

Tilton-Northfield Fire & EMS Commissioners' Meeting

Meeting Called By:	Commissioners	Date, Time:	November 8, 2010 at 17:31
Transcribed By:	Kathy Tobine	Place:	Tilton School, new Academic Building, School Street, 2 nd Floor, Room 213, Tilton

Commissioner Gallant called the Wage & Benefits Work Session to order at 5:31 PM.

Present: Commissioners Paul Auger, Pat Clark and Tom Gallant; Interim Deputy Chief Brad Ober, Administrative Assistant Kathy Tobine and Captain Greg Michaud.

Comments

Commissioner Clark commented that it was nice to talk with Kathy today and clear up some questions he had on all the information they had been given. He then asked about the Health Comparison worksheet. He wanted to know if the \$121,000 was being paid right now. Kathy replied that they are the 2011 figures.

Commissioner Gallant stated that we will pick up where we left off. Kathy has gathered information over a period of time. It is involved. It is important we all understand it before making any decisions on the budget.

Minutes

November 3rd

Commissioner Clark made a motion to accept the minutes as printed. Commissioner Auger seconded the motion. There being no discussion, vote was taken. The minutes were accepted unanimously as printed.

Health Insurance

Commissioner Gallant stated that based on the information given they are basically faced with one real factor. If they go away from LGC to another carrier, they will no longer qualify for the multiple policy discounts. That is approximately \$9,000 per year. Whenever they are looking at any numbers they need to factor that \$9,000 in.

Commissioner Clark stated he was interested in finding out what the towns are doing. Commissioner Gallant replied that Tilton pays 90% and Northfield 89.5%. They pay roughly 90% of whatever plan the employee qualifies for. If the person has a family plan they will pay 90%; if a single plan, 90%; if a 2-person plan, 90%. They pay 90% in both places. The buy back option in Tilton is \$1,500 for a single, \$3,000 for 2-person and \$5,000 for a family plan. In Northfield they pay \$1,500 for both the single and 2-person plans as well as \$2,000 for a family plan. It's important to look at buy outs from the standpoint that the Town is paying 90%. If the town was paying 10% people would be less likely to take the buyout. If they are paying 90%, that wouldn't be the case.

Commissioner Gallant asked if anyone had any questions on the chart.

Commissioner Clark stated the census data is not apples to apples. The HRA is not right. It says single (4) and family (8). There is mention of 2-person. The deductible for single is \$1,500. If you multiply that by 4, you get \$6,000. The deductible for the family plan is \$4,500

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times 8. That changes the number to \$36,000. If you use \$3,000 for the 2-person plan it changes the numbers significantly. We need to compare apples to apples. Discussion ensued about the census. Commissioner Clark stated if you are looking ahead at insuring everyone with a family plan and we want to compare LGC with Melcher & Prescott you need to use the same census data to do that. The same numbers need to be plugged into every census.

Brad stated when open enrollment occurs the census could change. Commissioner Gallant stated the analysis needs to be same for all.

Commissioner Clark stated he is leery of the HRA savings analysis. They are being told by Melcher & Prescott they are going to have a savings of roughly \$42,000. He's not sure that is actual numbers. Brad stated it was and explained. Discussion ensued. Commissioner Clark wants more definition.

Commissioner Gallant wanted to compare what they have now with LGC with Melcher & Prescott. Commissioner Clark stated they have different numbers from LGC now. Commissioner Gallant stated that if they do nothing and keep the insurance as it is the cost will be \$137,945.40 based on a 9-1-2 analysis. This is \$1,000 less than what was budgeted in 2010. We don't have that figure to compare with Melcher & Prescott. However if we look at the potential of 3-4-5 with LGC, that cost would be \$206,077.56. That is as comparable as you will get to the 4-1-3-4 premium provided by Melcher & Prescott. Discussion ensued. It was decided that they would compare what we currently have with LGC to Melcher & Prescott. Then compare what they are thinking of doing with LGC and Melcher & Prescott.

An HRA was discussed.

Commissioner Gallant stated for comparison use \$206,000 if we go with LGC. To go with Melcher & Prescott, use \$183,000. The budget last year was \$139,000. How do we bridge the gap? Commissioner Clark asked what 90% of \$183,000 was because the employees are paying 10% and we are paying 90%. That's telling people for the most part that they have coverage the same as in the two towns.

