

Finance Committee Meeting Minutes
January 20, 2021

Present: Alan Dashen, Dan Jensen, Cynthia Petrie, Don Stark, Kurt Kassahn, Ginger Harmon, Kim Gleason

Dan asked for a meeting on the direction of the Board of Trustees to report the findings Kim had on health insurance coverage for the Hat Island Community Staff.

Kim reported that she had spoken with three different brokers. The most affordable healthcare plan which would cover five full time employees would cost the island around \$25,000 per year. Kim asked for an approval amount of \$30,000 to make sure that the coverage of the Medicare supplements is covered. The plan would be a basic HMO through Kaiser and the employees would have the option to upgrade to a plan that allowed them to go to out of network doctors or have a plan with a lower deductible.

Discussion took place about whether or not the island should cover the cost of the entire Medicare payments for the two employees who are covered through it. Kim reported that since this comes out of their social security check, she didn't think that was possible through her conversation with a Medicare Specialist she spoke with. There was discussion about just giving them the amount they pay for Medicare in their paycheck and through discussion it didn't seem that the committee was supportive of a pay raise to cover that. Kim reported that the Medicare Specialist thought that if the company who they received their supplement through sent the invoice to the office the island could cover that portion of their medical.

Don Stark asked about future health care. For example, what if the two employees on Medicare retire and we hire younger employees who need healthcare? That could potentially double the cost of healthcare for the island.

Discussion then turned to an opt in or opt out time period so that the committee could budget properly in coming years. For example, staff would need to opt in by May or June, so that when the Finance Committee starts to finalize the budget for the coming year, they have an idea of what the cost will be. All members of the Finance Committee agreed that this item needs to be budgeted but since we have three employees who have no healthcare supported moving forward with it for the remainder of 2021.

Dan then talked about having the finance committee meet more regularly throughout the year so that they have a better grasp on the financial state of the island. He and Kurt talked about the new reporting by classification and Dan asked Kim to send a report to the rest of the committee showing how it looks.

Everyone agreed that meeting quarterly would be beneficial and Alan said that he would send out a date for the next meeting sometime near the end of the first quarter.

Meeting was adjourned