



APPROVED

Board of Selectmen Town of Gilmanton, New Hampshire

Meeting

February 1, 2016

6:00 pm. – Gilmanton Academy

Present: Chairman Rachel Frechette Hatch, Selectman Donald Guarino, Selectman Michael Jean, Town Administrator Paul Branscombe and Administrative Assistant Stephanie Fogg.

6:02 pm Chairman Hatch opened the meeting, took attendance of those present and voting (Selectman Jean, Chairman Hatch and Selectman Guarino) and led the Pledge of Allegiance.

Aflac and ClaimLinx Health Insurance Presentation-

Diane Currier, Aflac Representative and Jonny Burgess, Aflac New Hampshire, also represents the partnership between the third party named ClaimLinx with Aflac. ClaimLinx has been doing this since 2000, but new to New Hampshire. There have been a lot of changes in health insurance in the last few years.

1. The pre-existing condition clause has to be covered on everyone's health insurance.
2. What does your insurance cover? No matter where you buy your insurance, it has to cover everything they deem as essentials. (Cancer treatment, mental health treatment, drug and alcohol rehab, maternity, pharmacy benefits.) September of 2012, Supreme Court deemed the healthcare act reform was constitutional. Covered as of January 1, two years ago all essentials.
3. Doesn't matter where you buy your insurance, there cannot be any out of pocket for any of your routine, preventative care. If we all get checked each year, we will "catch" stuff earlier. Save lives and save billions of dollars.
4. Out of Pocket maximum just over \$6,000/year for a single and just over \$12,000/year for an entire family. Carriers have no life time limit.
5. Fines for not having insurance:
 - 1st year 2014 \$95/person in your house or 1% of your combined household income.
 - 2nd year 2015 \$395/person in your house or 2% of your combined household income.
 - 3rd year 2016 \$695/person in your house or 2 ½%
 - 4th year 2017 is 4%, and probably not going down from there.

They did say if we are going to make insurance mandatory, we have to make it affordable. So there are options out there.

1954 Law called the 105b, a law that was lobbied for so large companies could self-insure. The larger companies would, after the employee deductible, pay the doctor's bills etc., which adds a

1 big job in house to write those checks to hospitals and pharmacies, a lot of extra work. Because
2 of the golden rule, 8% of all w-2 employees ever use \$5,000 a year in health coverage. The other
3 92% of us don't. The other stats are that 1 in 12 of us have a bad year, ie. break a leg, or incur
4 some kind of expense.

5
6 Usually there is a stop loss insurance so at least there is a cap on what the Town would pay.

7
8 This is where the Aflac/ClaimLinx solution comes in.

9
10 Employees pay the first amount of the deductible say (\$500), the employer would pay up to the
11 next amount of say \$5,500 (and limit the exposure) and the insurance company would anything
12 above the stop loss of \$10,000. With ClaimLinx, when the employee gets the paperwork they
13 fax it to ClaimLinx, or fax it with a phone, snail mail, scan etc. ClaimLinx will get the
14 information and get on the telephone with hospital, we are considering paying \$2,500 for that
15 \$3,500 bill we have from you. They will check to see if the provider in this case the hospital has
16 overcharged for anything or double charged and can negotiate the bill some 40% less. Hospital
17 will make out much better this way as well. By the time a bill will circle back through to the
18 billing dept. of a hospital it may take 5 months for them to be paid, they may have to hire a third
19 party to collect the money, typically they collector gets to keep half of what they collect. They
20 want to provide healthcare not be in the bill collecting business.

21
22 ClaimLinx is a third party administrator, they do all of the claims for you, that would not be a job
23 of anyone in house here. (again, they brag up to a 42% savings.) ClaimLinx does not get paid
24 commission on health insurance, they only get paid a percentage of savings that they bring to the
25 Town. They only get paid as they perform.

26
27 Every employee got an allowance for Aflac. Literally think we have the best solution in the
28 State.

