

**TOWN OF BRIGHTON TOWN BOARD
FINANCE AND ADMINISTRATIVE SERVICES COMMITTEE
MEETING AGENDA**

Meeting Date: Wednesday, November 6, 2024 (8:30 a.m.)

Location: Auditorium, Brighton Town Hall

1. Approval of Minutes – Receive and file minutes from October 16, 2024.
2. Request for the Town Board to approve a budget amendment to transfer funds for the purpose of utilizing GRANET proceeds received previously (Police) – Request from Chief Catholdi for Town Board action to approve a budget amendment to transfer funds for the purpose of utilizing GRANET proceeds received previously for the purpose of garage storage, carpeting and other upgrades_(see letter from D Catholdi).

Revenue Acct	A.POLCE.3120.2705	Gifts & Donations	\$9,500.00
Expense Acct	A.POLCE.3120.2.60	Facility Improv	\$9,500.00
3. Request for the Town Board to approve accepting a Monroe County ARPA subaward in the amount of \$406,524.18 (Recreation) – Request from Rebecca Cotter for Town Board action to accepting a Monroe County ARPA subaward in the amount of \$406,524.18 for the purpose of supporting Senior and Youth Congregate programming for January 2025 through December 2026 (see letter from R Cotter)
4. Request for the Town Board to authorize the Highway Department to dispose of the four (4) listed large vehicles through auction or sale (Highway) – Request from Amy Banker for the Town Board to authorize the Highway Department to dispose of four (4) large Flatbed and Dump Trucks that have been replaced and no longer needed or able to support departmental operations through auction or sale (see letter from A Banker).
5. Request for the Town Board to authorize the Town Supervisor to execute an agreement with Carrie Burdick as a consultant to train staff on the processing property exemptions (Assessor) – Request from Jeannine Whitaker for the Town Board to authorize the Town Supervisor to execute an agreement with Carrie Burdick to provide training to the Assessor's Office at the rate of \$27.00/hour for a maximum of 36 hours (see letter from J Whitaker).
6. Request for the Town Board to approve creating a small petty cash fund for the Assessor's Office so that transactions may be completed more efficiently (Assessor) – Request from Jeannine Whitaker for the Town Board to approve creating a Petty Cash Fund in the amount of \$50.00 so that incidental transactions may be made without having employees or residents go to the Town Clerk's Office (see letter from J Whitaker).

7. Request for the Town Board to approve MVP health plan rates for 2025 and authorize the Town Supervisor to execute related contracts (Personnel) – Request from Tricia VanPutte for Town Board action to approve the renewal of the current health insurance plans for both active employees and pre-65 retirees as related to MVP for 2025 with rates as provided in addition to approving the Health Savings Account contributions for employees selecting the HDHP option at the same rate of \$800.00 single, \$1,600.00 2-person and \$2,000.00 family coverages with 50% of the total contribution being contributed in January and the remaining balance being distributed over the payroll period with exceptions, as policy allows, for demonstrated hardship cases and authorize the Town Supervisor to execute any agreements as needed (see letter from T VanPutte).
8. Request for the Town Board to approve Dental 2025 rates and authorize related contracts (Personnel) – Request from Tricia VanPutte for Town Board action to approve the dental insurance rates for both active employees and retirees as related to dental benefits for 2025 and authorize the Town Supervisor to execute any agreements as needed for this benefit plan. For 2025 our Town rates will increase \$0 monthly for each plan type (Single options increasing by \$0 monthly and Family options increasing by \$0 monthly) and an increase of \$.14 in the administrative fee (\$4.86 from \$4.72) charged by Excellus. (see letter from T VanPutte).
9. Request for the Town Board to approve Flexible Spending Administration participant monthly rate – Lifetime Benefit Solutions, Inc. for 2025 and authorize related contracts (Personnel) – Request from Tricia VanPutte for Town Board action to approve the per participant monthly rate of \$3.15 (no change from the 2024 rate) and a compliance service rate of \$325 annually (no change from the 2024 rate) and authorize the Town Supervisor to execute the contract and any related documents (see letter from T VanPutte).
10. Request for the Town Board to approve EyeMed Vision/Eyewear Benefit for 2025 and authorize related contracts (Personnel) – Request from Tricia VanPutte for Town Board action to approve the EyeMed Vision/Eyewear Benefit rates for 2025 from this FLMHIT program began in 2018 that is a benefit with no premium cost to the town and whose rates remain unchanged from January 2022 and authorize the Town Supervisor to execute any agreements as needed for this benefit plan (see letter from T VanPutte).
11. Request for the Town Board to approve Excellus Medicare Supplemental plan rates for 2025 for post-65 retirees and authorize related contracts (Personnel) – Request from Tricia VanPutte for Town Board action to approve the Excellus Medicare Supplemental insurance plan for the post-65 retirees for 2025 with rates as provided and authorize the Town Supervisor to execute any agreements as needed for this benefit plan (see letter from T VanPutte).

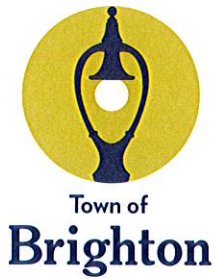
12. Request for the Town Board to approve Teamsters' Health Plan rates for 2025 and authorize related contracts (Personnel) – Request from Tricia VanPutte for Town Board action to approve the health insurance 2025 rates related to the Teamsters' health plan for the Teamster Local 118 members with rates as provided and authorize the Town Supervisor to execute any agreements as needed for this benefit plan (see letter from T VanPutte).
13. Request for the Town Board to approve updating the Health Declination Policy for Non-Represented Employees effective January 1, 2025 (Personnel) – Request from Earl Johnson & Tricia VanPutte for Town Board action to amend the Health Declination Policy for 2025 with the major change being to eliminate the minimum number of employee requirement and evaluate other proposed changes (see letter from E Johnson & T VanPutte).
14. Request for the Town Board to approve a change to the Dental Insurance Dependent Rider eliminating the requirement for covered dependents up to age 23 to be students effective January 1, 2025 (Personnel) – Request from Earl Johnson & Tricia VanPutte for Town Board action to approve a change to the Dental Insurance plan and cover all dependents to the age of 23 regardless of their status as a student (see letter from E Johnson & T VanPutte).
15. Request for the Town Board to approve the provided update of the Budget Tax Levy and Special District Tax rates for 2025 for Adoption during the 11 13 2024 Town Board Meeting (Finance) – Request from Earl Johnson for Town Board action to approve the final update for 2025 of the Budget Tax Levy and Special District Tax Rates as provided (see letter from E Johnson)
16. Discussion regarding vehicle re-assignments November 2024 (see letter from E Johnson, Director of Finance).
17. Request for the Town Board to authorize the Town Supervisor to sign an agreement with DSA Service Inc. for Town Hall Demolition and Abatement work (Public Works) – Request from Ken Hurley for Town Board action to authorize the Town Supervisor to sign an agreement with DSA Service Inc. as the low, responsible and responsive bidder for Town Hall Demolition and Abatement work at a Base Bid amount of \$585,000 and to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price, \$58,000, for a maximum approved contract cost of \$643,000 (see letter from K Hurley).
18. Request for the Town Board to authorize the Town Supervisor to sign an agreement with UDN Inc for Town Hall General Construction work (Public Works) – Request from Ken Hurley for Town Board action to authorize the Town Supervisor to sign an agreement with UDN Inc. as the low, responsible and responsive bidder for Town Hall General Construction work at a Base Bid amount of \$3,160,000 and to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price, \$316,000, and cash allowances up to \$100,000 for a maximum approved contract cost of \$3,576,000 (see letter from K Hurley).

19. Request for the Town Board to authorize the Town Supervisor to sign an agreement with Concord Electric Corp. for Town Hall Electrical work (Public Works) – Request from Ken Hurley for Town Board action to authorize the Town Supervisor to sign an agreement with Concord Electric Corp. as the low, responsible and responsive bidder for Town Hall Electrical work at a Base Bid amount of \$2,609,000 and to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price, \$260,900, and cash allowances up to \$895,000 for a maximum approved contract cost of \$3,764,900 (see letter from K Hurley).
20. Request for the Town Board to authorize the Town Supervisor to sign an agreement with Pipitone Enterprises LLC for Town Hall Mechanical (HVAC) work (Public Works) – Request from Ken Hurley for Town Board action to authorize the Town Supervisor to sign an agreement with Pipitone Enterprises LLC as the low, responsible and responsive bidder for Town Hall Mechanical (HVAC) work at a Base Bid amount of \$2,580,000 and to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price, \$258,900 for a maximum approved contract cost of \$2,838,000 (see letter from K Hurley).
21. Request for the Town Board to authorize the Town Supervisor to sign an agreement with Landry Mechanical Contractors for Town Hall Plumbing work (Public Works) – Request from Ken Hurley for Town Board action to authorize the Town Supervisor to sign an agreement with Landry Mechanical Contractors as the low, responsible and responsive bidder for Town Hall Plumbing work at a Base Bid amount of \$396,482.00 and to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price, \$39,648.20, and cash allowances up to \$10,000 for a maximum approved contract cost of \$446,130.20 (see letter from K Hurley).

EXECUTIVE SESSION – Discuss employment of three particular persons

**The next regularly scheduled meeting of the FASC will be held on
WEDNESDAY, November 20, 2024, at 8:30 a.m.
in ROOM #159 at Empire State University, 680 Westfall Road.
All members of the public are invited to attend FASC meetings.**

****AS PER THE REGULAR SCHEDULE****



Brighton Police Department

2300 Elmwood Avenue
Rochester, New York 14618
(585) 784-5150



David Catholdi
Chief of Police

October 29, 2024

The Honorable Town of Brighton Board
Finance and Administrative Services Committee
2300 Elmwood Avenue
Rochester, New York 14618

RE: 2024 Police Department GRANET Budget Amendment

Dear Board Members:

I am requesting Town Board authorization to record a 2024 Budget Amendment utilizing the GRANET proceeds we received in December of 2023 and deferred to revenue for 2024. The source of these funds is to upgrade garage storage, carpets and other needed upgrades in the Police Department.

These purchases would utilize the remaining balance of the current Granet Funds which is \$9,498.09.

The budget amendment entry needed is as follows:

A.POLCE.3120.2705	Gifts and Donations	Inc \$9,498.09
A.POLCE.3120.2.60	Facility Improvements	Inc \$9,498.09

I would be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

David Catholdi
Chief of Police



Recreation Department

Rebecca Cotter
Recreation Director

November 4, 2024

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618
Dear Board Members:

RE: Monroe County ARPA

I respectfully request your permission to authorize Supervisor Moehle to enter into an intermunicipal agreement with Monroe County to accept funding in support of Senior and Youth Congregate Programming in the amount of \$406,524.18. I further request authorization for Supervisor Moehle to sign any related documents associated with these funds as required by Monroe County, and the authorization of any necessary budget amendments needed due to the award of this agreement.

These funds will be used to meet the community's needs and will directly support Senior and Youth congregate programming throughout the course of calendar year 2025/2026.

Please let me know if you have any questions or concerns regarding this request.

Thank you for your consideration,

Rebecca J. Cotter

Rebecca J. Cotter
Recreation Director
Town of Brighton



October 25, 2024

Honorable Finance Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14612

Re: Authorize Disposal of Equipment

Dear Committee Members,

I recommend the disposal of certain Highway Department equipment as listed below. The items listed are no longer needed or able to support departmental operations.

#66 – 2008 Ford F350 Flatbed Truck	Asset #D57264	VIN 1FDWF36R58ED57264
#73 – 2017 Ford F550 Dump Truck	Asset #F41002	VIN 1FDUF5GY7HEF41002
#74 – 2014 Ford F550 Dump Truck	Asset #B67222	VIN 1FDUF5GT2EEB67222
#76 – 2009 Ford F350 Flatbed Truck	Asset #A16080	VIN 1FDWF36529EA16080

I further recommend that I be authorized to dispose of the above equipment through an online or in person auction or through Enterprise Fleet.

Amy Banker

Amy Banker
Accountant

Cc: J. Sprague
B. Monroe
E. Johnson



Assessor's Office

Jeannine Whitaker
Assistant Assessor

October 23, 2024

Honorable Finance Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Assessor's Office, request for temporary/hourly hire of Carrie Burdick

Dear Honorable Members:

In anticipation of upcoming exemption season, Carrie Burdick is willing to come in on a **temporary/hourly** basis to help train myself and the Real Property Appraiser Trainee on reviewing, removing, accepting, denying and processing of exemptions. This should not exceed 36 hours starting October 27, 2024 –March 1st, 2025.

Carrie is willing to provide assistance to the Assessor's Office as needed for an hourly rate of \$27.00 per hour. It is anticipated that the hours will not exceed 36 hours and that she will provide assistance as requested by the Assistant Assessor. It is understood that there would be no health or additional benefits associated with this position. **This will be under contract (not as an employee) on a temporary basis. An invoice will be submitted by Carrie for payment each pay period that she works in.**

Carrie has a complete understanding of the daily tasks and duties of the assessment office. Carrie also has familiarity with Senior Citizens and veteran exemptions and will be able to step in and provide complete and knowledgeable assistance during our busy exemption renewal season.

I am requesting your approval to enter into a contract agreement with Carrie Burdick to cover this temporary assignment. Thank you for your consideration.

Jeannine Whitaker
Assistant Assessor



Finance Department

Earl Johnson
Director of Finance

October 24, 2024

To: The Honorable Town Board
From: Earl Johnson, Director of Finance
Date: October 24, 2024
Subject: Authorization for a Petty Cash Fund in the Assessor's Office

We are requesting to add a small Petty Cash Fund in the Assessor's Office. The reason is for efficiency so that the Assessor's Office can make small change for items such as copies without an employee going or sending the resident to the Town Clerk's Office each time. The new listing will be:

<u>Name of Fund</u>	<u>Custodian</u>	<u>Authorized Amount</u>
Town Clerk Change Fund	Daniel Aman	\$ 500
Library Change Fund	Jennifer Ries-Taggart	\$ 230
Town Court Change Fund	Lisa Pavlovych	\$ 250
Recreation Office Change Fund	Rebecca Cotter	\$ 100
Police Dept. Fees Change fund	J. P. O'Brien	\$ 25
Assessor Petty Cash Fund-Cash	Jeannine Whitaker	\$ 50
General Petty Cash Fund-Cash	Daniel Aman	\$ 400
General Petty Cash Fund-Checking	Marcia Adams	\$ 250
Library Petty Cash Fund-Cash	Jennifer Ries-Taggart	\$ 200

Sincerely,
Earl Johnson
Earl Johnson
Director of Finance



Personnel Department

Tricia Van Putte
Director of Personnel

October 23, 2024

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Health Plan Renewals for 2025

Dear Board Members:

Attached are the proposed renewal rates and plan summaries for 2025 for the health plans that are currently being offered through the Town to eligible employees and retirees (under 65).

