

A special meeting of the Town Board of the Town of Sweden was held at the Town Hall, 18 State Street, Brockport, New York, on Monday, November 3, 2025.

Town Board Members present were Supervisor Patricia Hayles, Councilperson Scott Maar, and Councilperson Gary Sullivan. Councilperson Tyler Sharpe and Councilperson Adam Staskiewicz were absent. Also present was Town Clerk Karen Sweeting and Finance Director Hiedi Librock.

There were no visitors present.

Supervisor Hayles called the meeting to order at 6:00 p.m. and asked everyone present to say the Pledge to the Flag and remain standing for a moment of silence to remember those that put themselves in harm's way for our benefit.

EXECUTIVE SESSION:

Councilperson Maar made a motion that was seconded by Councilperson Sullivan to go into executive session at 6:02 p.m. subject to Public Officer's Law Section 105 (f) to discuss two personnel matters. All voted in favor of the motion – three ayes. Motion adopted.

No action taken.

Councilperson Maar made a motion that was seconded by Councilperson Sullivan to leave executive session and return to the regular meeting at 6:32 p.m. All voted in favor of the Motion – three ayes. Motion adopted.

PRIVILEGE OF THE FLOOR:

No comments.

CORRESPONDENCE:

No correspondence noted.

CONSENT AGENDA ITEM:

Councilperson Maar made a motion that was seconded by Councilperson Sullivan to approve the Consent Agenda item listed below.

VOTE BY ROLL CALL:

Councilperson Maar	<u>Aye</u>
Councilperson Sharpe	<u>Absent</u>
Councilperson Staskiewicz	<u>Absent</u>
Councilperson Sullivan	<u>Aye</u>
Supervisor Hayles	<u>Aye</u>

ADOPTED

- RESOLUTION NO. 135 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; and
- 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.
- 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.

- RESOLUTION NO. 136 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.

ADDITIONAL BUSINESS AND ANNOUNCEMENTS:

Supervisor Hayles announced the public information meeting for the proposed LaDue Road, Swamp Road, West Sweden Road water district is tentatively scheduled for November 25, 2025. The next Town Board meeting is Monday, November 10, 2025. The Town Hall is closed for Veterans Day on November 11, 2025.

ADJOURNMENT:

As there was no further business to come before the Board, Councilperson Maar moved to adjourn the November 3, 2025 special meeting of the Sweden Town Board at 6:38 p.m. Councilperson Sullivan seconded the motion. All voted in favor of the motion – three ayes. Motion adopted.

Special Meeting of the Town Board

November 3, 2025

Respectfully submitted,

Karen M. Sweeting
Town Clerk