29
30 Total employee would pay \$500, exposure for any one employee that had a bad year would be
31 \$5,500 (self-insure), Cigna, Anthem, Harvard Pilgrim, would pay the rest. One of our family
32 plans with Cigna is \$874/month, you currently pay \$2,200/month for a family. The savings each
33 month per family plan would be \$1,300. You currently have 7 family plans, that is a savings of
34 \$16,000 per year in premium. Worst case scenario self-insuring the Town would have to come
35 up with \$11,000 that year, but you are saving \$16,000 /year. Still save \$5,000 if more than one
36 family member had a really bad year.

37
38 The savings over your current insurance, even if you had a "bad" year, would still save you tens
39 of thousands of dollars each year.

40
41 Selectman Guarino said that the Town would have to sit on a certain amount of money to self -
42 insure?

43
44 Mr. Burgess said that we allocate a rainy day fund, probably about twice as aggressive, as a just
45 in case. They suggest that the Town puts \$4,000 aside in a MERP, a medical expense
46 reimbursement program. Almost \$50,000/year aside. Fund it to a comfortable level and then
47 once it is there you would stop funding it. You put money aside that is the Town's money, if
48 there is an extra \$10,000 there, it is yours to do whatever you want to. It would take 10 of your

1 16 employees to have a really bad year to break even. Aflac comes in with the group plan 105b,
2 how are you improving benefits. This is what Aflac does, a \$30/co pay out of pocket with
3 current plan, with Aflac, you would call Diane Currier with Aflac, with the note from the Doctor,
4 Aflac sends you same day \$120 direct deposit. This is what we call the Get Hurt Plan, any
5 doctor/treatment you receive we pay you back, including a life insurance at \$40,000. Get Sick
6 Plan, on the honor system, which is part of the system to catch things early. (Dental cleaning,
7 flu-shot, any wellness benefits at all etc. \$25.00 check to you). Aflac at work is between \$5.00
8 and \$10.00 / week at home would be \$79/month. For municipalities in NH, we have the second
9 lowest rate in the Country, \$5.07/week. Saving \$16,000 in premium, giving the employee back
10 \$100/month for them to elect whatever Aflac benefits they want, disability, life, dental, extra
11 vision, accident, sickness, cancer. It is not part of an expense, it is part of the savings.
12

13 Diane Currier said that is one of the requirements of the 105b law, you have to improve the
14 existing benefits of the employees. Aflac has a one day pay.
15

16 Current amount we pay on insurance monthly is \$25,968. Step one primary is the new apples to
17 apples Cigna program, literally your coverage is \$10,400/month, about 60% off your premium.
18 Where does the money savings come from, no commission. That is the money the middle man
19 makes on commission.
20
21

22 **Approval of Minutes –**

23 **MOTION:** On a Motion by Selectman Guarino, and seconded by Selectman Jean it was voted
24 unanimously to approve the minutes of January 25, 2016 as written. (3-0 Voice Vote – Chairman
25 Hatch-yes, Selectman Guarino-yes, Selectman Jean– yes).
26

27 **MOTION:** On a Motion by Selectman Jean and seconded by Selectman Guarino it was voted to
28 approve the minutes of January 25, 2016 as written. (3-0)
29

30 **Bridges** - Selectman Guarino said he asked Nancy Mayville if the bridges could be moved into
31 a different order and she said yes they could. Chairman Hatch was concerned regarding the
32 Warrant Article that had been put forward for the \$125,000 for design for the Stage Road
33 Bridges.
34

35 Selectman Jean said that he said from the RFQ's, Hoyle, Tanner and Associates was his first
36 choice, then HEB was his second choice and then Quantum.
37

38 **MOTION:** On a Motion by Selectman Jean to approve Hoyle and Tanner Associates, seconded
39 for discussion by Selectman Guarino.
40

41 Selectman Jean said that all have the requirements, but that Hoyle, Tanner and Associates have
42 worked for more than three years with the Town. Selectman Guarino said that it has been good
43 marketing by Hoyle, Tanner and Associates. He is disappointed that by not including the request
44 for technical proposals when the RFQ was sent out in September, you cannot ask for it separately
45 now.
46

47 Selectman Jean said that he went with Hoyle, Tanner and Associates first because of their size,
48 the ability to get the job done. Selectman Guarino said he went the opposite way, because he felt

1 our project would be more important to the smaller firm. Selectman Guarino did not want to get
2 into reputation, he does not want to submit a vote. He is disappointed in the whole process.