I am recommending that the Town Board authorize the renewal of the current health plans, including the \$3,000/\$6,000 High Deductible Health Plan along with a Health Savings Account contribution to eligible active non-represented Town employees and authorize the Supervisor to sign any related documents with MVP. Regarding the Health Savings Account contributions, I am recommending that the contributions for 2025 remain as is: \$800.00 single, \$1,600.00 2-person and \$2,000.00 family with 50% of the amount being contributed in January and the remaining balance distributed equally over the remaining payroll pay periods with the exceptions, as policy allows, for demonstrated hardship cases.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: E Johnson

Benefit Highlight	2025 Town of Brighton Medical Benefits		
	Mid Plan	Core Plan	HDHP \$3,000/\$6,000
Primary Care Physician (PCP) Visit	\$15	\$25	Covered in Full after Deductible
PCP Sick Child Visits	Covered in Full, \$0 PCP visits to age 26	Covered in Full, \$0 PCP visits to age 26	Covered in Full after Deductible
GIA Telemedicine	Covered in Full	Covered in Full	Covered in Full after Deductible
Specialist Visit	\$20	\$40	Covered in Full after Deductible
Preventive Services	Covered in Full	Covered in Full	Covered in full
Allergy Tests/Injections	\$15 PCP/\$20 Specialist	\$25 PCP/\$40 Specialist	Covered in Full after Deductible
Chiropractic	\$20	\$25	Covered in Full after Deductible
Acupuncture	\$25 copay, 10 visits/year	\$40 copay, 10 visits/year	Covered in Full after Deductible
Diagnostic Lab	Covered in Full	Covered in Full	Covered in Full after Deductible
Diagnostic Lab (MVP Preferred Provider Facility)	Covered in Full	Covered in Full	Covered in Full after Deductible (discounted fee schedule applies)
Diagnostic X-Ray	\$20	\$40	Covered in Full after Deductible
Diagnostic X-Ray (MVP Preferred Provider Facility)	Covered in Full	Covered in Full	Covered in Full after Deductible (discounted fee schedule applies)
Maternity – Pre & Post	Covered in Full	\$50	Covered in Full after Deductible
Maternity Hosp.	\$100	\$300	Covered in Full after Deductible
Inpatient Hosp.	\$100	\$300	Covered in Full after Deductible
Inpatient Surgery	20% or \$100	20% or \$300	Covered in Full after Deductible
Outpatient Surgery	Facility: \$50 Physician: \$20	Facility: \$75 Physician: \$40	Covered in Full after Deductible
Outpatient Surgery (MVP Preferred Provider Facility)	Facility: Covered in Full Physician: \$20	Facility: Covered in Full Physician: \$20	Covered in Full after Deductible (discounted fee schedule applies)
Inpatient Mental Health	\$100	\$300	Covered in Full after Deductible
Outpatient Mental Health	\$15	\$25	Covered in Full after Deductible
Inpatient Substance Abuse	\$100	\$300	Covered in Full after Deductible
Outpatient Substance Abuse	\$15	\$25	Covered in Full after Deductible
Rx- 30 day retail	\$5/\$20/\$35, \$0 generic for kids to age 26	\$5/\$30/\$50, \$0 generic for kids to age 26	Covered in Full after the deductible; Preventive RX not subject to the deductible
Routine Vision	\$20 one exam per year	\$25 one exam per year	Covered in Full once per year
Eyewear	\$60 allowance per year	\$60 allowance per year	Not covered
Emergency Room	\$50	\$75	Covered in Full after Deductible
Ambulance Services	\$25	\$50	Covered in Full after Deductible
Urgent Care	\$25	\$25	Covered in Full after Deductible
Skilled Nursing Facility	\$100, up to 120 days/year	\$300, up to 120 days/year	Covered in Full after Deductible, up to 120 days/year
Durable Medical Equip.	20%	20%	Covered in Full after Deductible
Outpatient Physical, Speech, Occupational Therapy	\$15, 365 visits per plan year	\$40, 365 visits per plan year	Covered in Full after Deductible, 365 visits per plan year
Cardiac & Pulmonary Rehabilitation (up to 36 visits per year)	\$0 Copay per provider, per date of service	\$0 Copay per provider, per date of service	Covered in Full after Deductible
Routine Hearing Exam	\$20	\$40	Covered in Full after Deductible
Dependent Age Limit	26	26	26
Network	National & Preferred Network	National & Preferred Network	National & Preferred Network
Referrals	Not Required	Not Required	Not Required
Deductible Individual/Family	N/A	N/A	\$3,000 / \$6,000
Coinsurance	N/A	N/A	0%
Out-of-Pocket Max Single/Family	\$6,600 / \$13,200	\$6,600 / \$13,200	\$3,000 / \$6,000
Lifetime Maximum	Unlimited	Unlimited	Unlimited
Wellness Rewards	\$600 Well Being Rewards	\$600 Well Being Rewards	\$600 Well Being Rewards
WONDR Health Lifestyle Program	Covered in Full	Covered in Full	Covered in Full

This plan design contains only a general description of the coverage & does not constitute a policy contract. For complete information including exclusions, limitations & conditions, refer to the policy document. Neither MVP nor Brown & Brown will be held responsible for typographical or clerical errors.

MVP Health Insurance Rates 2024 & 2025

Current 2024 Monthly Rates

2024 Active Employees & Pre-65 Retiree Rates			
	Mid Plan	Core Plan	HDHP 3000
Single	\$1,073.26	\$1,029.35	\$678.44
2 Person	\$2,414.91	\$2,316.10	\$1,526.54
Family	\$2,825.04	\$2,709.45	\$1,785.80

NEW 2025 Monthly Rates

2025 Active Employees & Pre-65 Retiree Rates			
	Mid Plan	Core Plan	HDHP 3000
Single	\$1,243.92	\$1,193.00	\$786.32
2 Person	\$2,798.91	\$2,684.32	\$1,769.28
Family	\$3,274.27	\$3,140.22	\$2,069.77
Compared to 2024	15.90%	15.90%	15.90%



Personnel Department

Tricia Van Putte
Director of Personnel

October 23, 2024

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Dental Plan Renewals for 2025

Dear Board Members:

Attached are the proposed renewal rates and plan summaries for 2025 for the self-funded dental plans that are currently being offered through the Town to eligible employees and retirees (under 65).

I am recommending that the Town Board authorize the renewal of the current dental plans, with Excellus, at the attached rates for the Base Plan Custom Benefit Single, Base Plan Custom Benefit Family, Buy Up Custom Benefits IV Single and Buy Up Custom Benefit IV Family plans for 2025 and authorize the Supervisor to sign any related documents with Excellus BCBS. The Police Base plans are the Buy Up plans. In 2025 rates will remain the same with an \$0 increase for each plan type.

Please note that within these rates is an administrative fee that is charged by the third-party administrator, Excellus, who is proposing a 3.0% increase in this fee for 2025 (from \$4.72 per contract per month to \$4.86).

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: E Johnson

TOWN OF BRIGHTON

2025 DENTAL PLANS - MONTHLY PREMIUMS

Dental Plans	Single	Family
Custom Dental Plan	\$34.00	\$82.00
Custom Dental Plan - Buy Up	\$37.00	\$89.00

Excellus Dental 2024 rates

Plan	Tier	Claims	Admin	Total Rate
Base Plan Custom Benefit Non-Rep & Teamsters CSEA \$0	Single	\$29.28	\$4.72	\$34.00
Base Plan Custom Benefit Non-Rep & Teamsters CSEA \$0	Family	\$77.28	\$4.72	\$82.00
Buy Up Custom Benefits IV CSEA & Non-Rep BPPA \$0	Single	\$32.28	\$4.72	\$37.00
Buy Up Custom Benefit IV CSEA & Non-Rep buy up BPPA \$0	Family	\$84.28	\$4.72	\$89.00

Excellus Dental 2025 rates

Plan	Tier	Claims	Admin	Total Rate
Base Plan Custom Benefit Non-Rep & Teamsters CSEA \$0	Single	\$29.28	\$4.72	\$34.00
Base Plan Custom Benefit Non-Rep & Teamsters CSEA \$0	Family	\$77.28	\$4.72	\$82.00
Buy Up Custom Benefits IV CSEA, Non-Rep & Teamsters BPPA \$0	Single	\$32.28	\$4.72	\$37.00
Buy Up Custom Benefit IV CSEA, Non-Rep & Teamsters BPPA \$0	Family	\$84.28	\$4.72	\$89.00

Town of Brighton Dental Plan Review

Claims Experience

	2023 Renewal			2024 Renewal				2025 Renewal				
	Employee Months	Incurred Claims	PEPM	Employee Months	Incurred Claims	PEPM	% Increase Over 2023	Employee Months	Incurred Claims	PEPM	% Increase Over 2023	% Increase Over 2024
Low Option	1,111	\$58,849	\$52.97	1,016	\$55,490	\$54.62	3.1%	955	\$51,519	\$53.95	1.8%	-1.2%
High Option	1,070	\$81,607	\$76.27	1,252	\$91,585	\$73.15	-4.1%	1,303	\$82,401	\$63.24	-17.1%	-13.5%
Total	2,181	\$140,456	\$64.40	2,268	\$147,075	\$64.85	0.7%	2,258	\$133,920	\$59.31	-7.9%	-8.5%

	Total (2023-2025)			Average (2023-2025)				Total (2024-2025)				
	Employee Months	Incurred Claims	PEPM	Employee Months	Incurred Claims	PEPM	% Increase Over 2023	Employee Months	Incurred Claims	PEPM	% Increase Over 2023	% Increase Over 2024
Low Option	3,082	\$165,858	\$53.82	1,027	\$55,286	\$53.82	1.6%	1,971	\$107,009	\$54.29	2.5%	-0.6%
High Option	3,625	\$255,593	\$70.51	1,208	\$85,198	\$70.51	-7.6%	2,555	\$173,986	\$68.10	-10.7%	-6.9%
Total	6,707	\$421,451	\$62.84	2,236	\$140,484	\$62.84	-2.4%	4,526	\$280,995	\$62.08	-3.6%	-4.3%

Premium Equivalency Rates

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Low Option Single	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$31.00	\$31.00	\$31.00	\$32.00	\$33.00	\$34.00	\$34.00
Low Option Family	\$74.00	\$74.00	\$74.00	\$74.00	\$74.00	\$77.00	\$77.00	\$77.00	\$79.00	\$80.00	\$82.00	\$82.00
High Option Single	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$34.00	\$34.00	\$34.00	\$35.00	\$36.00	\$37.00	\$37.00
High Option Family	\$81.00	\$81.00	\$81.00	\$81.00	\$81.00	\$84.00	\$84.00	\$84.00	\$86.00	\$87.00	\$89.00	\$89.00
% Increase (Annual)	N/A	0.0%	0.0%	0.0%	0.0%	3.8%	0.0%	0.0%	2.6%	1.6%	2.5%	0.0%
% Increase (over 2014)												10.4%





Proprietary Information - Confidential

Summary of Proposals

Town of Brighton

Contract Period: January 1, 2025 through December 31, 2025

Funding Arrangement:

ASC

Proposal Summary			
Proposal and Description	Comparison to Current Benefit Premium	Vs. Current Premium ¹	Estimated Premium Equivalent ¹
Renew at Current Benefits	NA	-4.54%	\$ 151,010

¹Assumes contract distribution as shown on detailed rates exhibit



Proprietary Information - Confidential

**Proposal: Renew at Current Benefits
Town of Brighton**

Contract Period: January 1, 2025 through December 31, 2025

Funding Arrangement:

ASC

All Subscribers						
Plan	Tier	Projected Contracts	Claims	Administration	Total Rate	
Custom Benefit	Single	34	\$ 24.57	\$ 4.86	\$	29.43
	Family	43	76.64	4.86		81.50
Custom Dental Benefit IV	Single	33	\$ 26.97	\$ 4.86	\$	31.83
	Family	79	84.11	4.86		88.97

Financial Terms / Assumptions

- Rates shown are good through 9/10/2024. If Group does not accept this rate action prior to the expiration date, Excellus BlueCross BlueShield reserves the right to re-rate the proposal.
- Signature below indicates acceptance of all rates and terms for this proposal and its accompanying benefit sheet.
- Terms and assumptions used in this rate sheet are superseded by the group contract.
- Rates are for self-funded financial arrangement.
- This financial arrangement requires a minimum of 100 contracts enrolled.
- Enrollment variations greater than +/-10% require a rate review which may cause a rate adjustment.
- Above Rates Assume Employer Is Contributing To The Plan.
- Changes in federal or state benefit mandates or tax policies will require a rate review which may cause a rate adjustment.
- The Consolidated Appropriations Act, 2021 ("CAA") requires certain service providers to provide a compensation disclosure notice pursuant to ERISA §408(b)(2) identifying all compensation they may potentially receive in connection with covered services they provide to an ERISA-governed group health plan. To the extent Excellus BlueCross BlueShield is required to provide this disclosure notice to the Employer (as plan sponsor), the terms of this Rate Sheet serves as such disclosure notice.

Cash Advance

Amount Required	\$ 2,600
Current Balance	\$ 2,800
Additional Required	\$ 0

Proposal Accepted By (Group Representative)

Date

Title

QFR



Proprietary Information - Confidential

Renew at Current Benefits (Continued)

Town of Brighton

Contract Period: January 1, 2025 through December 31, 2025

Funding Arrangement:

ASC

Population:	All Subscribers	
Plan:	Custom Benefit	Custom Dental Benefit IV
Coinsurance:		
Class I:	100%	100%
Class II:	100%	85%
Class III:	\$0	50%
Class IV:	\$0	50%
Fee Schedules:		
In Area:	Blue Shield	Blue Shield
Out of Area:	Blue Shield	Blue Shield
Deductible:	\$0	\$25/\$50
Annual Max:	\$1,000	\$1,000
Benefit Cycle:	Calendar Year Benefits	Calendar Year Benefits
Deductible Classes:	Applies to All Covered Classes	Classes II, III, IV
Max Classes:	Class II	Classes II, III
Ortho Lifetime Max:	\$0	\$750
Riders:	<ul style="list-style-type: none">• Domestic Partner• Dependent To Age 19• Student To Age 23	<ul style="list-style-type: none">• Domestic Partner• Dependent To Age 19• Student To Age 23

QFR

Initial to signify approval of benefits for proposal : _____



Personnel Department

Tricia Van Putte
Director of Personnel

October 22, 2024

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Flexible Spending Administration - Lifetime Benefit Solutions, Inc. for 2025

Dear Board Members:

I am requesting that the Town Board authorize the continuation of the services of Lifetime Benefit Solutions Inc. for the administration of employee flexible spending accounts. The 2025 annual compliance service fee will remain the same as 2024 at \$325.00. The per participant monthly fee will also remain unchanged at \$3.15.

