

**TOWN OF DEERPARK
TOWN BOARD MEETING
MONDAY, DECEMBER 27, 2010**

Meeting was held at Town Hall, 420 Route 209, Huguenot, New York 12746

Attendance

Supervisor: Karl Brabenec

Councilmember's: Gary Spears, Arthur Trovei, David Hoovler, David Dean

Attorney: William Bavoso

Invocation: Arthur Trovei

Pledge of Allegiance: Gary Spears

Call to Order at 5:07 p.m.

Additions or Changes to Agenda – None

Old Business

Supervisor Brabenec opened with the consideration of Resolution 48 of 2010 – Defining Labor Terms in the Personnel Policy. He spoke of the recent changes in the town's personnel position from full-time to part-time. They have discovered however, with the Orange County Human Resources and the Town Attorney that there wasn't a clear definition as to what full-time and part-time policy was according to the current Personnel Policy. Also, there was no real definition of terms and conditions on health benefits with regards to who gets them and how many hours do you have to work to merit them, etc. So, they have drafted a resolution to amend certain sections of the Personnel Policy, which he read.

Motion to Approve Resolution 48 of 2010 – Amendment to Personnel Policy Regarding Full Time and Part Time Status

Motion by Karl Brabenec, 2nd by Gary Spears to approve Resolution 48 of 2010-Amendment to Personnel Policy Regarding Full Time and Part Time Status as presented.

Discussion: Councilman Trovei inquired about the meaning of 'coverage may be provided for eligible spouses and dependent children as defined by the plan description' and Mr. Bavoso answered if the plan permits it. Supervisor Brabenec stated that Empire Insurance is the carrier. The Town could choose the medical insurance carrier, which is something to consider that was not included in this resolution. This option would allow choosing a different health care provider. The current resolution could be amended to include wording like 'the Town Board retains the right to choose the health care provider'. Discussion continued about the costs allowed to pay for health benefits and whether they should put a cap on it. The Supervisor stated that currently a family health care plan under Empire is \$18,000 a year, which is \$1,500 a month. An individual plan is \$700-800. NYSHIP offers two tiers in their plan. Insurance plans involve two tiers and three tier plans. Insurance costs were figured differently with different carriers, and being able to select one that offered better options was apparent. Those affected by this conversation would be the Town Supervisor, Town Clerk, Assessor and Highway Superintendent. A meeting with these people and an insurance representative from another carrier would be necessary. They could ask questions, find out what doctors are covered with a different plan and it could happen in the next month or so. In trying to save money, they would have to go to Section G of the Personnel Policy to make a change, stating the Town Board retains the right to choose the Insurance Provider. Discussion continued about the various aspects of the insurance costs and options to manage costs. Discussion also ensued about setting a cap with a financial amount or a percentage amount. Due to previous boards not putting any money aside for these benefits, they are dealing with these decisions. The Supervisor mentioned preliminary numbers indicate saving anywhere from \$1,500 to \$2,000 a month if all four employees go with MVP insurance rather than Empire. It would be a maximum of \$24,000 a year, which is big. In regards to the full family plan with the deductibles being covered, they would save about \$1,500 a month. The plans differ and if the deductible was not covered they would still save about \$300 a month by making a switch with insurance carriers. The board would need to look at this further. The possibility of future negotiations with both Highway and Police might be able to offer insurance covering the deductibles because they chose a better plan. The plans could be changed with a different carrier as in changing a family plan (for a couple) to an individual plan (for each individual, though married), which could be a cost savings. Supervisor Brabenec asked if he could meet with the representative of MVP Insurance in regards to coverage, doctors, etc. They all agreed they wanted the right to choose a better cost effective insurance carrier.

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Motion to Amend Resolution 48 - Amendment to Personnel Policy Regarding Full Time and Part Time Status

Motion by Karl Brabenec, 2nd by David Hoovler to amend Resolution 48 of 2010 – Amendment to Personnel Policy Regarding Full Time and Part Time Status to add number 11, Section G under 4.1.7 of the Personnel Policy, which would say the Town Board retains the right to designate the Town’s Health Insurance Provider to change said provider from time to time and reserves the right to require employee contribution at any future date.

VOTE: 5 AYES: Gary Spears, Arthur Trovei, David Hoovler, David Dean, Karl Brabenec

MOTION CARRIED

Supervisor Brabenec directed the Board back to the original question to approve Resolution 48 - Amendment to Personnel Policy Regarding Full Time and Part Time Status with the approved amendment of number 11, Section G under 4.1.7 with roll call.

VOTE: 5 AYES: Gary Spears, Arthur Trovei, David Hoovler, David Dean, Karl Brabenec

MOTION CARRIED

Supervisor Brabenec wanted to state for the record that the resolution was reviewed by both Bill Bavoso, Town Attorney and the Labor Attorney, Stu Waxman and the Commissioner of Orange County Human Resources, Steve Gross and the Director of Orange County Civil Service, Diane Hayden and they all said it was good and proper. He will add it to the Personnel Policy and will make sure that each employee gets a revised copy of the Personnel Policy and each employee going to part-time will be getting a letter with all the terms and conditions.

Motion to Adjourn at 5:34 p.m.

Motion by David Hoovler, 2nd by Gary Spears to adjourn the meeting a 5:34 p.m.

VOTE: 5 AYES: Gary Spears, Arthur Trovei, David Hoovler, David Dean, Karl Brabenec

MOTION CARRIED

Submitted by,

Florence T. Santini
Town Clerk