



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

[www.wayland.ma.us](http://www.wayland.ma.us)

# TOWN OF WAYLAND

41 COCHITUATE ROAD  
WAYLAND, MASSACHUSETTS 01778

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  
March 25, 2019  
7:00 PM**

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

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

**Absent:** Louis Jurist, Douglas Levine

**Also Present:** Louise Miller, Town Administrator; Elizabeth Doucette, Assistant Town Administrator

**Purpose:** At 8:46 pm, L. Anderson moved, seconded by M. Antes, 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, C. Karlson. ABSENT: L. Jurist, D. Levine. ABSTAIN: none. Adopted 3-0.) 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 related to David Bernstein v. Planning Board 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 October 1, 2018.

**David Bernstein v. Planning Board of Wayland:** L. Miller reported that the hearing scheduled for last Friday has been postponed to July. There is new information that former Town Administrator Fred Turkington is expected to testify. Former Chief of Police Robert Irving will also testify. The reason for the delay to July is that Chief Irving was unavailable until April, and the presiding judge is a circuit court judge who will not be back until July. L. Miller reported that IT Director Mike McCann is working on finding old emails relevant to this case.

**Collective Bargaining with PEC:** L. Miller reported that negotiations with the Public Employee Committee (PEC) are continuing. She requested permission to present High Deductible (HD) health insurance options on a 6-year agreement, use the same Town/Employee split on HD plans as on other plans (now 76%/24% for individuals and 64%/36% for families), offer Health Savings Account (HSA) option for retirees in addition to staff, offer to contribute half of the deductible to an HSA as an encouragement for employees to move to HD plans (50% of \$2,000/\$4,000 deductibles for single/family plan), and possibly consider a 1% or 2% increase in the split for family plan only, implemented over time.

L. Miller reported that PEC is currently interested in returning the mitigation funds of approximately \$340,000 and to use it to subsidize some of the increases. [REDACTED]

[REDACTED] Every percent increase in the Town's share of health care insurance split results in about a \$70,000 additional expense to the Town.

The Board discussed these suggestions and agreed that L. Miller should continue negotiations.

**Minutes:** C. Karlson moved, seconded by M. Antes, to approve as amended and hold the executive session minutes of October 1, 2018. Roll call vote of the Board (YEA: L. Anderson, C. Karlson, M. Antes. NAY: none. ABSENT: L. Jurist, D. Levine. ABSTAIN: none. Adopted 3-0.)

**Exit Executive Session:** At 9:25 pm, C. Karlson moved, seconded by M. Antes, to exit Executive Session. Roll call vote of the Board (YEA: L. Anderson, M. Antes, C. Karlson. NAY: none. ABSENT: L. Jurist, D. Levine. ABSTAIN: none. Adopted 3-0.)

Documents provided:

