

**Kingston, New Hampshire
Board of Selectmen
Meeting of November 21, 2011
MINUTES**

The meeting was called to order at 6:34 pm in the Selectmen's Office of the Kingston Town Hall. In attendance were Chairman Peter Broderick and Selectmen Charles Hart and Mark Heitz.

Non-public Session

A posted non-public session was held.

MOTION: Upon motion of Selectman Hart and second of Selectman Heitz, it was unanimously voted to adjourn to non-public session under the provisions of N. H. RSA 91-A:3, II-d. The Board entered non-public session at 6:35 pm.

The Board returned to public session at 7:33 pm.

MOTION: Upon motion of Selectman Hart and second of Selectman Heitz, it was unanimously voted to seal the minutes of the non-public session until the purpose for doing so no longer applies.

The meeting was moved at this point to the Main Meeting Room of the Town Hall. Because the remaining appointment of the evening was postponed until the November 28th meeting, the Board did not televise the rest of the meeting.

Police Station Roof Bids Discussed

Chairman Broderick phoned Road Agent Richard St. Hilaire to ask if he had received the bids for re-roofing of the Police Station. Mr. St. Hilaire informed the Board that he had received three bids, for \$18,000.00, \$21,000.00, and \$24,000.00. He is recommending acceptance of the \$18,000.00 bid for 30-year shingles, with a contractor's performance guarantee.

Dog Park Discussion

Police Chief Donald Briggs advised that there had been an incident at the Dog Park involving pit bulls owned by a person who had been the subject of previous incidents. He recommended that the Dog Park managers be advised to contact the Police Department whenever incidents occur. He noted that he had formerly advised them and had purchased signs for the area to help regulate operations, but thinks if the Board speaks with them they may be more inclined to call when necessary. Chairman Broderick advised that he will speak with Bobbie Whitcomb. Selectman Heitz asked if it would be helpful to restrict use of the park to New Hampshire residents, or to ban breeds that tend to create issues. Chief Briggs said that those are suggestions he will discuss with the park managers.

Review of Previous Meeting Minutes

MOTION: Upon motion of Selectman Hart and second of Selectman Heitz it was voted to accept the Minutes of the November 7, 2011 meeting as printed. Chairman Broderick abstained from the vote due to his not having been present at the meeting.

MOTION: Upon motion of Selectman Hart and second of Chairman Broderick it was voted to accept the Minutes of the November 14, 2011 meeting as printed. Selectman Heitz abstained from the vote due to his not having been present at the meeting.

Acceptance of Library Donations

MOTION: Upon motion of Selectman Heitz and second of Selectman Hart it was unanimously voted to accept on behalf of the Library Trustees individual donations of items totaling \$4,467.00 in value.

Employee Health Insurance Plans Discussion

Selectman Heitz advised that he has reviewed the projected 2012 premiums for employee health insurance. Premium rates are to increase by 22% and, if no change is made by the town, costs will increase by more than \$100,000.00 in 2012. He provided several options that will reduce the increase in costs to the town while continuing to provide coverage to employees at the same or reduced cost.

Following review of the options provided, the Board agreed on the following course of action.

The base insurance plan for town employees now will be Matthew Thornton Blue, with 100% of the cost of premiums to be covered by the town. Co-payments per doctor visits will increase from \$15.00 to \$40.00 and co-payments for prescriptions will increase. The plan deductible also will increase from \$250.00 annually to \$1,000.00 (\$750.00 to \$3000.00 for families). To off-set a portion of the increased cost to employees, the 25% cost that had been charged to them for the amount of any plan over the single plan will not be charged in 2012. Employees will have the option to retain coverage under the Blue Cross 3-Tier plan, but will have to pay the difference between that plan and the Matthew Thornton Blue plan. The change will mean an increase in the town's insurance expense of approximately \$26,000.00 rather than the more than \$100,000.00 to be incurred if no action were taken.

Selectman Heitz noted that, if premium costs continue to rise in future years, more decisions may need to be made to shift a portion of the increases from the town to employees. His goal at this point is to manage costs rather than reduce them, and to have as reasonable a level of impact on employees as possible while achieving that goal. Options to pay 90% or 85% of the cost for a family plan over what is provided for the single plan also were considered, and may be reconsidered in the future.

Adjournment

There being no further business before the Board, the meeting adjourned at 8:28 pm and the Board retired to address administrative issues.

Respectfully submitted,
Catherine Grant
Administrative Assistant