Commissioner Gallant stated he is big on not decreasing benefits. For the single guy that works alongside the guy who's married with two kids is going to get huge cut in pay. The guy next to him will have 90% of the family plan paid. Commissioner Clark stated that they could use that at District meeting when they can say it came from the firefighters that they would be willing to go 90/10 in order to get family coverage. Commissioner Gallant stated is still doesn't address what he just brought up. He is big on not cutting benefits to individuals. His point is that this is a cut in benefits. Commissioner Auger stated he doesn't feel it is. If you have a family, it's a benefit to the family. This is a benefit to the employee.

Discussion ensued about a 90/10 split. Brad said the firefighters had talked about it. They are not expecting for their medical benefits to be 100% paid across the board. The 90/10 split is decent. It is fair. However, Commissioner Gallant is correct; it is a reduction in benefits to those getting 100% paid. It is a cut in benefits. He would like them compared to Tilton and Northfield. That would be agreeable. Commissioner Gallant asked if we should be talking about grandfathering people. He feels we should cover 100% of the single plan. Brad gave several different options used by others. He recommended they run the numbers after they decide which product to buy. Commissioner Gallant stated for people currently on board they should continue to get single and should pay 90% of family. When new employees come on

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everyone should go on 90/10 split across board. Commissioner Clark stated we are looking at a substantial cost to the District. He wants to get something through that will give everyone better coverage across the board. Discussion ensued.

It was decided that the census needed to be changed. For Melcher & Prescott they will use 3 single, 3 2-person, 1 employee & child, 5 family and LGC would be 3 single, 4 2-person and 5 family. Kathy is to check with Melcher & Prescott to see if the numbers will be ok or if they will change. Run the numbers on what we do now and what the proposed would be and put them on a spreadsheet. Then email the information to the Commissioners as soon as possible. They would also like the 90/10 split reflected.

Commissioner Gallant asked if we know as far as wages are concerned if we are on solid enough ground to work the numbers for the Budget. Brad replied yes. On January 1st they will go to the closest step. They will go to the next step at their anniversary.

Commissioner Clark made a motion that Kathy prepare a spreadsheet comparing LGC and Melcher & Prescott with the plans they are looking at with the current status and also do that with the expanded coverage with the 2-person and family healthcare plans they are looking at with the census data agreed to. Then give the 90/10 split for those on the expanded plan. Commissioner Auger seconded the motion. There being no further discussion, vote was taken. The motion passed unanimously.

Long Term Disability

Commissioner Gallant asked where we were on the Long Term Disability quotes. Kathy replied that she received the quote from LGC today and is still waiting for the quote from Melcher & Prescott.

Budget

Brad passed out the Budget draft. The wages and benefits are not definite. They should start on page 3. Those should be fairly solid numbers.

Commissioner Gallant asked if they were going to be receiving the other sheet always get. Brad said in little bit. He explained he changed the sheet a little bit and explained.

Commissioner Gallant explained from page 3 on is recurring data. He then explained to Commissioner Clark how they do budget.

Commissioner Clark asked Brad to have the figures of the Step & Grade be added to draft budget. He also wants the health insurance spreadsheet.

Meeting Schedule

It was agreed the Commissioners would meet on the following dates:

Monday, November 15th at 5:30 PM to finish with the Wages & Benefits.

Wednesday, November 17th at 5:30 PM to start on the Budget for 2011.

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Other Business

Commissioner Clark asked if the ambulance was in budget. Brad said yes the rough numbers are in there. He asked how they wanted it listed. Commissioner Gallant replied that as an example to use what was done on the Chief's new vehicle.

Commissioner Clark stated that Chief Carrier had written a grant for a quint that was denied. He asked what the long term plan is. Brad said in 2011 they should figure what is in the account and decide if they are going for 2012.

The FireHouse Software will be at discussed at the November 18th commissioners meeting. Commissioner Clark asked that they be provided with any additional requirements at that time. Brad stated that was included in the Budget for next year.

Adjournment

Commissioner Auger made a motion to adjourn. Commissioner Clark seconded the motion. There being no discussion, vote was taken. Vote was unanimous.

The meeting adjourned at 7:09 PM.

Respectfully submitted,

Kathy Tobine
Administrative Assistant

Next Meeting Date, Time, Place: November 15, 2010 at 17:30. Meeting to be held at Tilton School, new Academic Building, School Street, 2nd Floor, Room 213, Tilton.