TOWN OF CHINA

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Select Board Meeting
Monday – 10/30/2017 – Town Office Meeting Room
6:00 P.M.
(Postponed to 10/31/2017 at 6:30 P.M., then to November 1, 2017)

Minutes

The Chair opened the meeting and welcomed all in attendance at 7:00 p.m. Board members present were Irene L. Belanger, Jeffrey LaVerdiere, Neil Farrington, Ronald R. Breton, and Joann C. Austin. Others present were Anne Wright, Max Lynds, Wayne Chadwick, Robert MacFarland, Gary Cummings, Kevin Rhoades, Lynne O'Connor, Jen Chamberlain, Kelly Grotton, Julie Finley, Shawn Reed, Becky Hapgood, Mary Grow and the Town Manager. All present recited the Pledge of Allegiance to the American Flag.

The minutes of the 10/16/2017 Select Board meeting will be presented at the next regular meeting.

On a motion by Selectperson Ronald R. Breton and a second by Jeffrey R. LaVerdiere, the Board voted 5-0 to accept and sign China Payroll Warrant #24 for $23,846.07 as presented. On a motion by Selectperson Irene L. Belanger and a second by Selectperson Ronald R. Breton, the Board voted 5-0 to accept and sign Town Payables Warrant #25 for $115,623.69 as presented.

Unfinished Business:

- **Organization Reports/Transfer Station Coordinators/Other Reports: HHW, Drug Take-Back and Shredding Initiatives, Thurston Park, RSU#18:** Selectperson Irene L. Belanger reported the on the current events relating to respective organizations.
- **Health Care Benefit Conversation – Heidi White, introduction by Selectperson Jeffrey R. LaVerdiere:** Selectperson Jeffrey R. LaVerdiere had been expressing that he wanted to have someone from F. A. Peabody Company, Heidi White, to make a presentation on options for the town's health insurance benefit offering. Ms. White was not able to attend the meeting and consequently had Max Lynds, vice-president for Life and Benefits in the F. A. Peabody Company, present for her. Selectperson LaVerdiere felt that there could be cost savings realized from competitive alternatives. The town administration and employees had also been discussing the options available to them in health insurance benefits with a focus on "bending the curve" on the increases in premiums to the town. The administration had asked Anne Wright, Director of the Maine Municipal Employees Health Trust Services, to also attend the meeting to present health insurance benefit options and also to respond to any questions by the Select Board. The motivation by Selectperson Jeffrey R. LaVerdiere and the town administration and employees has been to reduce costs to the taxpayers while not compromising town employees' benefit quality and costs of care. Selectperson Jeffrey R. LaVerdiere commented that if a different health insurance policy cost employees additional funds out of pocket, then the town would reimburse the employees for those additional costs. He went on to say that this would be a way to reduce premiums employees and also reduce the health care benefit cost to the town.

  The conversation covered many facts associated with policy offerings and respective associated costs and

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savings projections. The conversation thoroughly covered such items as co-pays, deductibles, co-insurance, health reimbursement arrangements, health savings accounts, vision and dental benefits, prescription medication benefits, life insurance, in network and out of network providers, individual, small group and large group cost scenarios, and individual and dependent rates for coverage. The Town Manager estimated that the recommended change proposed by the town administration and employees would save taxpayers approximately $23,000.00 in the 2018-2018 budget. He also said that there is a general expectation that rates in 2018-2019 will increase, two to six percent for the health insurance plans I the Maine Municipal Health Trust offerings (large group/self-insured), fifteen to eighteen in the private small group plans, and approximately 30% in the individual plans. Following this discussion, the Board proceeded into executive session to discuss personnel negotiation of benefit issues. (See below for the Executive Session minutes).

New Business:

- **Public Comment:** Mr. Wayne Chadwick asked questions and commented about health care benefits for town employees.
  Selectperson Jeffrey R. LaVerdiere noted the shortage of items at the China Food Pantry and that also the potential need for volunteers.
  Selectperson Jeffrey R. LaVerdiere commented about the traffic safety issues at the intersection of the Alder Park and Dirigo Roads and Route #3.
  Selectperson Joann C. Austin asked the Board to consider replacing the damaged panels to the "Welcome to China Sign" with panels similar to the ones damaged, that is, not to change the sign.
- **Policies and Procedures:** The Board will continually review policies and procedures with the intent of updating any and all that need attention.
- **Appointments – :** On a motion by Selectperson Joann C. Austin and a second by Selectperson Irene L. Belanger, the Board 5-0 to appoint Officer Allen to the China Police Department. On a motion by Selectperson Irene L. Belanger and a second by Selectperson Joann C. Austin, the Board voted 4-1(Breton) to resign the appointment documents for Tom Michaud to the At-large position on the China Planning Board.
- **Executive Session Pursuant to Title 1 M.R.S.A. Section 405 Executive Sessions (6) (A) (Personnel), Compensation):** On a motion by Selectperson Ronald R. Breton and a second by Jeffrey R. LaVerdiere, the Board voted 5-0 to enter into Executive Session pursuant to **Title 1 M.R.S.A. Section 405 Executive Sessions (6) (A) (Personnel)** at 7:54 p.m..

