

**TOWN OF RUTLAND SELECTBOARD OPEN MEETING  
RUTLAND TOWN MUNICIPAL TOWN HALL  
181 BUSINESS ROUTE 4, CENTER RUTLAND, VT 05736  
NOVEMBER 12<sup>th</sup>, 2025**

- The meeting opened at 5:21 P.M.
- Board members present Mary Ashcroft, Kurt Hathaway, and Matt Getty

The purpose of the special meeting is to discuss approving a policy to allow payments to employees who opt-out of taking town health insurance.

- A draft policy document and opt-out form were provided for review. The documents were created from versions found from other Vermont municipalities. This has been reviewed by the Vermont League of Cities and Towns and they provided comments. It was sent to the Town attorney, but we did not hear back from him.
- The initial request made to the Board was to establish a policy which would pay the employee who opts out 50% of the health insurance policy premium they are eligible for. After discussion, the buyout would apply to whatever policy the employee was eligible for. This was the intent of the request and the method the Board is initially in favor of.
- A resource used to guide possible details was the 2025 Vermont League of Cities and Towns Compensation and Benefits guide. This gave information from towns that reported on how they handle this benefit. Some do a flat fee, and some do it by the policy.
- Discussed the language in the opt-out form and possible issues which could arise from someone opting out of coverage.
- Discussed how to handle employees who are not taking insurance now but would be eligible under this policy for a buyout.
- Discussed who would administer the policy. It would most likely be managed through the Treasurer's office.
- The employee requesting the opt-out would be required to show proof they have coverage elsewhere.
- Further discussion on what the benefit amount could be, and how it could be paid out. Towns around Vermont do not seem to have a consistent method.
- Reviewed the draft language in the policy.

Selectman Hathaway moved to approve the draft medical insurance policy [addendum to the personnel policy] and the employee shall be eligible for payment based on the alternate insurance package in which the employee enrolls. For example, the employee who enrolls in an alternate family plan shall be paid one half of the Town family plan rate, effective January 1<sup>st</sup>, 2026. Selectman Getty seconded the motion. The motion carried 3 – 0.

Reviewed the new form which would be used by employees to make the opt-out request. Selectman Hathaway moved to approve the form. Selectman Getty seconded the motion. Changes were made based on the comments received from VLCT, to clarify alternate coverage availability, and re-enrolling in the Town plan would make the employee ineligible for further opt-out payments. Selectman Hathaway moved to adopt the form as amended. Selectman Getty seconded the motion. The motion carried 3 – 0.

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Selectman Hathaway moved to adjourn. Selectman Getty seconded the motion. The motion passed unanimously. The meeting adjourned at 6:47 PM.

Respectfully submitted, Bill Sweet, Town Administrator.

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Mary Ashcroft, Chair

\_\_\_\_\_ABSENT\_\_\_\_\_

Joseph Denardo, Clerk

\_\_\_\_\_ABSENT\_\_\_\_\_

Sharon Russell

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Kurt Hathaway

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Matt Getty