I am recommending that the Town Board authorize the continuation of services for 2025 and authorize the Supervisor to sign any related documents with Lifetime Benefit Solutions Inc.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: E Johnson

FW: [EXT] 2025 annual FSA rates - Town of Brighton

From Tricia VanPutte <tricia.vanputte@townofbrighton.org>

Date Tue 10/22/2024 1:05 PM

To Earl Johnson <earl.johnson@townofbrighton.org>

 2 attachments (403 KB)

3. FSA Flexible Spending Admin Renewal letter for 2024.pdf; 3. FSA 2024 Rates from LBS Email.pdf;

From: Kelley Fitzgerald <Kelley.Fitzgerald@LifetimeBenefitSolutions.com>

Sent: Tuesday, October 22, 2024 12:56 PM

To: Tricia VanPutte <tricia.vanputte@townofbrighton.org>

Cc: Laura Smith <Laura.Smith@lifetimebenefitsolutions.com>

Subject: FW: [EXT] 2025 annual FSA rates - Town of Brighton

Good Afternoon Tricia,

There will not be any changes to your rates for the FSA administration for the upcoming 2025 plan year.

Thank you and have a great day,

Kelley



Kelley Fitzgerald Client Service Consultant – I LAH

Cell –(585)471-0977

Kelley.Fitzgerald@Lifetimebenefitsolutions.com

www.LifetimeBenefitSolutions.com

From: LBS Client Support <LBSClientSupport@lifetimebenefitsolutions.com>

Sent: Tuesday, October 22, 2024 10:42 AM

To: Kelley Fitzgerald <Kelley.Fitzgerald@LifetimeBenefitSolutions.com>

Subject: FW: [EXT] 2025 annual FSA rates - Town of Brighton

Good morning, Kelly.

Can you please provide Town of Brighton rates for 2025 in memo or letter form?

Thank you.

Mary Beth

From: Tricia VanPutte <tricia.vanputte@townofbrighton.org>
Sent: Monday, October 21, 2024 1:53 PM
To: LBS Client Support <LBSClientSupport@lifetimebenefitsolutions.com>
Cc: Earl Johnson <earl.johnson@townofbrighton.org>
Subject: [EXT] 2025 annual FSA rates

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Can you please send the rates for 2025 in memo or letter form? I need to go to our Town Board to renew the LBS administration of the FSA for 2025. Attached is last year's renewal letter.

Our rates for 2024 were:
Annual compliance service fee \$325.00
Per participant monthly fee \$3.15

Regards,
Tricia Van Putte
Director of Personnel
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618
(585)784-5203



Personnel Department

Tricia Van Putte
Director of Personnel

October 23, 2024

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Vision Eyewear Plan Renewal for 2025

Dear Board Members:

Attached are rates for 2025 for the EyeMed Vision/Eyewear Benefit that was made available to all members of FLMHIT starting in 2018. Our per participant monthly rate remains unchanged as these rates are guaranteed with a four-year renewal that began 1/1/2022 and ends 12/31/2025. By offering this to our employees, we added a great employee paid benefit at no premium cost to the Town.

I am recommending that the Town Board authorize the renewal of the EyeMed Vision/Eyewear Benefit to all eligible active full time and part time benefit eligible non-represented Town employees and authorize the Supervisor to sign any related documents with EyeMed/Brown & Brown.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: E Johnson

At a Town Board Meeting of the Town of
Brighton, Monroe County, New York, held
on the 27th day of October, 2021 via
Video Conference pursuant to Chapter 417
of the Laws of 2021

PRESENT VIA VIDEO CONFERENCE:

WILLIAM W. MOEHLE,

Supervisor

CHRISTOPHER K. WERNER

JASON S. DIPONZIO

ROBIN R. WILT

CHRISTINE E. CORRADO,

Councilmembers

BE IT RESOLVED, that correspondence dated October 13, 2021 from
Director of Personnel Tricia Van Putte regarding a request to authorize the
Supervisor to execute an agreement with EyeMed Vision for the eyewear benefit
for 2022, be received and filed; and

BE IT RESOLVED, that the Town Board hereby authorizes the Supervisor to
execute an agreement with EyeMed Vision for the Eyewear Benefit for 2022 and
further authorizes the Supervisor to execute renewals of the EyeMed Vision
eyewear benefit program for years 2023 through 2025 as long as the premiums
charged for said years are no greater than they are for 2022.

Dated: October 27, 2021

William W. Moehle, Supervisor

Voting

Christopher K. Werner, Councilmember

Voting

Jason S. DiPonzio, Councilmember

Voting

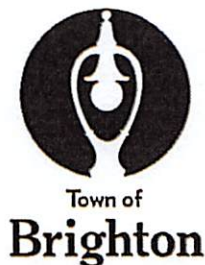
Robin R. Wilt, Councilmember

Voting

Christine E. Corrado, Councilmember

Voting

Aye



Personnel Department

Tricia Van Putte
Director of Personnel

October 13, 2021

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Vision Eyewear Plan Renewal for 2022 through 2025

Dear Board Members:

Attached are rates for 2022 for the EyeMed Vision/Eyewear Benefit that was made available to all members of FLMHIT starting in 2018. Our per participant monthly rate has increased 8.9% annually for the 4 year renewal. The rate will then remain unchanged as these rates are guaranteed through 2025. By offering this to our employees, we added a great employee paid benefit at no premium cost to the Town.

I am recommending that the Town Board authorize the renewal of the EyeMed Vision/Eyewear Benefit to all eligible active full time and part time benefit eligible non-represented Town employees and authorize the Supervisor to sign any related documents with EyeMed/Brown & Brown.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: P. Parker

2022 Vision/Eyewear Benefit Renewal Rates

2018 through 2021 (4 Years)			
Option	#1	#2	#3
Benefit	Material Only	Exam & Material	Exam & Material
Contribution	100% Employee Paid	100% Employee Paid	Employer Paid
Monthly Rate (1/1/2018-1/1/2022)			
Single	\$4.06	\$5.50	\$4.40
2-Person	\$8.14	\$11.03	\$8.82
Family	\$10.58	\$14.34	\$11.47

2022 through 2025 +8.9% renewal (4 Years)			
Option	#1	#2	#3
Benefit	Material Only	Exam & Material	Exam & Material
Contribution	100% Employee Paid	100% Employee Paid	Employer Paid
Annual Cost (1/1/2022-1/1/2025)			
Single	\$53.04	\$71.88	\$57.48
2-Person	\$106.32	\$144.12	\$115.20
Family	\$138.24	\$187.32	\$149.88
Monthly Rate (1/1/2022-1/1/2025)			
Single	\$4.42	\$5.99	\$4.79
2-Person	\$8.86	\$12.01	\$9.60
Family	\$11.52	\$15.61	\$12.49
Weekly Rate (1/1/2022-1/1/2025)			
Single	\$1.02	\$1.38	\$1.11
2-Person	\$2.04	\$2.77	\$2.22
Family	\$2.66	\$3.60	\$2.88

***1.3% average annual renewal rate change (2018 inception through 2025)**





Personnel Department

Tricia Van Putte
Director of Personnel

October 30, 2024

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Medicare Health Plan Renewals for 2025

Dear Board Members:

Attached are the renewal rates and plan summary for 2025 for the Medicare Health plan that is currently offered through the Town to eligible post-65 retirees and post-65 retiree spouses. This year, there were Federal mandated benefit changes to these plans as part of the Inflation Reduction Act (IRA). The Aetna plan would have increased 194%! As a result, Brown & Brown sent out an RFP on behalf of the consortium and the chosen carrier was Excellus (only one carrier could be selected). Excellus also offers more plan options which range from an increase of 63% to 124%. Town management is still deciding which plan to offer for 2025.

I am recommending that the Town Board authorize this plan option and authorize the Supervisor to sign any related documents with the insurance carrier Excellus and the chose plan option(s). Due to late communication regarding required benefit changes, the new plan won't be effective until February 1st, 2025.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: E Johnson

Town of Brighton 2024 vs. 2025 Monthly Premiums for Post-65 (Medicare) Plans

Coverage	2024 Monthly Premium	2025 Monthly Premium	\$ change	% change
Aetna	\$ 147.22	\$ 433.22	\$ 286.00	194.27%
Excellus Plan 4	\$ -	\$ 330.38	\$ 183.16	124.41%
Excellus Plan 9	\$ -	\$ 306.76	\$ 159.54	108.37%
Excellus Plan 10	\$ -	\$ 275.44	\$ 128.22	87.09%
Excellus Plan 11	\$ -	\$ 239.59	\$ 92.37	62.74%

The Aetna 2025 plan cannot be chosen because the new carrier is Excellus

Note: The above amounts are the full-monthly premium for the plan.
Your individual contribution towards the premium is based on the agreement you retired under.

FLMHIT

2025 Inflation Reduction Act Mandated (IRA) Changes and 2025 Medicare Renewal & RFP Marketing Results

September 24, 2024

Presented By:
Brown & Brown Insurance Services, Inc.



Brown & Brown Insurance Services, Inc.

Executive Summary

- In July of 2024, Brown & Brown conducted a request for proposal sent out to the following carriers:
 - AETNA (*incumbent*)
 - Excellus BlueCross BlueShield
 - Humana (*declined to quote*)
 - MVP Healthcare
 - United Healthcare (*declined to quote*)
- Brown & Brown asked the market to deliver competitive proposals that would match current benefits, national network and service/support model in place with Aetna; in short to be a true partner for the long-term health & wellbeing of FLMHIT and its retirees.
- **Target effective date is 1/1/2025**
 - **Implementation can be moved back** as was done when Aetna was implemented on 4/1/2022 to ensure a smooth, methodical and professional implementation.
- All proposals are available upon request.

FLMHIT Medicare RFP Aggregate Financials

FLMHIT Medicare Advantage Aggregate 2025 RFP Financial Analysis

2024 Aetna					2025 Aetna				2025 Excellus				2025 MVP			
Benefit Plan	Rate	Enrollment	Monthly Premium	Annual Premium	Rate	Monthly Premium	Annual Premium	% Increase vs. 2024	Rate	Monthly Premium	Annual Premium	% Increase vs. 2024	Rate	Monthly Premium	Annual Premium	% Increase vs. 2024
Plan 1	\$276.92	183	\$50,676	\$608,116	\$562.92	\$103,014	\$1,236,172	103%	\$550.62	\$100,763	\$1,209,162	99%	\$675.41	\$123,600	\$1,483,200	144%
Plan 2	\$220.72	838	\$184,963	\$2,219,560	\$506.72	\$424,631	\$5,095,576	130%	\$419.44	\$351,491	\$4,217,889	90%	\$529.18	\$443,453	\$5,321,434	140%
Plan 3	\$181.72	101	\$18,354	\$220,245	\$467.72	\$47,240	\$566,877	157%	\$355.20	\$35,875	\$430,502	95%	\$430.31	\$43,461	\$521,536	137%
Plan 4	\$147.22	608	\$89,510	\$1,074,117	\$433.22	\$263,398	\$3,160,773	194%	\$330.38	\$200,871	\$2,410,452	124%	\$348.35	\$211,797	\$2,541,562	137%
Plan 5	\$128.42	70	\$8,989	\$107,873	\$414.42	\$29,009	\$348,113	223%	\$309.90	\$21,693	\$260,316	141%	\$304.64	\$21,325	\$255,898	137%
Total		1,800	\$352,493	\$4,229,911	Total	\$867,293	\$10,407,511	146%	Total	\$710,693	\$8,528,321	102%	Total	\$843,636	\$10,123,629	139%
					Annual \$ increase vs. 2024		\$6,177,600		Annual \$ increase vs. 2024		\$4,298,410		Annual \$ increase vs. 2024		\$5,893,718	
					Difference from 2025 Aetna Renewal				Difference from 2025 Aetna Renewal				Difference from 2025 Aetna Renewal			
									(\$1,879,190) -18.1%				(\$283,882) -2.7%			

FLMHIT Medicare RFP Excellus Alternate Plan Financials

FLMHIT Medicare Advantage Aggregate 2025 RFP Financial Analysis

2024 Aetna					-	2025 Aetna				-	2025 Excellus				
Benefit Plan	Rate	Enrollment	Monthly Premium	Annual Premium		Rate	Monthly Premium	Annual Premium	% Increase vs. 2024		Benefit Plan	Rate	Monthly Premium	Annual Premium	% Increase vs. 2024
Plan 1	\$276.92	183	\$50,676	\$608,116		\$562.92	\$103,014	\$1,236,172	103%		Plan 6	\$537.48	\$98,359	\$1,180,306	94%
Plan 2	\$220.72	838	\$184,963	\$2,219,560		\$506.72	\$424,631	\$5,095,576	130%		Plan 7	\$397.95	\$333,482	\$4,001,785	80%
Plan 3	\$181.72	101	\$18,354	\$220,245		\$467.72	\$47,240	\$566,877	157%		Plan 8	\$331.66	\$33,498	\$401,972	83%
Plan 4	\$147.22	608	\$89,510	\$1,074,117		\$433.22	\$263,398	\$3,160,773	194%		Plan 9	\$306.76	\$186,510	\$2,238,121	108%
Plan 5	\$128.42	70	\$8,989	\$107,873		\$414.42	\$29,009	\$348,113	223%		Plan 10	\$275.44	\$19,281	\$231,370	114%
											Plan 11	\$239.59			
	Total	1,800	\$352,493	\$4,229,911		Total	\$867,293	\$10,407,511	146%			Total	\$671,129	\$8,053,554	90%
						Annual \$ increase vs. 2024		\$6,177,600				Annual \$ increase vs. 2024		\$3,823,643	
												Difference from 2025 Aetna Renewal		(\$2,353,957)	-23%

