

TOWN OF MARLBORO
REGULAR SELECTBOARD MEETING
Thursday, March 22, 2012

ATTENDANCE:

Present were select board members Craig Hammond, chair; Andrea Livermore and Pieter van Loon. Also present were Linda Peters, Town Treasurer; Adam Gebb, Chair of the Conservation Commission; Glenn Herrin, Emergency Management Director; David Elliott, Road Foreman; and Marcia Hamilton, Select Board Assistant.

CALL TO ORDER:

The meeting came to order at 4:30

APPROVAL AND SIGNATURE OF PAY ORDERS:

The Board opted to start with some scheduled matters and eventually approved and signed pay orders.

SCHEDULED AND UNSCHEDULED TIME:

No member of the public was present during the unscheduled open public comment period.

Linda Peters provided an update on the monies received from the FBI for the lease of the tower at Hogback which is now determined to be on Ed Metcalfe's land. Craig Hammond will inquire of Bob Anderson or Dan MacArthur about the history of tower payments paid to other entities with which they were associated prior to town ownership.

Linda Peters and Andrea Livermore reported on their recommendations regarding employee health insurance benefits. The Board voted to adopt the policy recommendations and to implement them for all applicable and eligible employees effective April 1, 2012. The policy is at the end of this document.

Adam Gebb provided an update on the Conservation Commission's activities with regard to wildlife crossings of town roads and Route 9. He reported that Windham Regional Commission created a Proposed Wildlife Crossing Overlay to the map depicting Marlboro's Town Plan land use designations. He stated there would be a meeting at Marlboro Elementary School on March 29 at 7:00 p.m. entitled Planning and Zoning for Wildlife.

Glenn Herrin presented his quarterly update of activities and events and schedule of upcoming events. He outlined the training pay policy. There was discussion of the role of the select board, which is to oversee incident command in terms of decision making. Marlboro will follow the Incident Command System and the select board is responsible for town policy. There is no longer a deputy EMD, a role that Craig Hammond filled after the death of Jack Horton. Glenn Herrin stated that by next fall the Red Cross community shelters will be identified.

There was brief discussion about the Neighborhood Network program. People are still needed to create the initial committee to identify those in the neighborhood who would take action to assist in each neighborhood during an incident that would call for such action. Discussions will take

place soon to create a plan. Neighborhoods have been identified and are shown on a town map along with other related information on the town web site at <http://marlboro.vt.us>.

David Elliott reported on road conditions. He said the conditions range from dry to soupy but he has been able to keep up with improvements as the roads dry out. Craig Hammond asked about Bridge #7 on Augur Hole Road near Alcan, and how to proceed clearing the debris pile and riprap. David stated there are two different mitigation funding sources with certain eligibility criteria.

APPROVAL OF MINUTES:

The board approved the minutes of the regular meeting of 03/08/2012

OLD BUSINESS:

The Board signed the Agreement for Professional Services with Southern Vermont Engineering to locate the tower and provide a certification as to the location of the tower. The Board also signed a letter to the Federal Bureau of Investigation to request the lease for the tower be transferred to Hogback Properties LLC, Edward Metcalfe, Jr.

The Board appointed certain additional town officials, as shown at the end of the minutes.

The Board postponed discussion until the next meeting of Animal Control: Report About Animal Control Officers in Surrounding Towns. With regard to the upcoming training program of Animal Control Officers in Bennington and Windham Counties, the board had requested Clarence Boston be contacted to rank the topics since he likely would take the training. This ranking will be submitted to JoAnn Nichols of the Vermont Humane Federation as requested. Craig Hammond also stated he wished to rank the topics and he will send his information independently.

Andrea Livermore will study review the VLCT model policies regarding use of town property by private individuals liability for allowing private functions on town property. She will bring her findings to a future select board meeting. Marcia Hamilton will contact Jim Levinson and make sure he knows to hire a caterer or other licensed provider to serve the liquor, if it is to be offered and that he needs to secure private event insurance through his insurance carrier in order to use the Muster Field for his event.

