

Joint Meeting:
Waterbury Select Board & Edward Farrar Utility District

Monday, November 4, 2024
Steele Community Room
28 North Main Street

EFUD: P.H. “Skip” Flanders, Natalie Sherman, Cindy Parks, Bob Finucane, Rick Weston
Select Board: Ian Shea, Kane Sweeney, Roger Clapp, Alyssa
Audience: Lisa Scagliotti, Bill Shepeluk

The Joint Meeting of the Waterbury Select Board and Edward Farrar Utility District was called to order by S. Flanders – for the Edward Farrar Select Board – at 5:34pm ... and also by Roger Clapp – for the Waterbury Select Board – at 5:34pm.

AGENDA

R. Clapp informed the group he had offered the Agency of Natural Resources the time to make comments on the Worcester Range. ANR was not available for this evening ... but will be available on November 18, 2024.

K. Sweeney made the motion to approve the agenda as presented.
A. Johnson seconded the motion.
A vote was taken and passed unanimously.

2025 HEALTH INSURANCE PACKAGE

T. Leitz – Town Manager – has been working with Sally McKenzie of Acrisure New England to assist with reviewing costs and developing a strategy for better managing health care costs for 2025 and future years.

Leitz proposes a new methodology for health insurance; rather than the Town deciding on a dollar amount, and the employee then choosing a health care plan, all employees would be offered the MVP Bronze 3 QHDHP plan. Because this plan is a qualified high deductible plan, employees can pay for their portion of expenses using a tax-free health savings account.

By regulation, in 2025 the minimum deductible amounts that must be paid by employees are \$1,650 for a single person and \$3,000 for a multi-person plan. Once, and if, the employee pays their portion of the deductible, the Town would pay any remaining costs up to the out-of-pocket maximum.

After much calculations of difference scenarios, T. Leitz feels this proposal, on average, will be a cost savings for both the employer and the employee.

K. Sweeney made a motion – on behalf of the Waterbury Select Board - to accept the health insurance plan as presented by the Town Manager.
A. Johnson seconded the motion.
A vote was taken and passed unanimously.

R. Weston also made a motion – on behalf of the Edward Farrar Utility District – to accept the health insurance plan as presented by the Town Manager.
B. Finucane seconded the motion.
A vote was taken and passed unanimously.

TOWN / EFUD CROSS CHARGES

T. Leitz informed both boards, auditors have asked for a review of cross charges between the Town of Waterbury and the Edward Farrar Utility District.

- * A new hire in EFUD has a third of his pay budgeted to the Town.
- * Alec Tuscany, an EFUD employee, is also involved with town-based projects.

EMPLOYEE BREAKFAST

The employee breakfast is scheduled for Friday, November 15, 2024 at St. Leo’s Hall (tentatively) ... with breakfast being served at 8am.

Coffee needs to get started at 6am.

Tables set at 7am

S. Flanders can do an EFUD representative if desired.

MANAGER’S ANNUAL REVIEW

The anniversary of T. Leitz’s hiring was on October 31, 2024. He explained that employees historically receive a pay increase approximately 30 days after Town Meeting Day ... and that increase is approximately 4%. Leitz did not receive an increase as he’s “off cycle” ... and is asking the board to approve a 4% increase in his pay.

It was asked if there is a process for reviewing the manager’s performance. R. Clapp would like to speak with department managers to get feedback on the manager’s performance. S. Flanders would also like feedback from the Town Manager as to challenges and successes. R. Clapp asked S. Flanders to manage the reviews from EFUD ... and R. Clapp will manage the reviews from the department managers.

K. Sweeney – on behalf of the Waterbury Select Board – made the motion to approve a 4% pay increase for the Town Manager.

R. Weston seconded the motion.
A vote was taken and passed unanimously.

B. Finucane – on behalf of the Edward Farrar Utility District – also made the motion to approve a 4% pay increase for the Town Manager.

R. Weston seconded the motion.
A vote was taken and passed unanimously.

That increase is effective today; Monday, November 4, 2024.

ADJOURN

At 6:45pm, someone made a motion to adjourn this evening’s joint meeting between the Waterbury Select Board and the Edward Farrar Utility District.

R. Weston seconded the motion.
A vote was taken and passed unanimously.

* Next meeting of the Edward Farrar Utility District: November 13, 2024

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