2024 CURRENT Aetna Medicare Advantage Benefit Plans Comparison

Benefit Highlight	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare
	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5
Tier 1 - Generics preferred/standard	\$4/\$5	\$4/\$5	\$4/\$5	\$4/\$5	\$4/\$5
Tier 2 - Preferred Brand	\$5	\$15	\$25	\$30	\$35
Tier 3 - Non-Preferred Drug	\$5	\$30	\$50	\$75	\$80
Coverage Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap
Rx Annual Out of Pocket Maximum	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
Annual Out of Pocket Medical Maximum (excludes Rx, eyewear & hearing aids)	\$0	\$800	\$2,100	\$3,900	\$3,900
PCP Visit	\$0	\$10	\$15	\$15	\$20
Specialist Visit	\$0	\$10	\$15	\$15	\$20
Physical/ Occupational Therapy	\$0	\$10	\$15	\$15	\$20
Inpatient Hospital Stay	Covered in Full	Covered in Full	\$100 per admission, maximum 3 copays per year	\$100 per admission, maximum 3 copays per year	\$250 per admission, maximum 3 copays per year
Skilled Nursing Facility	\$0/day, unlimited days per medicare benefit period	\$0/day, days 1-100	\$0/day, days 1-20, \$135/day days 21-100	\$0/day, days 1-20, \$184/day days 21-100	\$0/day, days 1-20, \$184/day days 21-100
Ambulance Services	\$0	\$10	\$15	\$15	\$20
Worldwide Emergency Room	\$0	\$10	\$50	\$50	\$65
Urgent Care Center	\$0	\$10	\$15	\$15	\$20
Outpatient Surgery	\$0	\$10	\$50	\$50	\$50
X-Ray	\$0	\$10	\$15	\$15	\$20
CT, MRI Scans	\$0	\$10	\$15	\$15	\$20
Lab Services	\$0	\$0	\$0	\$0	\$0
Medicare Part B Drugs	\$0	\$15	\$15	20%	20%
Annual Physical/Wellness Exam	\$0	\$0	\$0	\$0	\$0
Home Health Care	\$0	\$0	\$0	\$0	\$0
Durable Medical Equipment (DME)	\$0	20%	20%	20%	20%
Diabetic Supplies	\$0	\$0	\$0	\$0	\$0
Acupuncture	\$0, unlimited visits per year	\$10, unlimited visits per year	\$15, 30 visits per year	\$15, 30 visits per year	\$20, 30 visits per year
Eye Wear Allowance	\$100 every 12 months	\$100 every 12 months	\$100 every 12 months	\$100 every 12 months	\$100 every 12 months
Hearing Aid Allowance	\$2,000 once every 12 months	\$2,000 once every 12 months	\$2,000 once every 12 months	\$2,000 once every 12 months	\$2,000 once every 12 months
Gym Membership	Silver Sneakers Program	Silver Sneakers Program	Silver Sneakers Program	Silver Sneakers Program	Silver Sneakers Program



2025 RENEWAL Aetna Medicare Advantage Benefit Plans Comparison

Benefit Highlight	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare
	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5
Tier 1 - Generics preferred/standard	\$4/\$5	\$4/\$5	\$4/\$5	\$4/\$5	\$4/\$5
Tier 2 - Preferred Brand	\$5	\$15	\$25	\$30	\$35
Tier 3 - Non-Preferred Drug	\$5	\$30	\$50	\$75	\$80
Coverage Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap
Rx Annual Out of Pocket Maximum	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Annual Out of Pocket Medical Maximum (excludes Rx, eyewear & hearing aids)	\$0	\$800	\$2,100	\$3,900	\$3,900
PCP Visit	\$0	\$10	\$15	\$15	\$20
Specialist Visit	\$0	\$10	\$15	\$15	\$20
Physical/ Occupational Therapy	\$0	\$10	\$15	\$15	\$20
Inpatient Hospital Stay	Covered in Full	Covered in Full	\$100 per admission, maximum 3 copays per year	\$100 per admission, maximum 3 copays per year	\$250 per admission, maximum 3 copays per year
Skilled Nursing Facility	\$0/day, unlimited days per medicare benefit period	\$0/day, days 1-100	\$0/day, days 1-20, \$135/day days 21-100	\$0/day, days 1-20, \$184/day days 21-100	\$0/day, days 1-20, \$184/day days 21-100
Ambulance Services	\$0	\$10	\$15	\$15	\$20
Worldwide Emergency Room	\$0	\$10	\$50	\$50	\$65
Urgent Care Center	\$0	\$10	\$15	\$15	\$20
Outpatient Surgery	\$0	\$10	\$50	\$50	\$50
X-Ray	\$0	\$10	\$15	\$15	\$20
CT, MRI Scans	\$0	\$10	\$15	\$15	\$20
Lab Services	\$0	\$0	\$0	\$0	\$0
Medicare Part B Drugs	\$0	\$15	\$15	20%	20%
Annual Physical/Wellness Exam	\$0	\$0	\$0	\$0	\$0
Home Health Care	\$0	\$0	\$0	\$0	\$0
Durable Medical Equipment (DME)	\$0	20%	20%	20%	20%
Diabetic Supplies	\$0	\$0	\$0	\$0	\$0
Acupuncture	\$0, unlimited visits per year	\$10, unlimited visits per year	\$15, 30 visits per year	\$15, 30 visits per year	\$20, 30 visits per year
Eye Wear Allowance	\$100 every 12 months	\$100 every 12 months	\$100 every 12 months	\$100 every 12 months	\$100 every 12 months
Hearing Aid Allowance	\$2,000 once every 12 months	\$2,000 once every 12 months	\$2,000 once every 12 months	\$2,000 once every 12 months	\$2,000 once every 12 months
Gym Membership	Silver Sneakers Program	Silver Sneakers Program	Silver Sneakers Program	Silver Sneakers Program	Silver Sneakers Program



This plan design contains only a general description of the coverage and does not constitute a policy contract. For complete information including exclusions, limitations and conditions, refer to the policy document. Neither the carrier nor Brown & Brown will be held responsible for typographical or clerical errors.

2025 NEW ALTERNATE PLAN PROPOSAL Excellus Medicare Advantage Benefit Plans Comparison

Benefit Highlight	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare	FLMHIT Medicare
	Plan 6	Plan 7	Plan 8	Plan 9	Plan 10	Plan 11
Tier 1 - Generics preferred/standard	\$5/\$5 - 90-day supply 3 x copay	\$5/\$5 - 90-day supply 2 x copay	\$5/\$5 - 90-day supply 2 x copay	\$7/\$7 - 90-day supply 2 x copay	\$10/\$10 - 90-day supply 2 x copay	\$10/\$10 - 90-day supply 2 x copay
Tier 2 - Preferred Brand	\$5 - 90-day supply 3 x copay	\$15 - 90-day supply 2 x copay	\$25 - 90-day supply 2 x copay	\$30 - 90-day supply 2 x copay	\$45 - 90-day supply 2 x copay	\$45 - 90-day supply 2 x copay
Tier 3 - Non-Preferred Drug	\$5 - 90-day supply 3 x copay	\$30 - 90-day supply 2 x copay	\$50 - 90-day supply 2 x copay	\$80 - 90-day supply 2 x copay	\$90 - 90-day supply 2 x copay	\$90 - 90-day supply 2 x copay
Coverage Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap	N/A - No Gap
Rx Annual Out of Pocket Maximum	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Annual Out of Pocket Medical Maximum (excludes Rx, eyewear & hearing aids)	\$0	\$800	\$2,100	\$3,900	\$3,900	\$3,900
PCP Visit	\$0	\$10	\$15	\$15	\$20	\$20
Specialist Visit	\$0	\$10	\$15	\$15	\$20	\$40
Physical/ Occupational Therapy	\$0	\$10	\$15	\$15	\$20	\$40
Inpatient Hospital Stay	Covered in Full	\$100 per admission, maximum 3 copays per year	\$250 per admission, maximum 3 copays per year	\$250 per admission, maximum 3 copays per year	\$400 per admission, maximum 3 copays per year	\$500 per admission, maximum 3 copays per year
Skilled Nursing Facility	\$0/day, days 1 - 100	\$0/day, days 1-100	\$0/day, days 1-20, \$135/day days 21-100	\$0/day, days 1-20, \$214/day days 21-100	\$0/day, days 1-20, \$214/day days 21-100	\$0/day, days 1-20, \$214/day days 21-100
Ambulance Services	\$0	\$10	\$15	\$15	\$20	\$20
Worldwide Emergency Room	\$0	\$10	\$50	\$50	\$65	\$65
Urgent Care Center	\$0	\$10	\$15	\$15	\$20	\$40
Outpatient Surgery	\$0	\$10	\$50	\$50	\$50	\$50
X-Ray	\$0	\$10	\$15	\$15	\$20	\$40
CT, MRI Scans	\$0	\$10	\$15	\$15	\$20	\$40
Lab Services	\$0	\$0	\$0	\$0	\$0	\$0
Medicare Part B Drugs	\$0	20%	20%	20%	20%	20%
Annual Physical/Wellness Exam	\$0	\$0	\$0	\$0	\$0	\$0
Home Health Care	\$0	\$0	\$0	\$0	\$0	\$0
Durable Medical Equipment (DME)	\$0	20%	20%	20%	20%	20%
Diabetic Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Acupuncture	\$0, unlimited visits per year	\$10, unlimited visits per year	\$15, 30 visits per year	\$15, 30 visits per year	\$20, 30 visits per year	\$20, 30 visits per year
Eye Wear Allowance	\$100 every calendar year	\$100 every calendar year	\$100 every calendar year	\$100 every calendar year	\$100 every calendar year	\$100 every calendar year
Hearing Aid Allowance	TruHearing Advanced \$499 copay / TruHearing Premium \$799 copay, limit of 2 hearing aids per year	TruHearing Advanced \$499 copay / TruHearing Premium \$799 copay, limit of 2 hearing aids per year	TruHearing Advanced \$499 copay / TruHearing Premium \$799 copay, limit of 2 hearing aids per year	TruHearing Advanced \$499 copay / TruHearing Premium \$799 copay, limit of 2 hearing aids per year	TruHearing Advanced \$499 copay / TruHearing Premium \$799 copay, limit of 2 hearing aids per year	TruHearing Advanced \$499 copay / TruHearing Premium \$799 copay, limit of 2 hearing aids per year
Gym Membership/Wellness Benefit	FitOn and Blue365	FitOn and Blue365	FitOn and Blue365	FitOn and Blue365	FitOn and Blue365	FitOn and Blue365



This plan design contains only a general description of the coverage and does not constitute a policy contract. For complete information including exclusions, limitations and conditions, refer to the policy document. Neither the carrier nor Brown & Brown will be held responsible for typographical or clerical errors.



Personnel Department

Tricia Van Putte
Director of Personnel

October 23, 2024

Honorable Town Board
Finance and Administrative Service Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Renewal Teamster Health Plans 2025

Dear Board Members:

Attached are the renewal rates for 2025 for the Teamsters health plans that are currently offered through the New York State Teamsters Council to Town employees represented by the Teamster Local 118 union.

I am recommending that the Town Board authorize the renewal of the health plans for 2025 and authorize the Supervisor to sign any Benefit Selection Forms for 2025.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: P. Parker

THE NEW YORK STATE TEAMSTERS COUNCIL HEALTH AND HOSPITAL FUND

MONTHLY PARTICIPATION AGREEMENT

1. (a) This Monthly Participation Agreement (hereinafter "Participation Agreement"), executed by the undersigned Teamsters Local Union (hereinafter "Union") and Employer, is the basis for participation in the New York State Teamsters Council Health and Hospital Fund (hereinafter "Fund"). The Employer, its participating employees, and the Union, as a condition of participation in this Fund, are bound by this Participation Agreement, the Trust Agreement, Plan documents and all of the rules and regulations of the Fund now and/or hereafter adopted by the Board of Trustees.

(b) The Employer and Union understand and agree that the Fund contributions shall be made, as set forth herein, on all employees doing bargaining unit work, irrespective of whether said employees are full-time, part-time, casual or seasonal, except as is otherwise provided herein. No agreement between the Employer and the Union shall alter this rule or any other rule or provision of this Participation Agreement.

(c) The Employer agrees to contribute as follows:

Covered Group of Employees (Define) Town of Brighton - Bargaining #8290

	<i>Rates of Contribution:</i>	<i>Monthly</i>		CONTRACT TYPE:
Effective	1/1/2025	See Attached	<input type="checkbox"/>	FREIGHT - Area
Effective	1/1/2026	See Attached	<input type="checkbox"/>	CONSTRUCTION
Effective	1/1/2027	See Attached	<input checked="" type="checkbox"/>	MUNICIPAL
Effective	1/1/2028	See Attached	<input type="checkbox"/>	OTHER
Effective				
Effective				
Effective				

Covered Employees: ☒ Bargaining ☐ Non-Bargaining

Contribution rates are effective each January subsequent to the initial date of this Participation Agreement.

Select one in each category below:

(i) Rates: ☒ Component Rates - with Addendum/Selection Form ☐ Composite Rate – see above

(ii) Benefits: ☐ Highest Option - All benefits ☒ Alternate Benefit Plans - Per attached selection form

(d) All such payments to be made to the Fund are to be received by the Fund office on or before the twenty-fifth (25th) day of the month preceding the month in which benefits are to be provided, except when otherwise agreed by the Fund.

Benefits shall be effective the first day of the month for which contributions are required to be made for employees covered under this Participation Agreement. Benefits shall terminate on the last day of the month in which contributions are required and paid.

2. Failure on the part of the Employer to timely contribute on any of its employees as specified herein shall make the Employer liable for all employee benefit claims which are incurred during the period of delinquency, damages, reimbursement to the Fund for the Fund's attorneys' fees, auditors' fees, court costs, disbursements and expenses incurred by the Fund in recovering the above. In addition, the Employer must pay all arrears due the Fund together with liquidated damages in the sum of ten percent (10%) of the delinquent amount. The late payment of any delinquency by the Employer shall not in any way relieve it from the obligations set forth above. In addition, when the Employer is notified in writing by the Fund that it is delinquent, the Employer must immediately pay the delinquent amount to the Fund. After said payment, the Employer may appeal the Fund's decision to the Board of Trustees, whose decision shall be final and binding. In the event of failure of the Employer to comply

with any of the rules of the Fund, the Employer and all its participating employees, at the Fund's sole discretion, shall cease to participate in the Fund, and the Employer shall be responsible for all the benefits and all other charges specified herein.

3. The Fund may, at any time, audit the payroll records of any and all employees of the Employer at a time mutually agreed upon at no extra charge to the Employer. In the event it is found that the Employer has not fully complied with the Fund rules and/or provisions of this Participation Agreement, the Employer shall pay the full cost of the audit that has been performed by the Fund. In addition, the Employer shall be responsible as set forth in this Participation Agreement and the Fund's rules, regulations and/or collection policies.

