

**TOWN OF KENDALL
RECESSED TOWN BOARD MEETING**

Thursday, January 22, 2009 7:30 P.M.

Supervisor Gillman called the meeting to order at 7:30 p.m. and led the Pledge of Allegiance.

Councilman Gaesser	present
Councilman Joseph	present
Councilman Schuth	present
Councilwoman Szozda	present
Supervisor Gillman	present

Also present: Al and Bev Lofthouse, Harry and Dot Butler, Charles Patt

Councilman Gaesser moved that the following minutes be accepted, as presented, seconded by Councilwoman Szozda; all ayes:

Public Budget Hearing and Regular Town Board Meeting – November 13, 2008
Town Board Meeting December 11, 2008
Recessed Town Board Meeting December 30, 2008

PUBLIC PARTICIPATION

Al Lofthouse – requested that full abstracts be provided for the public each meeting. Clerk Richardson apologized for the oversight. Full abstracts will be available. Councilman Joseph offered to provide those abstracts Mr. Lofthouse had not seen.

Mr. Lofthouse asked if the Marina payments to the Town have been timely. Councilman Gaesser answered affirmatively.

RESOLUTIONS

Councilman Joseph made the following motion:

RESOLUTION 37-109 MEDICAL BENEFITS POLICY

Be it hereby resolved to adopt the medical benefits policy as revised 1/22/2009, as presented, as the TOWN of KENDALL Medical Benefits Policy.

**TOWN OF KENDALL
MEDICAL BENEFITS POLICY**

All elected officials and full time town employees are eligible for medical benefits through the Town of Kendall if they so desire, according to the schedule set forth below.

Section 1 - Definitions

Benchmark Medical Plan – is the medical plan(s) and subsequent cost of the medical plan the Town Board selects to offer to eligible elected officials and employees as set forth in this policy. The Benchmark Plan is Preferred Care’s EPO 2 Plan.

- Family Plan \$782.59 per month
- Two Person Plan \$661.44 per month
- Single \$287.59 per month

Any employee wishing to upgrade their plan to EPO1 may do so at their own expense. Payments are to be made by payroll deduction.

Section 2 - Premium

- A.) **Full time employees and full time elected officials hired prior to January 1, 2009:** Full time is the position recognized as full time by the New York State Retirement System. The Town Board agrees to pay for a comparable medical plan. The Town Board agrees to pay a percentage of the benchmark plan based on the time of hire or election as outlined in Table 2.1. Dental coverage is not provided. Costs above the percentage amount are the responsibility of the full time employee or full time elected official. Payments are to be made by payroll deduction.
- B.) **Full time employees and full time elected officials hired after January 1, 2009:** Full time is the position recognized as full time by the New York State Retirement System. The Town will only pay for medical plans offered by the Town of Kendall. The Town Board agrees to pay a percentage of the benchmark plan based on the time of hire or election as outlined in Table 2.1. Dental coverage is not provided. Costs above the percentage amount are the responsibility of the full time employee or full time elected official. Payments are to be made by payroll deduction.

Table 2.1

MEDICAL BENEFITS SCHEDULE	
<u>Hire/Election Dates</u>	<u>Full time Employees and Elected Officials</u>
Prior to 1994	100% of benchmark plan
1994 to 1996	95
1997-2000	90
2001-2005	85
2006-2007	81
2008	78
2009	75

- C.) **Part time elected officials elected prior to January 1, 2009:** Part time is the position recognized as part time by the New York State Retirement System. The Town Board agrees to pay for a comparable medical plan. The Town Board agrees to pay a percentage of the benchmark plan based on the time of election as outlined in Table 2.2. Dental coverage is not provided. Costs above the percentage amount are the responsibility of the part time employee or part time elected official. Payments are to be made by payroll deduction.
- D.) **Part time elected officials and part time employees hired after January 1, 2009:** Part time is the position recognized as part time by the New York State Retirement System. Officials and employees may participate in the Town Plan at their own expense. Dental coverage is not provided. Payments are to be made by payroll deduction.

