

Special Meeting

December 6, 2007

12:00 P.M.

Present: Supervisor Newlin; Council Members Bax, Edwards & Palmer; Confidential Sec. Cich & Town Clerk Brandon.

Excused: Councilman Johnson.

The Supervisor opened the meeting at 12:15 p.m.

Item #1: Approval of the 2008 Base Health Plan.

Newlin stated that Barbara Cich will explain the plans as presented.

Cich: Basically for the Town of Lewiston non union employees who are in the cafeteria plan and part of it is that we offer to them coverage. We dropped Community Blue II as it was too expensive. But, we do offer Community Blue III; Independent Health Encompass C; Independent Health Flex Fit Select and Univera Solutions for our employees to choose from. What the Board will do is choose a plan as it has in the past as our base plan and that is the amount of money that each employee gets for his health coverage. Also included in that amount would be their flex money. It is \$400 per year for single & \$500 per year per family. So what you do is take the cost of the base plan for example CB III and you would add the monthly flex. The monthly flex is 1/12th of either \$400 or \$500. That's what the employee has to spend on their health coverage per month. If they choose anything more expensive it is an out of pocket expense. I spoke with Jerry Mann from Benefits Management Group about 2 other plans, NYS Empire Plan which he said is very expensive for what it offers and the Univera Advantage Plan which wasn't that much different but only has a \$1000 drug cap.

Newlin: We had Community Blue before but the price went up so much last year. I met with Jerry Mann and we went over some real options and I think it saved us about \$16,000 last year alone. Next year it will save us more. Right now the lowest is IH Flex Fit Select and if we select that we would make that the town base plan and then everybody would be entitled to that amount but they could still choose CBIII etc. and make up the difference.

Edwards: So, if an employee opts to not use these plans we give them the money in-kind?

B. Cich: They get a buy out which is for non-union employees of \$1000.00. They have to prove that they have coverage.

Bax asked if this IH Flex Fit Select was provided last year.

Cich: Yes, that was the base plan last year. Previously it was IH Flex but they came out with Select which has higher co-pays and higher hospital deductions but it costs less for the Town. Basically, most employees stick with one plan and if they want to change they can fill out an open enrollment form.

Palmer stated that when we put together our new employee health plan in Niagara Falls, we learned that the biggest driving factor behind the premiums is the co-pay on prescriptions. That seems to be the one thing that costs them the most money.

Edwards asked what is the co-pay difference between IH Encompass vs. IH Flex.

Cich: The Encompass is \$5, \$15 & \$30. The Flex is \$10, \$20 & \$35. The majority of employees have IH Flex Fit Select. The CSCA group at the treatment plant has CBIII as their base plan which is in their agreement. They don't get their health plan through the union. They take an average of what the teamsters is and CBIII and then they have the average of those two.

Bax: Isn't there an advantage in joining a larger group within the county who contract with one of these?

Palmer said they found strength in numbers and maybe with another municipality.

Edwards said by looking at the numbers, this is a pool of municipal workers throughout the county.

Palmer: We were trying to use our numbers to negotiate the best deal we could with these companies and it really worked. It was amazing how different the number became once we pooled our resources.

Bax MOVED to select IH Flex Fit Select for the non-union employees with a Single Plan of \$371.51 & \$947.51 Family. Seconded by Edwards.

Newlin: I will be abstaining since my wife works for Independent Health.

On the Motion: Bax, Edwards & Palmer Aye. Newlin Abstain. Motion carried 3-0-1.

Item #2: Declare Lead Agency on Local Law Amendments re: Stormwater Management.

Newlin: We discussed this at the last board meeting but neglected to declare ourselves lead agency. We did give our approval and set a public hearing for December 27th.

Palmer MOVED that the Town of Lewiston be declared the Lead Agency on the Local Law Amendments regarding Stormwater Management. Seconded by Bax.

Edwards: I did read the stormwater plan and this is an extensive plan and it will be a little costly. We will have to have annual inspections of water separators, retention, detention ponds and monitoring our outfalls. We don't have it funded currently so we are going to have figure out a way to fund it.

Newlin said he believed it was a state imposed mandate and so we probably cannot not do it.

Edwards: I think it is all needed and I agree with it totally. But, I am caught without knowing that in 2008 we are going to have to come with somebody to do all of these inspections. Also, if the gas station or a small factory doesn't have an oil/water separator that burden will fall on them and they are going to have 6 months to make a remedy or they will be out of business. Tim Lockhart has the sanitary sewer but the outside drainage, the culverts and stormwater fall under the Highway Dept.

Palmer said we definitely want to be the lead agency one way or another.

Edwards: Absolutely. I am just bringing it up and I would like to know more about this from Mr. Lannon and Mr. Lockhart. Also, the Highway Dept. that has to clean the ditches.

Motion carried 4-0.

Palmer MOVED that the Supervisor be authorized to sign that the Town of Lewiston be declared the Lead Agency. Seconded by Edwards and carried 4-0.

Item #3: Referral to Niagara Cnty. Planning re: Amendments to Town Code/Stormwater Management.

The Clerk informed the Board that the Niagara Cnty. Planning Board will be meeting on December 17th and we need to get the referral to them by next week. If we don't, they will not act on it until January. In addition, there is a \$75.00 fee for filing.

Edwards MOVED to send to the Niagara Cnty. Planning Board the amendments to the Town Code with respect to stormwater management along with the \$75.00 referral fee to come from the Legal Contingency Funds. Seconded by Bax and carried 4-0.

Edwards MOVED to enter into an Executive Session to discuss a personnel and a contractual issue. Seconded by Palmer and carried 4-0.

Time: 12:40 p.m.

Respectfully Submitted and Transcribed by:

Carol J. Brandon
Town Clerk

Executive Session:

Present: Supervisor Newlin, Council Members Bax*, Edward and Palmer.

Edwards MOVED that the Town of Lewiston will pay 80% of the COBRA Health payment for Timothy Masters, Bldg. Inspector for a period of 90days. Funds to come from B3620.0400. Seconded by Palmer. On the motion, 3-0.* (Bax left before the vote.)

Meeting adjourned at 1:00 pm.

Respectfully submitted by:

Carol J. Brandon
Town Clerk