4. The Fund shall be open to participation by any group of members belonging to a participating Union that fully complies with all rules and regulations of the Fund. In addition, the Employer may contribute to the Fund for employees working outside the jurisdiction of the collective bargaining agreement in the amount indicated above. However, if these employees are included, the Employer agrees to make contributions on all employees in this category subject to the same conditions and on the same basis as is provided in this Participation Agreement, and the Employer also agrees to continue to make contributions on all these employees for as long as there shall be a collective bargaining agreement between the Employer and the Union, subject to any and all rules and regulations or decisions covering this group that are issued by the Fund. The Employer must request in writing and receive written approval from the Fund in order to have these non-covered employees included. Such request must specifically define the category or categories involved.

5. Should any of the provisions of this Participation Agreement be declared to be in violation of the Labor-Management Relations Act of 1947, as amended, or any other State or Federal statute or regulation, such declaration shall in no way impair the effectiveness or continuity of the rest of the provisions of this Participation Agreement and such provisions are hereby expressly declared to be saved from such illegality.

6. Payments to the Fund must be made by the Employer for all compensable vacation and holiday time up to a maximum of one full calendar year.

7. If an employee is granted a leave of absence, the Employer shall collect from said employee, prior to the leave of absence being effective, sufficient monies to pay the required contributions during the period of absence and such monies shall thereafter be promptly forwarded to the Fund in accordance with the rules of the Fund. In the event the Employer grants a leave and does not so comply, the Employer must pay the contributions subject to all other requirements in paragraph 2 herein.

8. The Employer agrees to furnish such information as may be necessary to enable the Fund to carry out its duties.

9. If a regular employee is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of weeks. If a regular employee is injured on the job, the Employer shall continue to pay the required contributions until such employee returns to work. However, such contributions shall not be paid for a period of more than weeks.

10. All actions and proceedings commenced or initiated by any claimant, applicant, employee, participant, the Union or the Employer, or their agents, successors or assigns, against the Fund, the Trustees thereof or any employee, service provider, representative or agent thereof, and all actions and proceedings commenced by or on behalf of said Trustees against any claimant, applicant, employee, participant, the Union or the Employer pertaining to the Fund in any manner, shall be brought in the appropriate court in the County of Onondaga, New York or other applicable tribunal located therein except where otherwise provided herein. In regard to federal district court actions, all such actions shall be commenced and heard in the United States District Court for the Northern District of New York. The Fund shall not be subject to any grievance/arbitration procedure set forth in any collective bargaining agreement. It is specifically agreed that any action or proceeding commenced or initiated in any other jurisdiction or venue shall be transferred to the appropriate court or tribunal specified herein.

11. This Participation Agreement shall become effective as of the date of execution hereof and the payments above provided shall be payable from and after 1/1/2025 and continue until expiration of the collective bargaining agreement on 12/31/2028. After expiration of the collective bargaining agreement, this Participation Agreement shall continue in full force and effect until a successor collective bargaining agreement is executed by the Employer and Union, unless the Employer gives the Fund at least sixty (60) days written notice of its intent to terminate participation subject, however, to the

discretion of the Trustees. The Employer shall pay any contribution rate increases in effect during negotiations with the Union and such payments shall be made in accordance with the rules and regulations of the Fund. A new Participation Agreement must be signed and submitted for each successor collective bargaining agreement.

Effective date of collective bargaining agreement: 1/1/2025

Expiration date of collective bargaining agreement: 12/31/2028

12. The Employer and its employees shall not be entitled to participate in this Fund unless the Employer and the Union are signatory to a current Participation Agreement.

13. This Participation Agreement represents the entire agreement and understanding of the parties and supersedes all prior or contemporaneous agreements or understandings, whether oral or written. As such, this Participation Agreement may not be modified except by a writing signed by all parties. To the extent there exist any conflict between any provisions of this Participation Agreement and any provisions of the collective bargaining agreement, this Participation Agreement shall control.

The parties hereto have caused this Participation Agreement to be executed on the date shown by each of their signatures below.

LOCAL UNION# 118

EMPLOYER: Town of Brighton

ADDRESS: 130 Metro Park
Rochester, NY 14623

ADDRESS: 2300 Elmwood Ave
Rochester, NY 14618

SIGNATURE: _____

SIGNATURE: _____

PRINT NAME: Sean Walsh

PRINT NAME: _____

PRINT TITLE: Business Agent

PRINT TITLE: Town Supervisor

DATE: _____

DATE: _____

NEW YORK STATE TEAMSTERS COUNCIL HEALTH AND HOSPITAL FUND
151 NORTHERN CONCOURSE, SYRACUSE, NY 13212
MAILING ADDRESS: P.O. BOX 4928, SYRACUSE, NY 13221-4928

SIGNATURE: _____
EXECUTIVE ADMINISTRATOR

DATE: _____

Rate Amendment to the Existing Participation Agreement

ADDENDUM TO SECTION 1.(C)

Effective	Single	2 Person	Family
	Monthly	Monthly	Monthly
1/1/2025	802.62	1603.60	2204.63
1/1/2026	832.30	1662.96	2286.22
1/1/2027	870.61	1739.45	2391.39
1/1/2028	TBD	TBD	TBD

After the initial effective date, all subsequent rate changes are effective
January 1st of each year.

Name of Company: Town of Brighton

Address: 2300 Elmwood Ave

City: Rochester State: NY Zip Code: 14618

Signature: _____

Title: Town Supervisor Date Signed: _____

Teamsters Local # 118

Signature: _____

Title: Business Agent Date Signed: _____

Approved for the Board of Trustees by: _____
Executive Administrator

Date Signed _____

**NEW YORK STATE TEAMSTERS COUNCIL
HEALTH AND HOSPITAL FUND**

BENEFIT SELECTION FORM

The Benefit Plan Options selected below are subject to the rules, regulations, and rates described in the Participation Agreement executed by the undersigned parties concurrent with the execution of this form. After the initial effective date, all subsequent rate changes are effective January 1st of each year during the term of the collective bargaining agreement.

For period beginning 1/1/2025

Benefit Type	Benefit Description or Option Selected	Monthly Rate		
		Single	2-Person	Family
Medical and RX Plan – Required	Select	787.28	1575.95	2166.28
Dental – Optional	No	-	-	-
Vision – Optional	Yes	15.34	27.65	38.35
Disability – Optional	No	-	-	-
Death/AD&D – Optional	No	-	-	-
Legal - Optional	No	-	-	-
Total Monthly Rate		802.62	1603.60	2204.63

HRA Monthly Contribution	-	-	-
---------------------------------	---	---	---

By signature below the parties signify their agreement to the Benefit Options selected.

Employer Name:

Local Union No. 118

Town of Brighton

Signature

Signature

Title Business Agent Date _____

Town Supervisor Date _____

Approved by: _____, Executive Administrator Date _____

**NEW YORK STATE TEAMSTERS COUNCIL
HEALTH AND HOSPITAL FUND**

BENEFIT SELECTION FORM

The Benefit Plan Options selected below are subject to the rules, regulations, and rates described in the Participation Agreement executed by the undersigned parties concurrent with the execution of this form. After the initial effective date, all subsequent rate changes are effective January 1st of each year during the term of the collective bargaining agreement.

For period beginning 1/1/2026

Benefit Type	Benefit Description or Option Selected	Monthly Rate		
		Single	2-Person	Family
Medical and RX Plan – Required	Select	816.40	1634.27	2246.44
Dental – Optional	No	-	-	-
Vision – Optional	Yes	15.90	28.69	39.78
Disability – Optional	No	-	-	-
Death/AD&D – Optional	No	-	-	-
Legal - Optional	No	-	-	-
Total Monthly Rate		832.30	1662.96	2286.22

HRA Monthly Contribution	-	-	-
---------------------------------	---	---	---

By signature below the parties signify their agreement to the Benefit Options selected.

Employer Name:

Local Union No. 118

Town of Brighton

Signature _____

Signature _____

Title Business Agent Date _____

Town Supervisor Date _____

Approved by: _____, Executive Administrator Date _____

**NEW YORK STATE TEAMSTERS COUNCIL
HEALTH AND HOSPITAL FUND**

BENEFIT SELECTION FORM

The Benefit Plan Options selected below are subject to the rules, regulations, and rates described in the Participation Agreement executed by the undersigned parties concurrent with the execution of this form. After the initial effective date, all subsequent rate changes are effective January 1st of each year during the term of the collective bargaining agreement.

For period beginning 1/1/2027

Benefit Type	Benefit Description or Option Selected	Monthly Rate		
		Single	2-Person	Family
Medical and RX Plan – Required	Select	853.97	1709.46	2349.79
Dental – Optional	No	-	-	-
Vision – Optional	Yes	16.64	29.99	41.60
Disability – Optional	No	-	-	-
Death/AD&D – Optional	No	-	-	-
Legal - Optional	No	-	-	-
Total Monthly Rate		870.61	1739.45	2391.39

HRA Monthly Contribution	-	-	-
---------------------------------	---	---	---

By signature below the parties signify their agreement to the Benefit Options selected.

Employer Name:

Local Union No. 118

Town of Brighton

Signature

Signature

Title Business Agent Date _____

Town Supervisor Date _____

Approved by: _____, Executive Administrator Date _____

**NEW YORK STATE TEAMSTERS COUNCIL
HEALTH AND HOSPITAL FUND**

BENEFIT SELECTION FORM

The Benefit Plan Options selected below are subject to the rules, regulations, and rates described in the Participation Agreement executed by the undersigned parties concurrent with the execution of this form. After the initial effective date, all subsequent rate changes are effective January 1st of each year during the term of the collective bargaining agreement.

For period beginning 1/1/2028

Benefit Type	Benefit Description or Option Selected	Monthly Rate		
		Single	2-Person	Family
Medical and RX Plan – Required	Select	TBD	TBD	TBD
Dental – Optional	No	-	-	-
Vision – Optional	Yes	TBD	TBD	TBD
Disability – Optional	No	-	-	-
Death/AD&D – Optional	No	-	-	-
Legal - Optional	No	-	-	-
Total Monthly Rate		TBD	TBD	TBD

HRA Monthly Contribution	-	-	-
---------------------------------	---	---	---

By signature below the parties signify their agreement to the Benefit Options selected.

Employer Name:

Local Union No. 118

Town of Brighton

Signature _____

Signature _____

Title Business Agent Date _____

Town Supervisor Date _____

Approved by: _____, Executive Administrator Date _____



Personnel Department

Tricia Van Putte
Director of Personnel

October 24, 2024

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Health Declination Policy for Non-Represented Employees

Dear Board Members:

I am requesting that the Town Board authorize updating the Health Declination Policy for Non-Represented employees as proposed in the attached memorandum.

There is one additional point for discussion regarding the declination policy:

- 1) Should we incrementally increase the benefit keeping it is substantial enough to incentivize employees who are able to decline health insurance or is \$3,000 still enough incentive? If so, how much should that incremental increase be? This memorandum section is highlighted in yellow.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: E Johnson

MEMORANDUM

To: The Honorable Town Board
From: Earl Johnson, Director of Finance
Tricia VanPutte, Director of Personnel
Date: October 24, 2024
Subject: Health Declination Policy for Non-Represented Employees (Rev 11-13-2024)

As it continues to be the Town Board's intent to adopt a policy that provides an opportunity for a monetary benefit to full-time, non-elected, non-represented employees who opt out of the medical benefit available to them as an active Town employee, we are recommending that the Town Board adopt the following policy:

Any full-time, non-elected, non-represented benefit eligible employee who declines medical insurance through the Town's group sponsored plan **and is qualified** may receive compensation up to \$3,000 per year per the following terms and conditions:

- The employee must sign a waiver of health insurance prior to the start of the calendar year;
- The employee must show proof at the beginning of each calendar year that he/she is covered by another medical insurance policy that provides minimum essential coverage as defined by the Affordable Care Act;
- ~~A minimum of ten (10) non-represented, non-elected, full-time benefit eligible employees must waive coverage and provide proof of other coverage at the beginning of each calendar year. If the number of waived participants changes after the first month of each year (to less than ten (10) or to ten (10) or greater), there will not be any adjustment made to the benefit that was granted as of January 1st of that year based upon waivers received at that time;~~
- Any paid benefit received under this policy will be included in the employees bi-weekly payroll check, divided among the number of payroll periods in the calendar year;
- This paid benefit will be prorated if the employee leaves Town employment, or if an employee joins or waives coverage mid-year (per the terms herein);
- This paid benefit is not reportable as wages to the NYS Employees Retirement System;
- If two benefit eligible Town employees are married, only one employee can receive this paid benefit from the Town;
- If the employee is covered under a Town plan (active or retired) they are not eligible to also receive this benefit.
- **For the fiscal year of 2025 this benefit will be \$3,000 per year and will increase in the fiscal year 2026 to \$3,250 and in 2027 to \$3,500.**

Non-Qualifying Employees:

- Employees not covered as a spouse in another insurance plan.
- Employees covered as a dependent under a parent's health insurance plan.

We will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.



Personnel Department

Tricia Van Putte
Director of Personnel

October 24, 2024

Honorable Town Board
Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, NY 14618

Re: Dental Insurance Dependent Rider

Dear Board Members:

I am requesting that the Town Board authorize changing the Dental Insurance Dependent Rider with Excellus beginning with the 2025 plan year. Currently, one of our riders covers students to age 23 and dependent non-students to age 19. We are requesting to change the rider to cover all dependents to age 23, regardless of their status as a student.

The probability of error and confusion is reduced by having consistent rules for our health and dental insurance programs and eliminating the need to track and obtain proof of which dependents are students just for the dental insurance benefit. We do not feel that this change will materially affect dental benefits paid or future program rates.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Tricia Van Putte
Director of Personnel

CC: E Johnson

MEMORANDUM

To: The Honorable Town Board
From: Earl Johnson, Director of Finance
Tricia VanPutte, Director of Personnel
Date: October 24, 2024
Subject: Dental Insurance Dependent Rider

For the 2025 Dental Insurance Renewal, a self-funded plan with a 0% increase in rates this year, one of the riders currently covers students to age 23 and dependent non-students to age 19. We are requesting to change the rider to cover all dependents to age 23, regardless of their status as a student.

We are requesting this change to be consistent with our health insurance coverage of dependents creating a more efficient program. The probability of error and confusion is reduced by having consistent rules for these two insurance programs and eliminating the need to track and obtain proof of which dependents are students just for the dental insurance benefit. We do not feel that this change will materially affect dental benefits paid or future program rates.

