

November 7, 2016

**A Special Meeting of the Nunda Village Board of Trustees was held November 7, 2016 with the following present:**

**Mayor:** Robert Cox

**Deputy Mayor:** Fritz Amrhein

**Trustees:** Mel Allen

Darren Snyder

**Citizens:** Ronald Macomber

**Chief Water Operator/Superintendent Department of Public Works:** Troy Bennett

**Chief Waste Water Treatment Operator:** Markus Hugi arrived at 7:36 P.M.

**Laborers:** Brian Emke

Dan Strobel

**Clerk-Treasurer:** LeRoy Wood

**Mayor Cox** - called the meeting to order at 7:00 P.M.

**Roll Call:** Trustee Morgan absent

**Pledge of Allegiance led by Mayor Cox**

#### **Employee Healthcare Cost Calendar Year 2017**

Mayor Cox read aloud the Employee Policy referencing any amended, revised, or rescinded changes to the Policy must be discussed with employees at least 30 days prior to these changes being implemented.

Individual costs per employee healthcare were discussed with the total *increase* for 2017 of 10.22%. Employees stated that the current plan is working well, however there are some changes to the deductibles. The Mayor mentioned the payment breakdown to change from Village share of healthcare costs from 90% to 85 % and the employee portion to go from paying 10% to paying 15%. The Mayor also emphasized the addition of a couple extra holidays added just two years ago giving the employees additional time off.

Markus Hugi mentioned raising the water and sewer rates to offset the increase in healthcare costs and is this an option.

Brian Emke mentioned that there is \$3000.00 set aside to offset costs of healthcare over the course of a calendar year. If the total is not used can the employee get these funds back? Mayor Cox stated that the \$3000.00 set aside is not intended to be rolled over but available for costs needed over the course of the calendar year for employee healthcare reimbursements. Brian Emke stated so, if I do not use it, I lose it. Clerk-Treasurer Wood stated that the intent for these funds being available are for the use of reimbursements and not intended to be rolled over year to year. Brian Emke asked is there could be some type of healthcare savings account established? Mayor Cox stated that the funds are not there to be continually rolled over year after year. The Employee Policy states "The Village of Nunda will reimburse current full-time employees participating in the health care plan offered, at 100% for the cost of deductibles up to a maximum amount of \$1,500.00 in deductibles for an individual, and up to a maximum amount of \$3,000.00 in deductibles for a Family."

Ron Macomber stated the burden is on the high deductibles. Is there anyway of guaranteeing the employee cost stay at 15% for a while?

Mayor Cox stated we are not sure what we will need to do next year.

Markus Hugi again reiterated raising the water and sewer rates. Troy Bennett stated absolutely not. Markus Hugi stated possibly raising the tax cap or raising the water and sewer rates a small 2% or 3%. This increase could be enough to supplement healthcare costs.

Mayor Cox stated we are looking at all costs. Trustee Snyder stated we are looking at raises, we do not want to see anyone lose money.

Troy Bennett reiterated that he did indeed give up a \$1.00 an hour pay raise to hire Daniel Strobel and that is why he is where he is on the pay scale.

Trustee Allen stated it is hard to sit here and tell you that it will cost you more. Mayor Cox stated we are doing the best we can.

Troy Bennett asked if we are going to be paying 15% now, can I get what we will be paying then. Clerk-Treasurer Wood stated of course.

**Resolution No. 2016-139**

**BE IT RESOLVED** that the Nunda Village Board of Trustees approve the 2017 Health Care Employee Benefits Package and change to the Employee Policy as follows:

2017 Health Care – Village of Nunda  
Excellus SimplyBlue Plus Silver 2

The Village of Nunda will cover the cost of insurance premiums for current full-time employees participating in the healthcare plan offered as follows: *85% Village pays, and 15% to be paid by all full-time participating hourly employees.*

In addition, the Village of Nunda will reimburse current full-time employees participating in the health care plan offered, at 100% for the cost of deductibles up to a maximum amount of \$1,500.00 in deductibles for an individual, and up to a maximum amount of \$3,000.00 in deductibles for a Family.

All part-time employees and/or members of the Nunda Village Board of Trustees may enroll in the health care plan offered during open enrollment. Participants will be responsible for 100% of the health insurance premium cost and are not eligible for reimbursement of deductibles by the Village of Nunda.

Any full-time employee not participating in the Village offered health care program must sign a waiver indicating they have health care coverage elsewhere and provide proof of such coverage.

Compensation in the amount of \$5,000.00 for a **family health care coverage plan** in lieu of insurance premiums will be paid on December 31<sup>st</sup> to the employee provided the employee has not joined the Village's health care insurance plan during the year and is still employed by the Village. (2015)

Compensation in the amount of 30% of the approved Village health care insurance plan for a **two person and single person health care coverage plan** in lieu of insurance premiums will be paid on December 31<sup>st</sup> to the employee provided the employee has not joined the Village's health care insurance plan during the year and is still employed by the Village. (2015)

The motion was made by Deputy Mayor Amrhein, seconded by Trustee Snyder. Carried 4-0.

**Other Business**

Ron Macomber requested to start paying a portion of his healthcare to the Village in order to prolong the coverage he is receiving through the Village at this time. Mayor Cox stated that would be acceptable.

**Adjournment**

With no further business to be discussed, the motion to adjourn was made by Deputy Mayor Amrhein at 8:19 P.M., seconded by Trustee Allen. Carried 4-0.

Respectfully submitted,

LeRoy J. Wood  
Clerk-Treasurer