  On a motion by Selectperson Ronald R. Breton and a second by Jeffrey R. LaVerdiere, the Board voted 5-0 to come out of executive session at 8:30 p.m. and resume the regular meeting.

  On a motion by Selectperson Ronald R. Breton and a second by Selectperson Irene L. Belanger, the Board voted 5-0 to accept and sign the amendment to the town's Personnel Policy titled, Personnel Policy Amendment, Health-Dental-Other Insurance Benefit, October 30, 2017 as amended, with the health insurance policy changes recommended in the amendment to become effective/implemented 01/01/2018. The wording for the amendment to the change in the Personnel Policy is to include "future employees may be offered a different health care benefit package".
- **Personnel Policy Amendments – Consideration:** This item will be discussed at a later SB meeting.

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Manager's Communications (Non-Action Items):

- **TIF Information/Conversations:** The Board agreed to have this item on the agenda for continued conversation and clarification. Mr. Tom Michaud will provide the Board with periodic updates on the Causeway Road Bridge replacement initiative at Board meetings.
- **Strategic Planning Session – Next Steps:** This appears on the agenda for potential discussion as other projects in the planning process mature.
- **China for a Lifetime Committee Survey:** The Town Manager provided the Board with an update on the most recent initiative of the Committee. He said that a Committee drafted survey has been widely distributed in town and that the deadline for submittal of the completed survey is November 30. Significant prize incentives are being offered in a drawing for participation in the survey.
- **Meeting Announcements:** – The respective dates, times, and places of committee meetings were announced, e.g. Broadband Committee, China for a Lifetime Committee, TIF Committee, and Transfer Station Committee. The Town manager noted that the emergency services groups would be attending the nest meeting to discuss the new stipend policy included in the Memorandum of Understanding executed between the Board and Chiefs of the respective departments.
- **Recognition of Service:** The Board wished to recognize Selectperson Joann C. Austin's years of service. She has devoted approximately 25 years in service to the town as a Select Board member and a person on various committees over the years. The Board recognized this meeting as Joann's last official meetings and they collectively expressed gratitude for all of her "service to others". The Board agreed to have a formal recognition event on Friday, November 10, 2017 between 3:00p.m. and 5:00 p.m. at the China town office. People who served with Joann on various Select Boards and committees along with some good friends will be invited.
- **Foreclosed Upon Property 619 PVRR:** The Town manager updated the Board on the status of the property. He noted that the town attorney will be sending an informal communication to the former owner, who is residing in the property, that she needs to vacate the property. This informal communication will precede a more formal and legal communication that obligates the person living in the dwelling on the property to vacate the property by a certain date. The Board expressed that it did not have any alternative. Selectperson Ronald R. Breton said that the Board had already made a formal commitment to proceed with the foreclosure process. Selectperson Jeffrey R. LaVerdiere said that he had contacted relatives of the former owner to solicit assistance and has not heard from anyone. The Town manager noted that he spoke personally with the former owner and said to her that the town is obligated to move forward. Another update will be provided to the Board at the next regular meeting.

In other business:

On a motion by Selectperson Irene L. Belanger and a second by Selectperson Jeffrey R. LaVerdiere, the Board voted 5-0 to approve of the replacement of two doors with one larger door at the town's public works garage. The cost was estimated to be $18,000 for the change.

On a motion by Selectperson Ronald R. Breton and a second by Selectperson Jeffrey R. LaVerdiere, the Board voted 5-0 to authorize the Town manager to continue with the trade-in of the Ford 550 with an amended trade-in value. The Town Manager reported that the vehicle had an

engine performance concern with an indication of possible failure. There had been several opinions about the condition of the engine. Selectperson Jeffrey R. LaVerdiere expressed that it might be good to consider appropriating an additional $30,000 and purchase a larger tandem plow truck with added equipment.

The Town manager noted the foul smell at both of the entrances to the town office. He noted that he was going to have someone do research into the concern in hopes to mitigate the odor. The Board did not have any objection.

There was discussion about further improvements to the lower entrance to the Old Town Hall. The Board approved of having an 8'X12' overhead roof in the entry area to the building.

Selectperson Ronald R. Breton acknowledged the upcoming election and expressed good wishes to the new Board and said that he would be happy to be re-elected and serve the resicents of the town of China.

On a motion by Ronald R. Breton and a second by Selectperson Joann C. Austin, the Board voted 5-0 to adjourn at 9:05 p.m.

Respectfully submitted,

Irene L. Belanger

Irene L. Belanger, Secretary
China Select Board