Riders:	<ul style="list-style-type: none">• Domestic Partner• Dependent To Age 19• Student To Age 23	<ul style="list-style-type: none">• Domestic Partner• Dependent To Age 19• Student To Age 23
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TOWN OF BRIGHTON
2025 ADOPTED TOWN LEVY (10/23/2024)
SUMMARY OF TOWN BUDGET, "NET" BUDGETED SPENDING, AND PROPERTY TAX LEVY

Town Fund	Authorized Appropriations	Estimated Revenues	Appropriated Fund Balance	Appropriated Reserved Fund Balance*	Amount to be Raised in Taxes
A - General Fund	\$23,138,390	\$10,392,780	\$1,900,000	\$132,630	\$10,712,980
D - Highway Fund	\$6,999,895	\$1,584,015	\$375,000	\$33,000	\$5,007,880
L - Library Fund	\$2,580,320	\$87,370	\$90,000	\$0	\$2,402,950
V - Debt Service Fund	\$93,935	\$0	\$93,935	\$0	\$0
Total All Town Funds	\$32,812,540	\$12,064,165	\$2,458,935	\$165,630	\$18,123,810
<u>Less Interfund Transfers to/from:</u>					
- Highway Fund	(\$118,530)	(\$118,530)	\$0	\$0	\$0
- Debt Service Fund	(\$93,935)	\$0	(\$93,935)	\$0	\$0
Net Town Funds Budget	\$32,600,075	\$11,945,635	\$2,365,000	\$165,630	\$18,123,810
"NET" BUDGETED SPENDING	\$32,600,075	\$29,778,005			

"Net" Budgeted Spending Comparison:

	2025 Tentative Town Budget	2024 Adopted Town Budget	Change in Dollars	Change As a Percent
"Net" Budgeted Spending	\$32,600,075	\$30,775,240	\$1,824,835	5.93%

Tax Levy /Rate Comparison:

	2025 Tentative Town Budget	2024 Adopted Town Budget	Increase in Dollars	Increase As a Percent
Town Budget Tax Levy	\$18,123,810	\$17,270,565	\$853,245	4.94%
Town Assessed Valuation**	\$3,053,878,470	\$3,047,527,445	\$6,351,025	0.21%
Town Budget A.V. Tax Rate	\$5.934686	\$5.667074	\$0.267612	4.72%
Town Budget Taxes for Every \$100,000 of Taxable Assessed Value	\$593.47	\$566.71	\$26.76	4.72%

* Appropriated: \$50,000 from Streetscape Reserve (GF), \$30,130 from Town Sidewalk Reserve (GF), \$30,000 from WC Reserve (GF)

* Appropriated: \$22,500 from Assessment (GF), & \$33,000 from Highway Equipment Reserve (D)

**Total Town Taxable Assessed Valuation is as determined by the final Assessment Roll as maintained by the Monroe County Real Property Tax Office

Note - Town Assessed Valuation (TAV) can change through Oct 25 (or so); Special District AVs can change through Oct 31st
Special District Exemption Removals are adjusted locally and by Oct 1st

TOWN OF BRIGHTON
2025 ADOPTED BUDGET (10/23/2024)
SPECIAL DISTRICT SUMMARY

Special Districts	2025 Appropriations	2025 Estimated Revenues	2025 Appropriated Fund Balance	2025 Amount to be Raised in Charges	2024 Charges	Change in Dollars	Change as a Percent
SA - Ambulance Services District	\$490,560	\$1,750	\$0	\$488,810	\$450,345	\$38,465	8.54%
SB - Business Improvement Dist. #1	\$1,830	\$0	\$0	\$1,830	\$1,795	\$35	1.95%
SD - Drainage Districts	\$6,830	\$335	\$0	\$6,495	\$6,355	\$140	2.20%
SK - Sidewalk Districts	\$378,345	\$3,000	\$0	\$375,345	\$324,770	\$50,575	15.57%
SL - Street Lighting Districts	\$543,100	\$210	\$68,000	\$474,890	\$407,670	\$67,220	16.49%
SM - Sidewalk Snow Removal Districts	\$81,225	\$0	\$25,000	\$56,225	\$78,865	(\$22,640)	-28.71%
SN - Neighborhood Improvement District	\$28,150	\$0	\$0	\$28,150	\$27,970	\$180	0.64%
SP - Park Maintenance Special District	\$5,850	\$0	\$500	\$5,350	\$5,230	\$120	2.29%
SR - Refuse Collection Districts*	\$1,407,340	\$12,000	\$0	\$1,395,340	\$1,316,695	\$78,645	5.97%
SS - Sanitary Sewer Districts	\$2,170,105	\$91,255	\$90,000	\$1,988,850	\$1,930,965	\$57,885	3.00%
SW - Consolidated Water District	\$36,370	\$36,370	\$0	\$0	\$0	\$0	0.00%
Total Special Districts	\$5,149,705	\$144,920	\$183,500	\$4,821,285	\$4,550,660	\$270,625	5.95%

* - Refuse District added 37 units; total 4,592

TOWN OF BRIGHTON												
2025 BUDGET - TAX LEVY - TOWN AND SPECIAL DISTRICT BUDGETS												
2025 SIDEWALK VALUES - SEE VALUES ROWS 72-77												
									2025		2024	
2025 Town Budget Tax Levy (General, Highway & Library Funds)									\$18,123,810.00		\$17,270,565.00	
2024 Town Budget Tax Levy (General, Highway & Library Funds)									\$17,270,565.00			
2025 Tax Levy Increase in Dollars (from 2024 Tax Levy)									\$853,245.00			
2025 Tax Levy Increase as a Pct. (from 2024 Tax Levy)									4.94%			
2025 Taxable Assessed Value									\$3,053,878,470		\$3,047,527,445	6,351,025
2025 Assessed Value Tax Rate									\$5.934686		\$5.667074	0.2676
												4.7222%
	District	District	Tax Basis	Code	Parcel	Assessed	Primary	Secndy	2025 Tax Levy	Est 2025	Act 2024	Rate
	Code	Name			Count	Valuation	Units	Units	Amount	Extended	Extended	Difference
												Percent
												Difference
----	BR101	Brighton Fire Dist	Assessed Value	TO	10,264	\$2,717,287,678			\$8,559,739.00	3.150104	2.880314	0.2698
----	BR102	West Brighton Fire (Monroe Co. Chargebacks)	Assessed Value	TO		\$0			\$0.00	#DIV/0!	0.000000	#DIV/0!
----	BR103	Henrietta Fire Dist	Assessed Value	TO	1,679	\$470,218,365			\$2,240,507.52	4.764824	4.557466	0.2074
3415	BR104	West Brighton Fire Capital Dist (Dissolved)	Assessed Value	TO	1,671	\$0			\$0.00	#DIV/0!	0.000000	#DIV/0!
3600	BR110	Ambulance Services Dist.	Assessed Value	TO	11,918	\$3,188,488,004			\$488,810.00	0.153305	0.141561	0.0117
		(Combined Total on Warrant for Fire Districts)							\$11,289,056.52			
5201	BR301	Bel Air Lighting	Assessed Value	TO	337	\$85,790,215			\$55,235.00	0.643838	0.541481	0.1024
5202	BR302	Council Rock Lighting	Assessed Value	TO	20	\$17,865,041			\$2,195.00	0.122866	0.124741	-0.0019
5203	BR303	Council Rock Est Lighting	Assessed Value	TO	90	\$32,270,065			\$16,435.00	0.509296	0.431846	0.0774
5204	BR304	East Ave Lighting	Assessed Value	TO	636	\$204,159,683			\$26,145.00	0.128062	0.108844	0.0192
5205	BR305	Houston Barnard Lighting	Assessed Value	TO	97	\$65,981,480			\$23,095.00	0.350022	0.298279	0.0517
5206	BR306	Ferndale Manor Lighting	Assessed Value	TO	44	\$19,680,232			\$1,785.00	0.090700	0.076003	0.0147
5207	BR307	Home Acres Lighting	Assessed Value	TO	260	\$76,664,078			\$68,945.00	0.899313	0.758400	0.1409
5208	BR308	Malvern Lighting	Assessed Value	TO	63	\$14,665,385			\$6,410.00	0.437084	0.384716	0.0524
5209	BR309	Meadowbrook Lighting	Assessed Value	TO	258	\$73,744,879			\$32,885.00	0.445929	0.388947	0.0570
5210	BR311	Roselawn Lighting	Assessed Value	TO	484	\$100,740,844			\$67,495.00	0.669986	0.566885	0.1031
5211	BR312	Struckmar Lighting	Assessed Value	TO	210	\$66,406,858			\$27,255.00	0.410424	0.363189	0.0472
5212	BR313	Sunnymeade Add Lighting	Assessed Value	TO	97	\$16,874,320			\$10,820.00	0.641211	0.549977	0.0912
5213	BR310	Penfield Landing Lighting	Assessed Value	TO	511	\$98,480,734			\$3,760.00	0.038180	0.033162	0.0050
5214	BR315	Victory Lane Lighting	Assessed Value	TO	69	\$9,869,357			\$3,885.00	0.393643	0.298676	0.0950
5215	BR316	Clover Elmwood Lighting	Assessed Value	TO	32	\$13,698,957			\$0.00	0.000000	0.000000	0.0000
5216	BR317	Elmwood Manor Lighting	Assessed Value	TO	5	\$22,054,891			\$5,230.00	0.237136	0.228564	0.0086
5217	BR320	E Henrietta Rd Lighting (MCC Complex)	Assessed Value	TO	51	\$78,892,098			\$14,415.00	0.182718	0.158491	0.0242
5218	BR319	Dunn & Paul Lighting	Assessed Value	TO	9	\$2,272,072			\$1,645.00	0.724009	0.605477	0.1185
5219	BR321	Metro Industrial Lighting	Assessed Value	TO	35	\$37,193,367			\$19,795.00	0.532219	0.447482	0.0847
5220	BR322	Meridian Centre Lighting	Assessed Value	TO	6	\$51,547,700			\$3,275.00	0.063533	0.057761	0.0058
5221	BR323	Elmwood Terrace Lighting	Assessed Value	TO	5	\$16,434,600			\$1,845.00	0.112263	0.099181	0.0131
5222	BR325	Lac-de-Ville/Keating Lght	Assessed Value	TO	50	\$30,579,644			\$6,565.00	0.214685	0.192612	0.0221
5223	BR324	Deerfield Lighting	Assessed Value	TO	76	\$11,141,800			\$9,575.00	0.859376	0.721936	0.1374
5224	BR326	Penfield Rd Lighting #2	Assessed Value	TO	540	\$101,882,233			\$11,250.00	0.110422	0.093166	0.0173
5225	BR327	Mercy Park Lighting District	Assessed Value	TO	2	\$13,090,400			\$1,245.00	0.095108	0.090524	0.0046
5226	BR328	Reserve Lighting	Primary Units	UN	140		292.00		\$50,225.00	172.003425	159.914384	12.0890
5227	BR329	Browncroft Lighting District	Primary Units	UN	10		9.06		\$3,480.00	384.105960	415.562914	-31.4570
		(Combined Total for Lighting Districts)			4,137	\$1,261,980,933	301		\$474,890.00			

