

Minutes

Village Board of Trustees

November 23, 2015

A **Special Meeting** of the Village of Horseheads Board of Trustees was held on the above date at 2:00 p.m.

Present were:

Village Board and Staff

Mayor Don Zeigler
Trustee George Koliwasky
Trustee Mike Skroskznik
Trustee Brad Lytle
Village Attorney John Groff

Clerk-Treasurer Sharron Cunningham
Manager's Asst. Rachel Baer

Absent

Trustee Ron Swartz

Others Present

Louise McIntosh, Renwick Lane
Dave Reynolds, Matthews Cir.

Resolution by Trustee Skroskznik, seconded by Trustee Koliwasky

WHEREAS, the Village of Horseheads, like many employers, has a practice of providing health benefits, including forms of medical health insurance with dental and vision coverages, to its employees while so employed and their families as well as certain benefits to retirees, and

WHEREAS, effective January 1, 2014 the Village provided these benefits through enrollment and participation in the Excellus Blue Cross/Blue Shield SimplyBlue Plus Silver 4 High Deductible Health Plan, dental benefits plan provided by SunLife, and vision benefits plan provided by Davis Vision, and

WHEREAS, the Village fully funded the Simply Blue Plus Silver 4 deductible (single \$2200, family \$4400) through the use of a Health Reimbursement Account (HRA), and

WHEREAS, the actual features of the Simply Blue Plus Silver 4 Plan are determined and fixed by Excellus Blue Cross/Blue Shield, and

WHEREAS, Excellus BC/BS has mandated a plan change for 2016 which among other things establishes an employee co-insurance feature of 15%, and

WHEREAS, this Board recognizes that the above noted change will have a financial impact on Village employees, and families and certain retirees, and

WHEREAS, a majority of the voting members of this Board will leave office December 7, 2015 and do not wish to take financial actions regarding this subject which will be considered to be detrimental to the interests, goals and objectives of the incoming Mayor, Trustees and Board, and

WHEREAS, the incoming Mayor, Trustees and Board have been consulted regarding the subject of this resolution and, after having been fully informed have given their support to the following resolution.

NOW THEREFORE BE IT RESOLVED, that for the calendar 2016 only the Village will seed or pre-fund the Health Reimbursement Account of its current full time employees, professional part time employees, while so employed, and their spouses, children and families in the amount of: Single - \$2700, Family - \$4900 effective January 1, 2016, and be it further

RESOLVED, that to the extent that this resolution conflicts with prior resolutions of this Board regarding the subject hereof, such prior resolutions shall be deemed amended and superseded

Mayor Zeigler - I brought Louise into this decision since it will affect her going forward. Do you agree with this decision?

Louise McIntosh - absolutely.

Trustee Koliwasky - This is a good move. I look at increased costs of insurance. And I guess since this is just a one year deal, employees have to realize they will have to start assuming some responsibilities for this. Employees are questioning what to do if someone has catastrophic medical expenses. But if we keep doing this what happens to the Village in a few years. Will it bankrupt us.

Brief discussion ensued.

Roll Call Vote:

Mayor Zeigler	Aye
Trustee Koliwasky	Aye
Trustee Skroskznik	Aye
Trustee Lytle	Aye

As there was nothing further to come before the Board, the Special Meeting was adjourned at 2:07 p.m.

/rmb