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TOWN OF WAYLAND

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APPROVED AND
RELEASED WITH
REDACTIONS

BOARD OF SELECTMEN

LEA T. ANDERSON
MARY M. ANTES
THOMAS J. FAY
CHERRY C. KARLSON
DOUGLAS A. LEVINE

**Board of Selectmen
Meeting Minutes
Executive Session**

**May 6, 2019
7:00 PM**

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

Attendance: Lea Anderson, Mary Antes, Thomas Fay, Cherry Karlson, Douglas Levine

Absent: none

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

Purpose: At 8:49 pm, C. Karlson moved, seconded by D. Levine, 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, T. Fay, C. Karlson, D. Levine. ABSENT: none. ABSTAIN: none. Adopted 5-0.) 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 April 8, 2019.

Collective Bargaining with PEC: L. Miller reported that another meeting with PEC (Public Employee Committee) is scheduled for Thursday, May 9 to continue negotiations. L. Miller and Ken Lombardi of NFP Corporate Services agreed that a resolution with PEC on health insurance plans is unlikely unless the Town increases its share of insurance costs for family plans. The Town share is currently 64% for family plans and 76% for individual plans. K. Lombardi reminded the Board that a 1% increase in the Town's share of costs results in an approximately \$75,000 annual increase to the Town for family plans.

C. Karlson reviewed the history on PEC for recently elected Selectman Tom Fay. While the PEC agreement expires at the end of June 2019, the current health insurance plans are in place through June 2020. Negotiations could implement changes as soon as July 1, 2019.

D. Levine asked if moving to the GIC (Group Insurance Commission) plan was discussed. K. Lombardi responded that it was received by PEC without a lot of pushback. Unions are aware that Sudbury and Weston are both on the GIC plan and that employees are saving significant money in insurance costs. PEC still wants to see an increase in the Town's share even with a move to the GIC. L. Anderson asked why employees would not be willing to move to GIC. D. Lemoyne responded that loss of control is the main issue. The West Suburban Health Group allows for member towns to make changes in plans. This would not happen with GIC. D. Lemoyne pointed out that Wayland is an outlier in having neither High Deductible plans nor GIC.

L. Miller reiterated that the Town offered a very beneficial move to HD plans, but that PEC expressed that employees are more interested in receiving more in their paychecks. PEC offered the Town the remaining

mitigation funds (approximately \$320,000) to fund an increase in the Town's share of costs. This is an unsustainable approach because the Finance Committee's budget stated that these would be one-time funds. One time funds cannot be used to fund an ongoing expense. The higher contribution rate would have to be funded in future years with new funds. The Board discussed the need to work with the Finance Committee to understand that the mitigation funds might not be a one-time charge, but an ongoing amount in the budget.

The Board agreed that L. Miller and K. Lombardi should continue negotiations with PEC and offer two alternatives: 1. High Deductible plan with a 68%/32% split for the HD family plan and 50% deductible contribution to Health Savings Accounts. 2. GIC plan with a 70%/30% split for family plans.

K. Lombardi and D. Lemoyne left the meeting at 9:25 pm.

Stephen Cass v. Town of Wayland:

Minutes: L. Anderson moved, seconded by M. Antes, to approve and hold the executive session minutes of April 8, 2019. Roll call vote of the Board (YEA: L. Anderson, M. Antes, C. Karlson, D. Levine. NAY: none. ABSENT: none. ABSTAIN: T. Fay. Adopted 4-0-1.)

Exit Executive Session: At 9:39 pm, L. Anderson moved, seconded by D. Levine to exit Executive Session. Roll call vote of the Board (YEA: L. Anderson, M. Antes, T. Fay, C. Karlson, D. Levine. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.)

Documents provided:

1. Draft Executive Session Minutes of April 8, 2019.