	District	District	Tax Basis	Code	Parcel	Assessed	Primary	Secndy	2025 Tax Levy	Est 2025	Act 2024	Rate	Percent
	Code	Name			Count	Valuation	Units	Units	Amount	Extended	Extended	Difference	Difference
5421	BR501	Bel Air Snow Removal	Primary Units	UN	340		25,898.00		\$7,835.00	0.302533	0.387482	-0.0849	-21.92%
5422	BR508	Fairhaven Snow Removal	Primary Units	UN	51		51.00		\$1,065.00	20.882353	25.098039	-4.2157	-16.80%
5423	BR502	Homeacres Snow Removl	Primary Units	UN	247		19,795.00		\$5,475.00	0.276585	0.464764	-0.1882	-40.49%
5424	BR506	Meadowbrook Snow Rml	Assessed Value	TO	290	\$78,835,600			\$5,355.00	0.067926	0.115293	-0.0474	-41.08%
5425	BR505	Roselawn Snow Removal	Assessed Value	TO	315	\$71,104,566			\$5,010.00	0.070460	0.123358	-0.0529	-42.88%
5426	BR503	Struckmar Snow Removal	Primary Units	UN	208		20,131.00		\$6,650.00	0.330336	0.417019	-0.0867	-20.79%
5427	BR504	Rowlands Snow Removal (Does not Exist)	Assessed Value	TO	265	\$57,456,000			\$0.00	0.000000	0.000000	0.0000	NA
5428	BR507	N Roselawn Snow Remvl	Assessed Value	TO	112	\$24,426,750			\$2,280.00	0.093340	0.100505	-0.0072	-7.13%
5429	BR509	Brookside Snow Removal	Assessed Value	TO	38	\$14,808,700			\$1,340.00	0.090487	0.104055	-0.0136	-13.04%
5430	BR510	Council Rock Snow Removal	Assessed Value	TO	95	\$28,862,400			\$3,280.00	0.113643	0.144612	-0.0310	-21.42%
5431	BR511	Pelham Rd. Snow Removal	Assessed Value	TO	59	\$24,134,000			\$1,990.00	0.082456	0.089971	-0.0075	-8.35%
5432	BR512	Grosvenor Snow Removal	Assessed Value	TO	31	\$15,663,600			\$810.00	0.051712	0.065438	-0.0137	-20.98%
5433	BR513	Ambassador Snow Removal	Assessed Value	TO	43	\$34,668,900			\$1,420.00	0.040959	0.053463	-0.0125	-23.39%
5434	BR514	Sandringham Snow Removal	Assessed Value	TO	45	\$31,592,500			\$2,025.00	0.064097	0.093289	-0.0292	-31.29%
5435	BR515	Reserve Snow Removal	Primary Units	UN	140		292		\$875.00	2.996575	4.554795	-1.5582	-34.21%
5436	BR580	Rowlands Tract Snow Removal	Assessed Value	TO	211	\$40,659,900			\$5,285.00	0.129981	0.174372	-0.0444	-25.46%
5437	BR517	Clovercrest Snow Removal	Primary Units	UN	115		115		\$2,575.00	22.391304	32.260870	-9.8696	-30.59%
5438	BR516	Thackery Snow Removal	Primary Units	UN	35		35		\$1,285.00	36.714286	49.571429	-12.8571	-25.94%
5439	BR518	Trevor Court Snow Removal	Primary Units	UN	29		29		\$1,065.00	36.724138	52.586207	-15.8621	-30.16%
5440	BR519	Council Rock Snow Removal Ext. 2 (New 2023)	Primary Units	TO	16	\$7,702,800			\$605.00	0.078543	0.076596	0.0019	2.54%
		(Combined Total for Snow Removal Districts)							\$56,225.00				
5411	BR550a	Sidewalk Dist-4' Phase II - UN	Parcel Count	UN	406		406.00		\$48,527.00	119.524631	103.273399	16.2512	15.74%
5411	BR550b	Sidewalk Dist-4' Phase II - FE	Primary Units	FE	406				\$406.00	1.000000	1.000000	0.0000	0.00%
5411	BR551a	Sidewalk Dist-5' Phase II - UN	Parcel Count	UN	2,763		2,705.99		\$323,434.00	119.525201	103.273478	16.2517	15.74%
5411	BR551b	Sidewalk Dist-5' Phase II - FE	Paimary Units	FE	2,763				\$2,763.00	1.000000	1.000000	0.0000	0.00%
5412	BR578	Mercy Park Sidewalk District	Primary Units	UN	3		3.00		\$10.00	3.333333	3.333333	0.0000	0.00%
5413	BR579	Reserve Sidewalk Maint	Primary Units	UN	140		292.00		\$205.00	0.702055	0.702055	0.0000	0.00%
		(Combined Total for Sidewalk Districts)							\$375,345.00				
7201	BR601	Kirk Astor Park District	Primary Units	UN	60		60.00		\$5,350.00	89.166667	87.166667	2.0000	2.29%
7202	BR602	Reserve Park District	Primary Units	UN	140		292.00		\$0.00	0.000000	0.000000	0.0000	NA
		(Combined Total for Park Districts)							\$5,350.00				
8250	BR630	Consolidated Refuse District (New 2023)	Primary Units	UN	4,554		4,589.00		1,395,340.00	304.061887	289.129337	14.9326	5.16%
		(Combined Total for Refuse Districts)							\$1,395,340.00				
8540	BR706-A	Brighton Meadows Drain	Primary Units	UN	80		80.00		\$675.00	8.437500	8.062500	0.3750	4.65%
8540	BR706-B	Brighton Meadows Drain	Secondary Units	SU	80			0.00	\$0.00	#DIV/0!	0.000000	#DIV/0!	NA
8541	BR704	Heatherstone Drainage	Primary Units	UN	35		35.00		\$975.00	27.857143	27.571429	0.2857	1.04%
8542	BR708	Meridian Centre Drainage	Primary Units	UN	6		4.00		\$105.00	26.250000	26.250000	0.0000	0.00%
8543	BR709	Deerfield Woods Drainage	Primary Units	UN	71		67.00		\$1,880.00	28.059701	27.537313	0.5224	1.90%
8544	BR710	LacdeVille/Sr Keating Drainage	Assessed Value	TO	4	\$19,898,100			\$105.00	0.005277	0.005277	0.0000	0.00%
8545	BR711	Barclay Drainage	Assessed Value	TO	72	\$27,257,800			\$395.00	0.014491	0.013199	0.0013	9.79%
8546	BR712	Mercy Park Drainage	Assessed Value	TO	2	\$13,090,400			\$165.00	0.012605	0.012605	0.0000	0.00%
8547	BR713	Reserve Drainage	Primary Units	UN	140		292.00		\$725.00	2.482877	2.277397	0.2055	9.02%
8548	BR714	Susquehanna and Numb Drainage	Primary Units	UN	12		12.00		\$1,250.00	104.166667	107.500000	-3.3333	-3.10%
8549	BR716	Pinnacle Hills Drainage	Primary Units	UN	8		8.00		\$220.00	27.500000	26.250000	1.2500	4.76%
XXXX	BR703	Newcrest Drainage	Primary Units	UN	10		10.00		\$0.00	0.000000	0.000000	0.0000	NA
		(Combined Total for Drainage Districts)							\$6,495.00				

	District	District	Tax Basis	Code	Parcel	Assessed	Primary	Secndy	2025 Tax Levy	Est 2025	Act 2024	Rate	Percent
	Code	Name			Count	Valuation	Units	Units	Amount	Extended	Extended	Difference	Difference
	BR715	Far View Hill Rd Sewer	Secondary Units	SU	9			7.62	\$0.00				#VALUE!
	BR715	Far View Hill Rd Sewer	Primary Units	UN	9		8.40		\$0.00	0.000000	0.000000	0.0000	NA
									\$0.00				
8120	BR742a	Consolidated Sewer Dist -UN	Primary Units	UN	9,780		10,372.90		\$858,424.00	82.757136	79.557612	3.1995	4.02%
8120	BR742b	Consolidated Sewer Dist -SU	Secondary Units	SU	9,780			10,751.83	\$88,370.00	8.218673	8.830610	-0.6119	-6.93%
8120	BR743a	Consolidated Sewer Dist -UN	Primary Units	UN	576		3,735.85		\$309,170.00	82.757136	79.557612	3.1995	4.02%
8120	BR743b	Consolidated Sewer Dist - SU	Secondary Units	SU	576			4,026.55	\$33,090.00	8.218673	8.830610	-0.6119	-6.93%
8120	BR744a	Consolidated Sewer Dist - UN	Primary Units	UN	64		7,287.00		\$603,050.00	82.757136	79.557612	3.1995	4.02%
8120	BR744b	Consolidated Sewer Dist - SU	Secondary Units	SU	64			7,301.10	\$60,010.00	8.218673	8.830610	-0.6119	-6.93%
									\$1,952,114.00				
8125	BR745a	Sewer Dist 87A - O&M	Primary Units	UN	99		263.70		\$21,270.00	80.659841	90.869565	-10.2097	-11.24%
8125	BR745b	Sewer Dist 87A - Capital	Secondary Units	SU	99			329.89	\$0.00	0.000000	0.000000	0.0000	NA
8130	BR746a	Consolidated Sewer Dist - Ext #67 - Capital	Assessed Value	TO	19	\$7,183,700			\$0.00	0.000000	0.000000	0.0000	NA
8130	BR746b	Consolidated Sewer Dist - Ext #67 - Capital	Primary Units	UN	19		27.47		\$0.00	0.000000	0.000000	0.0000	NA
8130	BR747	Consolidated Sewer Dist - Ext #67 O&M	Primary Units	UN	5		6.20		\$415.00	66.935484	66.935484	0.0000	0.00%
									\$415.00				
8135	BR748a	Western Dr Area Sewer District - Capital	Assessed Value	TO	31	\$2,471,700			\$7,087.50	2.867460	2.792255	0.0752	2.69%
8135	BR748b	Western Dr Area Sewer District - Capital	Primary Units	UN	31		30.00		\$7,087.50	236.250000	224.677419	11.5726	5.15%
8135	BR749	Western Dr Area Sewer District - O&M	Primary Units	UN	11		11.00		\$875.00	79.545455	80.000000	-0.4545	-0.57%
									\$15,050.00				
							Total Sewer		\$1,988,849.00				
		(Combined Total Sewer/Drainage Districts)							\$1,995,344.00				
BID01	BR801	Monroe Ave BID #1	Assessed Value	TO	3	\$2,105,800			\$1,830.00	0.869028	0.852408	0.0166	1.95%
NIDHA	BR802	Homeacres Neighborhood Dist.	Primary Units	UN	250		249.00		\$28,150.00	113.052209	112.329317	0.7229	0.64%
NIDHA	BR802	Homeacres Neighborhood Dist.	Secondary Units	SU	250			250.00	\$0.00	0.000000	0.000000	0.0000	NA
		(Combined Total for Development Districts)							\$29,980.00				
	BR888	Removal of Exemptions (Town Only)			37	\$14,576			\$14,575.54				
	BR979	Property Cleanup Charges							\$0.00				
	BR998	Delinquent Sewer (Henrietta)			3				\$330.68				

UN = Based on Primary Units
SU = Based on Secondary Units
TO = Based on Assessed Valuation
FE = Based on Parcel Count/other characteristic

Omitted Taxes (520)

Check total from Special District Levy Page in Budget Book
General/Highway/Library Levy
Town's Funds
OVER/(UNDER) CAP

Approximate 2025 Total Levy with Tax Cap \$22,280,406.00
\$22,945,094.00
Amount to Increase / Reduce -\$664,688.00

3,687,667.50		
181,470.00		
948,977.50		SPECIAL DISTRICTS
3,169.00		15,636,436.74
\$4,821,284.00	\$4,821,285.00	4,550,660.00
\$14,575.54	11,085,776.74	14,906.22
	1.0000	
		1,770,644.0000
		181,470.0000
\$4,821,284.00		
\$18,123,810.00		
\$22,945,094.00		
\$664,688.00		
Sewer District Total Check	\$1,988,850.00	
Brighton Fire District	\$8,559,739.00	
Henrietta Fire District	\$2,240,507.52	
Monroe County Warrant	\$0.00	
Balances with Monroe County	\$33,745,671.20	ERROR
	\$33,745,671.20	



Finance Department

Earl Johnson
Director of Finance

November 1, 2024

The Honorable Town of Brighton Board
Finance and Administrative Services Committee
2300 Elmwood Avenue
Rochester, New York 14618

Re: 2024 Vehicle Re-Assignments

Dear Honorable Town Board Members:

During last meeting the Police Department slated two vehicles for disposal. DPW would like to use one of those two vehicles to assign to the Fire Marshal as it is in better condition than one of their current vehicles which will then be evaluated for disposal by town auto mechanics. DPW will be writing a letter to the police department as is customary.

In addition, we are re-assigning a Tahoe to the Town Clerk's office for the duration of the Town hall Renovation so that they can have their own vehicle due to the increased travel between town sites. This vehicle was recently returned to us from the Brighton Ambulance District and was deemed to be in good condition by town mechanics.

I will be happy to respond to any questions that members of the Committee or other members of the Town Board may have regarding this matter.

Sincerely,

Earl Johnson

Earl Johnson
Director of Finance



Public Works Department
Commissioner of Public Works – James P. Sprague, P.E.

Ken Hurley, P.E.
Town Engineer

November 4, 2024

The Honorable Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, New York 14618

Re: Brighton Town Hall Renovation Project – Demolition and Abatement Contract

Dear Councilperson Salzman and Committee Members:

A request for bids for the above referenced project was publicly advertised and bids for five (5) separate construction division contracts were publicly opened, all as required by law. Bids were received and opened on 10/30/24 at 10:00 am. Attached is the bid notice for your reference. This letter is for the Demolition and Abatement Contract only.

Three (3) contractors submitted bid proposals for the Demolition and Abatement contract. Table-2 provides a summary of the proposed base bid project costs as submitted by the bidding contractors.

Table-2

	Contractor Name	Base Bid
<u>1</u>	DSA Service Incorporated	\$585,000
2	Mark Cirrone Incorporated	\$1,194,250
3	AAC Contracting LLC	\$997,733

Town staff reviewed the bids for completeness and accuracy and concluded that the lowest price quote provided by DSA Services, Inc. and is representative of the costs necessary to complete the Demolition and Abatement portion of the project and the contractor is qualified to perform the proposed work. Therefore, I am requesting that FASC recommend that the Town Board award the contract to provide Demolition and Abatement services to the low, responsible, and responsive bidder, DSA Services, Inc., for a total contract cost not to exceed \$585,000.

I further recommend that the Supervisor be authorized to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price (\$58,000.00) for a maximum approved construction cost of (\$643,000).

As always, thank you for your consideration. I will be in attendance at your regularly scheduled November 6, 2024, meeting in the event that you have any questions regarding this matter. As always, your consideration of matters such as this is greatly appreciated.

Sincerely,

Ken Hurley, P.E.
Department of Public Works

Cc: Jim Sprague



Public Works Department

Commissioner of Public Works – James P. Sprague, P.E.

Ken Hurley, P.E.
Town Engineer

November 4, 2024

The Honorable Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, New York 14618

Re: Brighton Town Hall Renovation Project – General Construction Contract

Dear Councilperson Salzman and Committee Members:

A request for bids for the above referenced project was publicly advertised and bids for five (5) separate construction division contracts were publicly opened, all as required by law. Bids were received and opened on 10/30/24 at 10:00 am. Attached is the bid notice for your reference. This letter is for the General Construction Contract only.

Four (4) contractors submitted bid proposals for the General Construction contract. Table-1 provides a summary of the proposed base bid project costs as submitted by the bidding contractors.

Table-1

	<u>Contractor Name</u>	<u>Base Bid</u>
<u>1</u>	UDN, Inc.	\$3,160,000
2	Building Innovation Group Incorporated	\$4,890,647
3	D'agastino	\$3,912,000
4	Milestone Construction Partners	\$3,890,000

Town staff reviewed the bids for completeness and accuracy and concluded that the lowest price quote provided by UDN, Inc. and is representative of the costs necessary to complete the general construction portion of the project and the contractor is qualified to perform the proposed work. As part of this General Contract, this includes know work that has provided Allowances (B-J) that total, \$1, Therefore, I am requesting that FASC recommend that the Town Board award the contract to provide General Construction services to the low, responsible, and responsive bidder, UDN, Inc., for a total contract cost not to exceed \$3,160,000.

I recommend that the Supervisor also be authorized to execute any necessary change orders that do not collectively exceed ten percent of the base bid price (\$316,000.00).

This contract also includes work to be performed with a cost to be included as cash allowances. The cash allowances (D, E, F, & G) for this contract total an amount of \$100,000.

I further recommend that the Supervisor be authorized to approve a final construction cost to include the Contractor's base bid, 10% of the base bid for change orders, and the cash allowances provided in the contract documents for a total sum that does not exceed \$3,576,000.

This contract also includes work that will be performed under a unit price bid amount for thirteen (13) separate items of work (#1 -11, 13, & 14). These items and number of units required cannot be determined until after construction starts and is not included in the above total sum listed. Should the total project cost exceed the total sum listed above, these expenses will be sent to FASC and the Town Board for further approval.

As always, thank you for your consideration. I will be in attendance at your regularly scheduled November 6, 2024, meeting in the event that you have any questions regarding this matter. As always, your consideration of matters such as this is greatly appreciated.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ken Hurley". The signature is fluid and cursive, with the first name "Ken" being more prominent than the last name "Hurley".

Ken Hurley, P.E.
Department of Public Works

Cc: Jim Sprague



Public Works Department

Commissioner of Public Works – James P. Sprague, P.E.

Ken Hurley, P.E.
Town Engineer

November 4, 2024

The Honorable Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, New York 14618

Re: Brighton Town Hall Renovation Project – Electrical Contract

Dear Councilperson Salzman and Committee Members:

A request for bids for the above referenced project was publicly advertised and bids for five (5) separate construction division contracts were publicly opened, all as required by law. Bids were received and opened on 10/30/24 at 10:00 am. Attached is the bid notice for your reference. This letter is for the Electrical Contract only.

