

**TOWN OF CHARLOTEE  
EMPLOYEE COMPENSATION WORKING GROUP MEETING  
October 17, 2023  
Charlotte Town Hall and via teleconference**

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**GROUP MEMBERS:** *In Person:* Kelly Devine, Margaret Woodruff, Joel Cook, Matthew Citarella, Ted LeBlanc, Tanna Kelton, Greg Cluff

**ADMINISTRATION:** *In Person:* Nathaniel Bareham

**OTHERS:** *In Person:* Cheryl Sloan, Emily Tupper

*Online:* Nicole Conley, Kim Findlay, Moe Harvey, Rose Zezulinski

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*Kelly Devine called the Working Group to order at 3:30 PM.*

**Discussion of Communications**

Kelly Devine outlined general rules of communication for the group.

**Review of Homework**

Matthew Citarella presented an overview of potential costs and savings if the Town offered Standard Platinum or Standard Gold plans to employees.

Greg Cluff presented an overview of the potential costs and savings if the Town offered a Select Bronze plan with a 100% and 90% shared health reimbursement arrangement cost.

Kelly Devine and Joel Cook spoke on the current savings that the town is seeing based on the current budget and changes in coverage made by two employees. The Group discussed changes made to HRA payments under the current plan.

**Discuss on Proposals for 2024 Health Insurance Benefits**

The Group discussed whether any changes in current health benefits if the Town is projected to see a reduction in health benefits cost. The Group discussed whether an oral or written proposal is necessary.

**Approve Proposal**

Joel Cook said he wanted more information on how payments are made under the current health reimbursement arrangement before making a recommendation. Matthew Citarella, Margaret Woodruff and Greg Cluff agreed that more information is needed. Kelly Devine said that the working should make a recommendation to the Selectboard. Tanna Kelton agreed.

Matthew Citarella said that the group should discuss a voting system for future meetings. Kelly Devine agreed.

**Next Meeting Time**

Kelly Devine said she will contact the Selectboard Chair before scheduling the next meeting.

**Adjournment**

Kelly Devine adjourned the group at 5:06 PM

*Minutes respectfully submitted by Nathaniel Bareham, Minute Taker.*