

Town of Rumney  
Health Insurance Meeting  
May 31, 2012

Selectmen Present: Mark Andrew, Cheryl Lewis, Ed Haskell

Secretary: Janet Sherburne

At 12:15pm the board met with the full-time employees to discuss changes in the health insurance beginning July 1, 2012.

The board explained how they came to the decision to make changes in the insurance plan. Based on comments from residents at town meeting and at selectmen's meetings soon after town meeting, the board felt they needed to look at options. The board reviewed 15 different options and their goal was to find a reasonable plan for the employees and to also control costs to the town and taxpayers. The current policy would have increased approximately 13.4% on July 1<sup>st</sup>.

After reviewing the options, the board agreed on a new plan and also unanimously agreed to increase the employee's contribution for health insurance to 8% on July 1, 2012.

Some employees were unhappy with what appears to be cost shifting to them and feel that the change from 6% - 8% is unfair. It was their understanding that the increases would occur once a year and this is the second increase this year. The Board believes they are following the input of the Town of Rumney residents by shifting a small amount of the costs to the employees. The board also feels that given the level of health insurance coverage the employees will still have and the financial hardships of many residents, the 8% share is fair.

Employees also expressed concern over the short notice given to them of the increase and felt they should have had more input on what the board was considering for a plan. The board conceded that they possibly should have provided more notice but also reminded employees that this was discussed at public meetings where all opinions are encouraged and valued and also reminded them to review the minutes of meetings that are posted in the office and on the town website.

The employees asked the board that when comparing Rumney to other towns, they also compare wages, benefits, holidays etc., not just the amount the employee contributes to health insurance.

At 1:00 a representative from LGC met with the board and the employees to review the coverage provided by the new plan and answered questions the employees had.

Respectfully submitted,

Janet C. Sherburne