Two (2) contractors submitted bid proposals for the Electrical contract. Table-5 provides a summary of the proposed base bid project costs as submitted by the bidding contractors.

Table-5

	Contractor Name	Base Bid
<u>1</u>	Hewitt Young Electric	\$3,429,000
<u>2</u>	Concord Electric Corporation	\$2,609,000

Town staff reviewed the bids for completeness and accuracy and concluded that the lowest price quote provided by Concord Electric Corporation and is representative of the costs necessary to complete the Electrical portion of the project and the contractor is qualified to perform the proposed work. Therefore, I am requesting that FASC recommend that the Town Board award the contract to provide Electrical Construction services to the low, responsible, and responsive bidder, Concord Electric Corporation, for a total contract cost not to exceed \$2,609,000.

I recommend that the Supervisor be authorized to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price (\$260,900.00).

This contract also includes work to be performed with a cost to be included as cash allowances. The cash allowances (A, C, H, & I) for this contract total an amount of \$895,000.

I further recommend that the Supervisor be authorized to approve a final construction cost to include the Contractor's base bid, 10% of the base bid for change orders, and the cash allowances provided in the contract documents for a total sum that does not exceed \$3,764,900.

This contract also includes work that will be performed under a unit price bid amount for one (1) separate items of work (#12). This item and number of units required cannot be determined until after construction starts and is not included in the above total sum listed. Should the total project cost exceed the total sum listed above, these expenses will be sent to FASC and the Town Board for further approval.

As always, thank you for your consideration. I will be in attendance at your regularly scheduled November 6, 2024, meeting in the event that you have any questions regarding this matter. As always, your consideration of matters such as this is greatly appreciated.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ken Hurley". The signature is fluid and cursive, with the first name "Ken" being more prominent than the last name "Hurley".

Ken Hurley, P.E.
Department of Public Works

Cc: Jim Sprague



Public Works Department

Commissioner of Public Works – James P. Sprague, P.E.

Ken Hurley, P.E.
Town Engineer

November 4, 2024

The Honorable Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, New York 14618

Re: Brighton Town Hall Renovation Project – Mechanical (HVAC) Contract

Dear Councilperson Salzman and Committee Members:

A request for bids for the above referenced project was publicly advertised and bids for five (5) separate construction division contracts were publicly opened, all as required by law. Bids were received and opened on 10/30/24 at 10:00 am. Attached is the bid notice for your reference. This letter is for the Mechanical Contract only.

Five (5) contractors submitted bid proposals for the Mechanical contract. Table-4 provides a summary of the proposed base bid project costs as submitted by the bidding contractors.

Table-4

	Contractor Name	Base Bid
<u>1</u>	Pipitone Enterprises LLC	\$2,580,000
2	Crosby Brownlie Inc	\$2,997,000
3	Nairy Mech LLC	\$2,639,700
4	Landry Mechanical Contractors	\$2,745,700
5	Bell Mechanical	\$2,694,400

Town staff reviewed the bids for completeness and accuracy and concluded that the lowest price quote provided by Pipitone Enterprises LLC and is representative of the costs necessary to complete the Mechanical portion of the project and the contractor is qualified to perform the proposed work. Therefore, I am requesting that FASC recommend that the Town Board award the contract to provide Mechanical services to the low, responsible, and responsive bidder, Pipitone Enterprises LLC, for a total contract cost not to exceed \$2,580,000.

I further recommend that the Supervisor be authorized to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price (\$258,000.00) for a maximum approved construction cost of (\$2,838,000).

This contract also includes work that will be performed under a unit price bid amount for one (1) separate items of work (#12). This item and number of units required cannot be determined until after construction starts and is not included in the above total sum listed. Should the total project cost exceed the total sum listed above, these expenses will be sent to FASC and the Town Board for further approval.

As always, thank you for your consideration. I will be in attendance at your regularly scheduled November 6, 2024, meeting in the event that you have any questions regarding this matter. As always, your consideration of matters such as this is greatly appreciated.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ken Hurley". The signature is fluid and cursive, with the first name "Ken" being more prominent.

Ken Hurley, P.E.
Department of Public Works

Cc: Jim Sprague



Public Works Department

Commissioner of Public Works – James P. Sprague, P.E.

Ken Hurley, P.E.
Town Engineer

November 4, 2024

The Honorable Finance and Administrative Services Committee
Town of Brighton
2300 Elmwood Avenue
Rochester, New York 14618

Re: Brighton Town Hall Renovation Project – Plumbing Contract

Dear Councilperson Salzman and Committee Members:

A request for bids for the above referenced project was publicly advertised and bids for five (5) separate construction division contracts were publicly opened, all as required by law. Bids were received and opened on 10/30/24 at 10:00 am. Attached is the bid notice for your reference. This letter is for the Plumbing Contract only.

Three (3) contractors submitted bid proposals for the Demolition and Abatement contract. Table-3 provides a summary of the proposed base bid project costs as submitted by the bidding contractors.

Table-3

	Contractor Name	Base Bid
<u>1</u>	Michael Ferraulo	\$657,000
2	Niara Mechanical LLC	\$559,700
3	Landry Mechanical Contractors	\$396,482

Town staff reviewed the bids for completeness and accuracy and concluded that the lowest price quote provided by Landry Mechanical Contractors and is representative of the costs necessary to complete the Plumbing portion of the project and the contractor is qualified to perform the proposed work. Therefore, I am requesting that FASC recommend that the Town Board award the contract to provide Plumbing services to the low, responsible, and responsive bidder, Landry Mechanical Contractors, for a total contract cost not to exceed \$396,482.

I recommend that the Supervisor be authorized to execute any necessary change orders that do not collectively exceed ten percent of the awarded contract price (\$39,648.20)

This contract also includes work to be performed with a cost to be included as cash allowances. The cash allowance (J) for this contract total an amount of \$10,000.

I further recommend that the Supervisor be authorized to approve a final construction cost to include the Contractor's base bid, 10% of the base bid for change orders, and the cash allowances provided in the contract documents for a total sum that does not exceed \$446,130.20.

This contract also includes work that will be performed under a unit price bid amount for one (1) separate items of work (#12). This item and number of units required cannot be determined until after construction starts and is not included in the above total sum listed. Should the total project cost exceed the total sum listed above, these expenses will be sent to FASC and the Town Board for further approval.

As always, thank you for your consideration. I will be in attendance at your regularly scheduled November 6, 2024, meeting in the event that you have any questions regarding this matter. As always, your consideration of matters such as this is greatly appreciated.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ken Hurley".

Ken Hurley, P.E.
Department of Public Works

Cc: Jim Sprague

Brighton Town Hall Renovation Bid Results - 10/30/24

Contractor Name	Contract Number # (1-5)	Bid Security Form? (Y/N)	Bid Form (Y/N)	Accepted Receipt of Addenda? (Y/N)	Non-Collusive Bidding Form (Y/N)	EEO Forms	Corporate Resolution Form	NON-DISCRIMINATION IN EMPLOYMENT IN NORTHERN IRELAND	SITE INVESTIGATION CERTIFICATION	agreement Forms	Performance Bond	Labor and Materials Bond	Acknowledged Addendum #2	Total Lump Sum Base Bid (Dollars)	Alternate 1 - Contract #1	Alternate 2- Contract #1 (Removed from Contract)	Unit Price 1 - Contract #1	Unit Price 2- Contract #1	Unit Price 3- Contract #1	Unit Price 4- Contract #1	Unit Price 5- Contract #1	Unit Price 6- Contract #1	Unit Price 7- Contract #1	Unit Price 8- Contract #1	Unit Price 9- Contract #1	Unit Price 10- Contract #1	Unit Price 11- Contract #1	Unit Price 12- Contract # 3-5	Unit Price 13- Contract #1	Unit Price 14- Contract #1	
UDN	1	x	x	x	x	x	x	x	x					\$3,160,000	-\$21,500	\$2,652,750	\$12	\$15	\$20	\$10	\$10,000	\$1,100	\$800	\$250	\$50	\$2,300	\$100	-----	\$400	\$30	
Building Innovation Group Incorporated	1	x	x	x	x	x	x	x	x			x	x	\$4,890,647	-\$23,197	-----	\$1.38	\$9.90	\$248	\$14.30	\$2,024	\$1,848	\$910	\$220	\$33	\$2,074.60	\$19.80	-----	\$358	\$19.25	
Diagastino	1	x	x	x	x	x	x	x	x			x	x	\$3,912,000	(+) \$ 6000	-----	\$50	\$65	\$80	\$70	\$1,200	\$1,300	\$600	\$200	\$30	\$1,800	\$20	-----	\$220	\$30	
Milestone Construction Partners	1	x	x	x	x	x	x	x	x			x	x	\$3,890,000	-\$10,000	-----	\$12	\$125	\$35	\$20	\$7,500	\$7,500	\$4,000	\$125	\$50	\$2,500	\$28	-----	\$425	\$25	
DSA Service Incorporated	2	x	x	x	x	x	x	x	x			x	x	\$585,000	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	
Mark Cirrone Incorporated	2	x	x	x	x	x	x	x	x					\$1,194,250	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	
AAC Contracting LLC	2	x	x	x	x	x	x	x	x			x	x	\$997,733	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	
Michael Ferraulo	3	x	x											\$657,000	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$35	-----	-----	
Niaro Mechanical LLC	3	x	x	x	x	x	x	x	x					\$559,700	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$30	-----	-----
Landry Mechanical	3	x	x	x	x	x	x	x	x					\$396,482	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$100	-----	-----
Pipitone Enterprises LLC	4	x	x	x	x	x	x	x	x					\$2,580,000	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$20	-----	-----
Crosby Brownlie Inc	4	x	x	x	x	x	x	x	x			x	x	\$2,997,000	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$125	-----	-----
Nairy Mech LLC	4	x	x	x	x	x	x	x	x					\$2,639,700	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$30	-----	-----
Landry	4	x	x	x	x	x	x	x	x					\$2,745,700	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$100	-----	-----
Bell Mechanical	4	x	x	x	x	x	x	x	x			x	x	\$2,694,400	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$20	-----	-----
Hewitt Young Electric	5	x	x	x	x	x	x	x	x					\$3,429,000	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$10	-----	-----
Concord Electric Corporation	5	x	x	x	x	x	x	x				x	x	\$2,609,000	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----		\$3.50	-----	-----
Lowest Bid Summary														\$9,330,482																	
Total Allowances														\$1,005,000																	
Lowest Bid + Allowances														\$10,335,482																	

**SECTION 001113
ADVERTISEMENT FOR BIDS**

The Town of Brighton, Monroe County, New York will receive sealed bids for the improvements to the

BRIGHTON TOWN HALL RENOVATION

Sealed Bids will be received, and bids publicly opened and read at the following place and time:

Place: Town of Brighton
Department of Public Works
2300 Elmwood Avenue Rochester, New York 14618

Date: **Wednesday, October 30, 2024**

Time: **10:00 A.M. EST (Local Time)**

The work consists principally of renovation to the existing Town of Brighton Town Hall facility as outlined herein and as directed by the Owner. The scope of the work includes interior abatement and renovation, mechanical, electrical, plumbing and exterior improvements including new garage addition and new front entry stair and ramps.

Separate Sealed bids will be received for:

- Contract No. 1 – General Construction (Contract 1)
- Contract No. 2 – Demolition and Asbestos Abatement (Contract 2)
- Contract No. 3 – Plumbing Work (Contract 3)
- Contract No. 4 – Mechanical (HVAC) Work (Contract 4)
- Contract No. 5 – Electrical Work (Contract 5)

The foregoing is a general outline of work only and shall not be construed as a complete description of the work to be performed under each contract. Construction Documents are available for inspection at the above location, or you can download them from the Town's website:

(<https://townofbrighton.org/669/Current-Bid-Offerings>) under the Town Departments – Public Works – Current Bid Offerings. The Bidding Documents must be obtained through the Town's website, as listed above, in order to be considered a Plan Holder of Record. Bidding Documents obtained from any other source are for examination only, are not considered complete and are not valid for bidding purposes. Further, the date that the Bidding Documents are transmitted by the Issuing Agency will be considered the Bidder's date of receipt of the Bidding Documents. Partial sets of Bidding Documents will not be available from the Issuing Agency. Neither Town of Brighton, nor Design Professional of Record, will be responsible for full or partial sets of Bidding Documents, including Addenda if any, obtained from sources other than the Issuing Agency.

A series of pre-bid meetings for the Project will be conducted by the Architect/Engineer on **October 7, 2024**, all meetings shall be located at the Town of Brighton Town Hall, 2300 Elmwood Avenue, Rochester, NY 14618. The time of the pre-bid meetings will depend on the Contract as stated below.

10:00 AM EST, October 7, 2024 – Demolition and Asbestos Abatement (Contract 2) and Plumbing Work (Contract 3)

11:00 AM EST, October 7, 2024 – General Construction (Contract 1)

12:00 AM EST, October 7, 2024 – Mechanical (HVAC) Work (Contract 4), and Electrical Work (Contract 5)

Questions shall be submitted in writing via email to khurley@townofbrighton.org. Interpretations or clarifications considered necessary will be issued via Addenda posted to the Town website. Questions must be received on or before **12:00PM, EST, Friday, October 16, 2024**.

Bids must be made in writing on the forms furnished and shall be accompanied by a Bid Guarantee for an amount not less than five percent (5%) of the amount bid and no less than \$5,000.00, in accordance with the INSTRUCTIONS TO BIDDERS.

The Town of Brighton is exempt under New York State Tax law, and therefore, no sales tax on the cost of materials incorporated into the project shall be included in the bid.

The Town of Brighton, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award.

All prices bid shall be good for a period of sixty (60) days after opening. The Town of Brighton reserves the right to consider bids for sixty (60) days after their receipt before awarding any contract. The Town of Brighton further reserves the right to reject any and all bids, and to accept any Proposal or individual item or items, which it may deem to be the most favorable to its best interests.

A noncollusive bidding certificate shall be included with each bid.

The attention of the Bidder is called to the requirements as to the conditions of employment and the minimum wage rates to be paid under this contract.

The Contractor, by bidding on the contract, acknowledges his or her understanding and support of this policy and pledges to fully cooperate within the Town of Brighton in meeting State requirements as set forth in the Bidding and Contract Documents.

Dated: September 23, 2024

Town of Brighton

James Sprague, P.E.,
Commissioner of Public Works
(585)784-5222

END OF SECTION