



LOUISE L. E. MILLER
TOWN ADMINISTRATOR
TEL. (508) 358-7755

www.wayland.ma.us

TOWN OF WAYLAND

41 COCHITUATE ROAD
WAYLAND, MASSACHUSETTS 01778

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 13, 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

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

Purpose: At 9:11 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 pursuant to the Public Employee Committee (PEC) agreement.

Collective Bargaining with PEC: L. Miller reported that at last Thursday's meeting (May 9) the Town reached settlement with PEC (Public Employee Committee) on health insurance plans subject to ratification by all bargaining units and the Board. A proposed settlement Memorandum of Agreement (MOA) was provided in the Executive Session packet for the Board's review and discussion. L. Miller distributed a clean draft of the same document.

L. Miller, K. Lombardi and D. Lemoyne reviewed the terms of the settlement:

- The Town will offer the high deductible health insurance plans starting on July 1, 2019.
- PEC agreed to terminate the mitigation plan and return the mitigation funds to the Town to help fund the increase in costs. Anticipated balance is approximately \$320,000.
- The Town will fund a 50% match of the HSA accounts on each July 1 for the term of this agreement (three years) up to \$1,000 for individuals, and \$2,000 for families.
- The Town will increase its contribution towards the High Deductible family plans to 70% town/30% employee (as of July 1, 2019) and the Benchmark family plan to 66% town/34% employee (as of July 1, 2020) and 68% town/32% employee (as of July 1, 2021).

The Board discussed the proposed settlement and noted that it met the guidelines provided at the last meeting.

Healthcare plan enrollment is open now pending ratification of the agreement. Open enrollment closes on May 20.

The Board will need to request a transfer at the fall STM to move funds within the Unclassified budget from the Employee Mitigation line to the Health and Life Insurance line.

L. Anderson moved, seconded by M. Antes to accept the Memorandum of Agreement between the Town of Wayland and Wayland Public Employee Committee, July 1, 2019 – June 30, 2022. 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.

The various unions will meet and discuss ratification over the next couple of weeks. If approved by all unions, the Board will vote to accept the MOA in open session at a later meeting.

Exit Executive Session: At 9:24 pm, D. Levine moved, seconded by M. Antes 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. Public Employee Committee (PEC) Memorandum of Agreement, red lined draft.
2. Public Employee Committee (PEC) Memorandum of Agreement, draft.