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# TOWN OF WAYLAND

41 COCHITUATE ROAD  
WAYLAND, MASSACHUSETTS 01778

APPROVED AND  
RELEASED WITH  
REDACTIONS

BOARD OF SELECTMEN

LEA T. ANDERSON  
MARY M. ANTES  
LOUIS M. JURIST  
CHERRY C. KARLSON  
DOUGLAS A. LEVINE

**Board of Selectmen  
Meeting Minutes  
Executive Session**

**April 8, 2019  
7:00 PM**

**Wayland Town Building, Selectmen's Meeting Room  
41 Cochituate Road, Wayland**

**Attendance:** Lea Anderson, Mary Antes, Louis Jurist, Cherry Karlson

**Absent:** Douglas Levine

**Also Present:** Louise Miller, Town Administrator; Elizabeth Doucette, Assistant Town Administrator, Ken Lombardi, NFP Corporate Services (for PEC discussion)

**Purpose:** At 8:40 pm, L. Anderson moved, seconded by C. Karlson, to call the session to order in the Selectmen's Meeting Room, Wayland Town Building by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson. ABSENT: D. Levine. ABSTAIN: none. Adopted 4-0.) in open session as permitted by Massachusetts General Laws Chapter 30A, Section 21 (a) (3) to discuss strategy with respect to collective bargaining with all bargaining units pursuant to the Public Employee Committee (PEC) agreement; and pursuant to Massachusetts General Laws, chapter 30A, Section 21 (a) (3) to discuss strategy with respect to litigation – Stephen Cass v. Town of Wayland; and pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) and (6) to review and approve the executive session minutes of January 7, 2019, February 4, 2019, March 25, 2019.

**Collective Bargaining with PEC:** L. Miller introduced Ken Lombardi of NFP Corporate Services and said that he has been very helpful in analyzing costs related to High Deductible (HD) insurance plans being considered by PEC (Public Employee Committee). L. Miller reported that negotiations have stalled out because unions want to see a larger contribution by the Town towards health insurance costs. The unions' concern is not just that they think the contribution is low, but that paychecks are decreasing due to large increases in health insurance costs. Town/Employee split is currently 76%/24% for individuals and 64%/36% for families. K. Lombardi reported that a 1% increase in the Town's share of costs results in an approximate \$75,000 annual increase to the Town for the family plan and a \$25,000 increase for the individual plan. Based on the current mix of plans, a 2% shift in the Town's share would result in a \$144,000 cost to the Town.

L. Miller reported that the Town offered a very beneficial move to HD plans, but that PEC thinks that employees are interested only in receiving more in their paychecks. PEC offered the town the remaining mitigation funds (currently \$340,000) to fund an increase in the Town's share of costs. This is an unsustainable approach because these funds would run out and the higher contribution rate would have to be funded in future budget years.

The Board discussed that there is not enough time to introduce High Deductible plans for next year (FY2020). L. Jurist asked if going to the GIC (Group Insurance Commission) plan allows rate changes in the

middle of a year. K. Lombardi reported that the Town can change to GIC with little disruption. He said that employees have a better opinion of GIC based on experience in other towns in the last few years and that most employees save significant money with GIC. C. Karlson suggested that L. Miller review the consultant's analysis from the last time the Town studied GIC plans. K. Lombardi reported that some think we are losing candidates because of health insurance costs.

The Board agreed that L. Miller should continue negotiations with PEC this Friday, offer a 70%/30% split for the HD family plan and the previously offered contribution of mitigation funds to Health Saving Accounts. The Town would still save money with this offer. It is possible to consider an increase in the Town's share of health insurance payments in FY2021 and FY2022.

K. Lombardi left the meeting at 9:10 pm.

**Stephen Cass v. Town of Wayland:**

**Minutes:** C. Karlson moved, seconded by M. Antes, to approve as amended and hold the executive session minutes of January 7, 2019, February 4, 2019, and March 25, 2019. Roll call vote of the Board (YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson. NAY: none. ABSENT: D. Levine. ABSTAIN: none.) Adopted 4-0.

**Exit Executive Session:** At 9:31 pm, C. Karlson moved, seconded by M. Antes, to exit Executive Session. Roll call vote of the Board (YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson. NAY: none. ABSENT: D. Levine. ABSTAIN: none.) Adopted 4-0.

Documents provided:

1. Draft Executive Session Minutes of January 7, 2019, February 4, 2019, and March 25, 2019.