3
4 Selectman Jean said that the State is reimbursing the 80%. Selectman Guarino said we are the
5 State, we pay with tolls, registrations, we pay the fees. I am protesting the whole process. Paul
6 Branscombe said you make a good point regarding the DOT.

7
8 **MOTION:** On a Motion by Selectman Jean and seconded by Chairman Hatch it was voted to
9 approve Hoyle, Tanner and Associates as the primary engineering firm for design of the bridges
10 on Stage Road for the Town of Gilmanton, second would be HEB, and third would be Quantum.
11 (2-0-1, Chairman Hatch – yes, Selectman Guarino – abstain, Selectman Jean – yes).

12
13 **Transfer Station –**

14 Selectman Guarino brought up the compost pile and the glass pile. He said that Mickey Daigle
15 may be interested in the compost pile and the glass, Selectman Guarino to contact Mr. Daigle to
16 remove the piles. There was a directive written for the Transfer Station, the Selectmen edited the
17 directive to be forwarded to Department Head.

18
19 **Welfare Director-** It was requested that the Welfare Director be able to work remotely during
20 the week and come in on an as needed basis. People would call the Selectmen's Office for
21 assistance, the office would contact the Welfare Director. An application could be given out and
22 an appointment made with the Welfare Director. She would come in the same day a request was
23 made if necessary. The Board of Selectmen agreed

24
25 **Building Department –**

26 There was a request to Paul Branscombe by telephone and then by e-mail dated January 29,
27 2016, regarding an occupancy permit. Paul said he would bring it forward to the Selectmen.
28 The request came from someone who had gone through the building department a year ago,
29 before the flood. He did not receive his occupancy permit, he stated that the files were lost in
30 this office (possibly because of the flood) and he did not want to pay an additional \$50.00 fee for
31 re-inspection for his occupancy permit.

32
33 **MOTION:** On a Motion by Selectman Jean and seconded by Selectman Guarino it was voted
34 unanimously to waive the re-inspection fee. (3-0)

35
36 Paul Branscombe will inform the owner that he will not have to pay the \$50.00 fee.

37
38 **Bean Road –** Paul Branscombe said that the road was discontinued in 1904. It was noted that
39 the gate was not closed. Bill Tobin will speak with the homeowner regarding keeping the gate
40 open for emergency and recreational vehicles to pass through the road.

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48 **Health Care Insurance –**

Consensus by the Board of Selectmen is to make arrangements for the first step with the employees to meet with the Aflac representatives.

Dedication of the 2015 Town Report – Chairman Hatch wrote the dedication for Bob and Olive Tibbetts for the Town Report. The Selectmen all reviewed the report and approved for submission.

(A) Non-Public Session per RSA 91-A:3, II (c)

MOTION: On a Motion by Selectman Jean, and seconded by Chairman Hatch it was voted unanimously to go into Non-Public Session per RSA 91-A:3, II (c). (3-0 Voice Vote – Chairman Hatch-yes, Selectman Guarino– yes, Selectman Jean– yes).

The meeting room was closed to the public. Present during the Non-Public Session were Chairman Hatch, Selectman Guarino, Selectman Jean. Town Administrator Paul Branscombe, Administrative Assistant Stephanie Fogg .

The Selectmen discussed Town's Legal Counsel.

MOTION: On a Motion by Chairman Hatch and seconded by Selectman Jean it was voted unanimously to come out of Non-Public Session. (3-0 Voice Vote – Chairman Hatch, Selectman Guarino -yes, Selectman Jean – yes).

The meeting room was opened to the public. The Board noted the Non-Public Session minutes were sealed.

Adjournment: On a Motion by Selectman Guarino and seconded by Selectman Jean it was voted unanimously to adjourn at 8:35 am (3-0).

Respectfully Submitted,

Stephanie S. Fogg
Administrative Assistant

Approved by the Board of Selectmen

Chairman Rachel M. Frechette Hatch

Selectman Donald J. Guarino

Selectman Michael J. Jean