

This Sweden Town Board Meeting agenda packet is in development and as such is not to be construed as complete at the time of its New York State-mandated posting (24 hours prior to the Sweden Town Board meeting).

SWEDEN TOWN BOARD AGENDA

Special Meeting November 3, 2025

Salute to the Flag/Moment of Silence

Executive Session – Public Officer's Law 105(1f) Personnel

Privilege of the Floor

Correspondence

Consent Agenda 11/3/2025

1. Resolution – Health Insurance Plan 2026
2. Resolution – Abolish FSA Plan

Non-Consent Agenda 11/3/2025

Additional Business and Announcements

Adjournment

RESOLUTION NO. ____

Health Insurance Plan for 2026

- WHEREAS, the Town of Sweden provides health insurance coverage for its eligible employees; and
- WHEREAS, the Town wishes to continue offering comprehensive health, dental, and vision insurance options for its employees; and
- WHEREAS, four (4) Excellus BlueCross BlueShield health insurance plans will be available for eligible employees to choose from for health coverage; and
- WHEREAS, dental and vision insurance coverage will also be available to eligible employees to choose; and
- WHEREAS, the Town will contribute toward the cost of health insurance coverage as follows: Single coverage: \$11,050, Two-person coverage: \$19,950, Family coverage: \$26,950; and
- WHEREAS, full-time employees who are eligible for health insurance but elect to waive Town coverage and provide proof of alternate health insurance shall receive an annual payment in lieu of coverage, paid in bi-weekly increments, as follows: Single coverage waiver: \$3,000 annually, Two-person coverage waiver: \$6,000 annually, Family coverage waiver: \$9,000 annually; and
- WHEREAS, employees may contribute to a Health Savings Account (HSA) through payroll deductions; and
- WHEREAS, part-time employees may participate in the Town's insurance plans at their own expense;
- WHEREAS, the Town Board intends that this resolution shall replace and supersede all prior provisions of the Town's Employee Policy Handbook relating to health insurance coverage and benefits;

NOW, THEREFORE, BE IT RESOLVED,

- Sec. 1. That the Town of Sweden hereby authorizes the continuation of health, dental, and vision insurance coverage as outlined above, effective January 1, 2026 through Excellus BlueCross BlueShield.
- Sec. 2. That the Town Board of the Town of Sweden makes health insurance available to eligible employees; and
- Sec. 3. That the Town of Sweden will pay as outlined above, to each full-time employee who signs a waiver of participation in the program. The payment will be paid incrementally over biweekly pay periods.
- Sec. 4. That permanent part-time employees, Town Board Members, Town Justices and Tax Receiver, may participate in the insurance plan at their own cost.
- Sec. 5. That employees may contribute funds to their Health Savings Account through payroll deduction as IRS regulations allow.

Sec. 6. The Town of Sweden Town Board directs the Town Supervisor and Director of Finance to execute all necessary documents to implement this resolution.

Sec. 7. That this resolution shall take effect immediately and shall replace and supersede all prior provisions of the Town's Employee Policy Handbook relating to health insurance coverage and benefits.

MOTION for adoption of this resolution by Councilperson
Seconded by Councilperson

Discussion:

VOTE BY ROLL CALL AND RECORD:

Councilperson Maar
Councilperson Sharpe
Councilperson Staskiewicz
Councilperson Sullivan
Supervisor Hayles

Submitted –

RESOLUTION NO. ____

Abolish IRS Section 125 Flexible
Spending Account Plan

WHEREAS, the Town Board of the Town of Sweden established a Flexible Spending Account (FSA) plan on February 14, 2006, to assist eligible employees with certain pre-tax health expenses; and

WHEREAS, the Town Board has adopted a new plan design for health insurance coverage that does not include an FSA plan; and

WHEREAS, Town Board has determined that the continuation of the existing FSA plan is no longer or consistent with the Town's current health insurance offerings;

NOW, THEREFORE, BE IT RESOLVED:

- Sec. 1 That the Town Board of the Town of Sweden hereby abolishes the Flexible Spending Account (FSA) plan established on February 14, 2006.
- Sec. 2. That the Town Supervisor and Director of Finance are authorized to take all necessary actions to properly close the plan and notify affected employees and plan administrators.
- Sec. 3. That this resolution shall take effect immediately and shall replace and supersede all prior provisions of the Town's Employee Policy Handbook relating to FSA plan.

MOTION for adoption of this resolution by Councilperson
Seconded by Councilperson

Discussion:

VOTE BY ROLL CALL AND RECORD:

Councilperson Maar
Councilperson Sharpe
Councilperson Staskiewicz
Councilperson Sullivan
Supervisor Hayles

Submitted – November 3, 2025