

## **January 22, 2015 – Special Meeting**

**A special meeting of the Lincoln Water Commission was held on January 22, 2015 at 10:00 a.m.**

**Commissioners present were Frederick Conklin, Rene Lapierre, George Hadley, Edward Fox and Eric Fox. Also present were Superintendent Romeo Mendes and Maureen Smith. The meeting was called to order at 10:00 a.m. by Chairman Conklin**

### **Health Savings Accounts**

**Superintendent Mendes presented a healthcare comparison to the Commission. The comparison was with the current health care plan vs. a healthcare plan with a high deductible and Health Savings Account (HSA)**

**Language in the current Union contract allows for exploration of health care plans to try to lower costs for the employee and employer.**

**The language reads as follows: “During the term of this agreement, the parties shall continue to meet and confer for the purpose of investigating less expensive but equivalent alternatives to the existing health care plan as set forth in the attached benefits summary Addendum A which shall include, but are not limited to, alternatives with either a Health Savings Account feature or a Health**

**Reimbursement Account feature. In the event the parties agree to any such equivalent alternative, it shall become the health care plan provided by this agreement. However, in the event the parties do not agree to any such equivalent alternative health care plan, then the health care plan as set forth in the attached benefits summary Addendum A to this agreement shall continue to be the health care plan provided by this agreement.**

**Employees shall be required to contribute as a co-share, twenty percent (20%) of the cost of said healthcare premium.**

**Questions raised regarding changes to the current health care plan are as follows:**

- 1. Do any changes to the current health care plan need to be coordinated with the Town?**
- 2. Does the employees contribution to an HSA count towards the twenty percent (20%) co-share contribution towards the healthcare premium or is the HSA an additional expense of the employee?**
- 3. Will the Commission front load the employees HSA and have the monies returned through payroll deductions?**
- 4. Will an HSA healthcare plan be an option to the current plan provided or will this replace the current health care plan?**

**Commissioners requested this be placed on the February agenda for further discussion.**

**Employee handbook – Policies and Procedures Review and**

## **Finalization**

**Commissioners reviewed the final changes for submittal to Paychex to upgrade the current employee handbook.**

**Motion to submit changes to employee handbook to Paychex for review and updating passed unanimously. (GH-RL)**

## **ADJOURN**

**There being no further business before the board the meeting adjourned at 11:00 a.m.**