Table 2.2

MEDICAL BENEFITS SCHEDULE	
Election Dates	Part time Elected Officials
Prior to 1996	90
1997-2000	80
2001-2008	75
2009	0

Section 3 - Retirement

- A.) **Full time employees and full time elected officials hired prior to January 1, 2009:**
The Town of Kendall will pay medical benefits for retirees and their widow/widower as specified in Table 3.1. Dental coverage is not provided. The balance, if any, is to be paid by the retiree or their widow/widower.
- B.) **Part time elected officials hired prior to January 1, 2009:** The Town of Kendall will pay medical benefits for retirees and their widow/widower as specified in Table 3.1. Dental coverage is not provided. The balance, if any, is to be paid by the retiree or their widow/widower.

Table 3.1

15 years of service.....	Town will pay 50% of the Benchmark Medical Plan
After 20 years of service.....	Town will pay 50% of the Benchmark Medical Plan plus an additional 10% for every two (2) years of additional service
After 30 years of service.....	Town will pay 100% of the Benchmark Medical Plan

- C.) **Full time employees, full time elected officials hired after January 1, 2009 and their widow/widower:** The Town of Kendall will pay medical benefits for retirees and their widow/widower as specified in Table 3.2. Dental coverage is not provided. The balance, if any, is to be paid by the retiree or their widow/widower.
To be qualified for healthcare benefits upon retiring from the Town of Kendall full time employees and full time elected officials must fulfill the following requirements:
 1. The employee must have served a minimum of twenty (20) years of active full time employment with the Town of Kendall preceding retirement.
 2. The member or their widow/widower is not eligible for group medical insurance coverage through another employer.
 3. Any retiring employees meeting the above requirements, whether they are current participants in the Town’s medical health plans or are planning to join the Town’s medical health plans, are eligible. Retired employees that are eligible for one of the Medicare Plans such as Preferred Care Gold are required to join that health plan.

Table 3.2

20 years of service.....	Town will pay 50% of the Benchmark Medical Plan
After 20 years of service.....	Town will pay 50% of the Benchmark Medical Plan plus an additional 5% for every two (2) years of additional service
After 30 years of service.....	Town will pay 75% of the Benchmark Medical Plan

- D.) **Part time elected officials and part time employees hired after January 1, 2009 and their widow/widower:** These parties may join or continue their participation in the Town's Healthcare plan. Dental coverage is not provided. The cost of participation must be paid in full by the plan member.

Section 4 - Audit

- A.) Annually the Town Supervisor or his/her designee will audit the list of all personnel, including retirees and their widow/widower, who are receiving health insurance benefits through the Town of Kendall for possible changes to the status of those individuals on the list.
- B.) Quarterly the Town Supervisor or his/her designee will compare the list of all personnel, including retirees and their widow/widower, who are receiving health insurance benefits through the Town of Kendall with the receipts from all personnel who are paying for medical coverage. This should then be compared to payments to Insurance Carriers.

This motion was seconded by Councilman Gaesser. Supervisor Gillman called for a vote, resulting in all ayes; motion carried.

Councilman Gaesser made the following motion:

RESOLUTION 38-109 Authorizing Supervisor to Engage Amato, Fox & Company P.C. to Perform Single Audit Services for the Year 2008.

Supervisor Gillman is hereby authorized to enter into agreement with Amato, Fox & Company P.C., of 36 Niagara Street, Tonawanda, NY 14150 for single audit services, and to include Water District 6 audit, at a cost not to exceed \$6500.00.

This motion was seconded by Councilwoman Szozda. Supervisor Gillman called for a vote, resulting in all ayes; motion carried.

Councilwoman Szozda asked how a previously discussed retirement fund will be set up, and wants to be at any meetings, in person, at which this is determined. Councilman Gaesser offered to take the lead on this, with legal input, and will keep other members of the Board informed.

With no further business coming before the Board, Councilman Gaesser moved for adjournment, seconded by Councilman Joseph; all ayes. Adjourned at 7:53 p.m.

Respectfully Submitted,

Amy K. Richardson
Kendall Town Clerk

