide to offer MVP we will invite representatives from both BC/BS and MVP, especially MVP, to meet with employees so they can learn about the plans. There will be an 8.93% increase in BC/BS costs. The boards will have to decide how much of the increase employees will pay and how much we will cover.

Mike said he doesn't want us to get ourselves into something that will lead to more expense in the future. Brian said there is no way offering both plans would cost us more than offering just one plan. However, health insurance costs will always rise.

**Walter moved to offer both MVP and Blue Cross/Blue Shield healthcare plans to village employees for the 2018 calendar year, Scott seconded and the motion was passed.**

**Kyle moved to offer both MVP and Blue Cross/Blue Shield healthcare plans to town employees for the 2018 calendar year and the motion was seconded and passed.**

5. *Adjourn*

**The meeting was adjourned at 6:20.**

*Minutes submitted by Donna Griffiths*