NEW BUSINESS:

The Board tentatively set Thursday, March 29, with John Alexander of District 2 of the Agency of Transportation to discuss the Annual Highway Budget pending his confirmation.

Craig reported he spoke with Hal Himmelstein about Hal's concern with tree tapping on the Bishop Lot on Grant Road.

The Board signed the Excess Weight Permit for Derrig Excavating, Inc.

INFORMATION ITEMS AND MAIL:

Nora Wilson's memo to the Board indicated Wylie Carlisle will not be doing the lawn care and she suggested Karla Bills or David Johnson. The Board asked Marcia to contact Karla Bills to determine her interest and availability. Karla Bills indicated interest and will contact the Town Office for details.

The Board signed a Grant Amendment for services between the State of Vermont Agency of Transportation and the Town of Marlboro for a modification of a date.

The Board changed the start time for meetings from 6:30 to 6:00 and the next select board meeting will be at 6:00 p.m. Thursday, April 12, 2012.

ADJOURN:

The meeting adjourned at 8:10 p.m.

Respectfully submitted,

Marcia L. Hamilton, Select Board Assistant

Contribution towards Health Insurance coverage when employees are covered on a policy outside of the town.

Policy recommendation:

The town of Marlboro wants to ensure that within the town's means that benefits eligible employees and their families are covered by health insurance. Annually, in keeping with plan anniversary date requirements, the select board will review plans available and their costs and will adopt a plan for the year based on resources available to the town.

When a benefits eligible employee is covered under the plan of another (spouse or partner) and as such opts out of the town's plan and when that family is required to make a financial contribution towards the cost of the partner's plan, the town of Marlboro will contribute to those costs as follows:

The town will make a financial contribution to the employee in an amount up to but not to exceed the cost to be incurred during the same year for the town's contribution to a single person health insurance premium offered by the town. If the employee contribution to the outside plan is of a lesser amount, then the town will reimburse the employee for that amount, understanding that the point is to ensure that benefits eligible employees have health insurance coverage, and that this is not financial compensation. Proof of the amount that the family is contributing must be supplied by the employee to the town. Payments will be made to the employee at the end of the month, on a monthly basis. These payments will be taxed.

Health Savings Accounts

HAS's HSAs are made available to benefits eligible employees with high deductible plans. This is the only allowable use of an HAS HSA. The accounts are intended to help subscribers budget the costs of the high deductible. The accounts should be considered as a part of the plan and not an independent benefit.

Employers often make contributions to ~~HAS's~~HSAs, as Marlboro has opted to do to offset the cost of the high deductible to employees in exchange for the significantly lower premium rates of high deductible plans. Contributions are pre tax and come with stipulations re: use of the funds. Regulation (IRS) dictates that this is the only use for ~~HAS's~~HSAs. The town and employees with HAS's can contribute annually up to a total ceiling defined by the IRS. The stipulations for use of funds and ceilings for annual contributions can be found at <http://www.irs.gov>.

Currently Marlboro will contribute 75% of the employee deductible amount to their ~~HAS~~SHA. Contributions will be made to the account on a quarterly basis. The percentage will be reviewed and approved annually based on plan choice and the fiscal condition of the town. Payroll deduction and lump sum contributions are allowable. The account is the property of the employee and stays with them even after leaving the employ of the town.

ADDITIONAL ANNUAL SELECT BOARD APPOINTMENTS

- Frances Marbury, Planning Commission, 4-year term, exp 2016
- Edith Mas, Planning Commission, 4-year term, exp 2016
- Robin White, Service Officer, 4/15/12 – 4/14/13
- Emily Kunreuther, Windham Regional Commission Rep, 1-year term, exp, 3/31
- Edith Mas, Windham Regional Commission Rep, 1-year term, exp 3/31
- Sally Andrews, Senior Solutions Representative, 1-year term
- Emily Kunreuther, Senior Solutions Representative, 1-year term

Still Pending

?Tony Gordon, Development Review Board Member, 3-year term, expires 2015

?Steve John, Development Review Board Alternate, 1-year term, expires 2013

?Matthew Tell, Development Review Board Alternate, 1-year term, expires 2013