

**OPERATIONS MEETING, VILLAGE BOARD OF TRUSTEES
TUESDAY, AUGUST 9, 2011
8:00 A.M.**

PRESENT: Mayor Marty Hubbard, Trustees Marc Angelillo, John Crompt, Sue Jones, and Mary Sennett, Village Attorney Mike Byrne

OTHERS: Doug Grucza EBS-RMSCO, Inc.
Amber Gifford Brown & Brown Empire State
Diana Fratangelo Brown & Brown Empire State
Doug Clark 24 West Lake Street
Mark Edwards Doug's Fish Fry

EBS-RMSCO: Doug Grucza, EBS-RMSCO, Inc. Regional Sales Manager presented an overview of EBS-RMSCO and the services they provide as the current “Broker of Record” for the Village’s health insurance coverage. He also explained EBS-RMSCO’s recent recommendation for an amendment to the definition of “spouse” under the Village’s Health Reimbursement Account to be compatible with federal law, rather than the new state law allowing same-sex marriage. The recommendation is intended to preserve the tax free nature of the benefit paid to traditional spouses and to lessen the administrative burden and risk of incurring Employee Retirement Income Security Act (“ERISA”) penalties to the Village. Trustee Angelillo commented that a unilateral amendment to a benefit plan that was negotiated could give rise to another grievance. Therefore, the Village will seek a recommendation from Labor Attorney Colin Leonard. *Mr. Grucza left the meeting to meet with Labor Attorney Colin Leonard.

Antique Boat Show – Doug Clark said he was present to discuss the fact that there were no bathrooms working during the Antique Boat Show. The problem was noticed at 7:00 a.m. on that Saturday, but not solved until 6:00 p.m. Given that the Antique Boat Show is a good, clean, family event that draws large crowds each year, the lack of bathrooms is a poor reflection on the Village. Mayor Hubbard agreed and explained that he talked to DMO Lotkowitz who knew of the problem early in the day, but wasn’t able to get any one of the four DPW workers to answer their phone. A private enterprise was called and responded about 6:00 p.m. Atty. Byrne suggested that port-a-potties should be available. Trustee Crompt said Chamber of Commerce Executive Director Sue Dove already suggested that also. Mayor Hubbard agreed that there ought to be one handicapped-accessible and three regular port-a-johns available in the future for this event and other events with large attendance anticipated. *Messrs. Clark & Edwards left the meeting.

Draft Comprehensive Plan – Regarding the six-member ad voc committee that was formed to study the draft Comprehensive Plan, Trustee Sennett commented that no one is sure of the time commitment that will be involved nor do they know what Alan Dolmatch and Kathryn Carlson are expecting. Mayor Hubbard asked Clerk Couch to check with Codes Enforcement Officer Elaine DuBois to find out if the Planning Board and ZBA have appointed anyone to the committee. (Note: CEO DuBois advised that Planning Board Members Toby Millman and Megan Keady were named to serve on the committee. Inasmuch as this item missed the last ZBA Meeting, it will be on their August 23 agenda.)

Brown & Brown Empire State – Brown & Brown Employee Benefits Consultant Amber Gifford and Employee Benefits Account Manager Diana Fratangelo distributed and discussed a binder that introduced Brown & Brown Empire State and provided samples of what services they can offer the Village with respect to its Medical Insurance. They stated that they work with other municipalities and know about working with unions. They recognize that health insurance has become and is one of the largest expenses for municipalities and businesses alike. Ms. Gifford said they will look at all aspects of the Village’s health insurance and they have the ability to negotiate health insurance plans. Ms. Gifford also talked about Disability and indicated that a savings could most likely be recognized by her analyzing our current plan with The Hartford. In response to Trustee Angelillo inquiring about self-funding dental insurance, Ms. Gifford said a voluntary dental plan could be offered. Mayor Hubbard suggested exploring “island costs” – health insurance plans that differ between the unions and management. Ms. Gifford said that is possible albeit the carrier has to be the same. Ms. Gifford explained that Ms. Fratangelo would serve as the dedicated Account Manager for confidential employee assistance and day-to-day support. Ms. Fratangelo would provide her business card to each subscriber for when they have questions on bills

and/or EOB statements. Clerk Couch said that Ms. Frantangelo's role would be extremely helpful to her as employees would have a qualified person to go to with their questions instead of Clerk Couch acting as a third party. Clerk Couch added that she thinks Brown & Brown will provide comprehensive health insurance analysis in a concise, easy to understand format. Ms. Gifford confirmed that if Brown & Brown is named as Broker of Record with respect to the Medical Plan, EBS-RMSCO would still administer the Village's FSA, HRA, and COBRA. *Ms. Gifford and Ms. Frantangelo thanked the Board for their time and left the meeting; Trustee Angelillo left the meeting to meet with Labor Attorney Colin Leonard. **Resolution #2011-133:** On the motion of Trustee Crompt, seconded by Trustee Sennett, it was resolved and unanimously carried (4-0 in favor) to appoint Brown & Brown Empire State as Broker of Record with respect to its Medical Plan and Disability Plan with the proviso that EBS-RMSCO will continue to administer the FSA, HRA, & COBRA.

Proposed LL #1 of 2011 – Trustee Crompt reported that there will be another meeting of the committee tomorrow morning. The timeline developed is: close the Public Hearing on August 11, 2011, work on a draft for the Village Board Meeting of August 25, and enact a new law with an October 1 effective date. The Board discussed “grandfathering”, tandem parking, and the determination that the Village does need some parking regulations. Mayor Hubbard said he re-read the July 14, 2011 minutes again this morning and noted that no one advocated having a fee. Atty. Byrne said he has been hearing a different song at the committee meetings during the last couple of weeks. After additional discussion, the conclusion was that broader revisions are needed than the local law as presented - a more comprehensive consideration than just the fee. The Board decided to withdraw the draft of Local Law #1 of 2011 to expand the scope of revisions.

Adjourn – The meeting adjourned at 10:00 a.m.


Patty Couch
Village Clerk/Treasurer