

**GREATER NEW BEDFORD REGIONAL REFUSE MANAGEMENT DISTRICT
DISTRICT MEETING – June 18, 2014**

Final Minutes

The Greater New Bedford Regional Refuse Management District Committee held a publicly posted meeting on Wednesday, June 18, 2014 at 3:00 PM at the Dartmouth Town Hall, Room 305, 400 Slocum Road, Dartmouth, MA.

District Committee Members in attendance: Rosemary Tierney, Chairperson; Isaac Graves, Nathalie Dias, Christine LeBlanc, Stephen Mitchell and Jeff King.

Also present: Scott Alfonse; Executive Director, Cynthia Cammarata; Secretary, Matt Thomas; District Counsel, Randal Ferry, Shawn Peckham, Margret Hebert, Marissa Perez-Dornitzer and Sam Thomas.

1. Call to Order

Chairperson Tierney called the meeting to order at 3:00 PM.

2. Salute to the Flag

All in attendance stood to salute the Flag.

3. Legal Notices

Chairperson Tierney called for a motion to accept and place on file the Legal Notices which were posted timely both in New Bedford and Dartmouth. Motion made by Mrs. Dias, seconded by Mr. Mitchell. Voted 6-0.

4. Approve minutes of May 14, 2014

Chairperson Tierney called for a motion to approve the minutes of May 14, 2014. Motion made by Mr. Graves, seconded by Mrs. Dias. Voted 6-0.

5. Review and Approve Warrant

Chairperson Tierney called for a motion to approve the Warrant. Motion made by Mr. Graves, seconded by Mr. King. Voted 6-0.

6. Old Business

a. Health Insurance

Chairperson Tierney asked for a motion to discuss the Health Insurance. Motion made by Mrs. Dias, seconded by Mr. Mitchell. Voted 6-0.

Mr. Alfonse referred to the memo included in the packet, which gives a summary of the process the District has gone through so far with respect to employee health insurance. After reviewing several options, the District's Employee Insurance Advisory Committee presented its recommendation to the Board to obtain health insurance from the Mayflower Municipal Health Group. The Board decided to seek professional assistance to evaluate the options. At the January 8th District meeting, Julie Jennings of Sylvia Group recommended the Mayflower Municipal Health Group; the issue with this option was that it would require a \$50,000 buy-in.

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Mr. Alfonse referred to the tables attached to the memo which compares costs of various options. Mr. Alfonse pointed out that both Mayflower and GIC are less costly than any of the other private insurance options. The District's portion of the premium for either of these carriers can be accommodated even with the buy-in within the existing FY15 budget.

Mr. Alfonse explained that in order for the District to join GIC, we would need to submit a letter of intent by July 1, 2014 for a January 1, 2015 start date. The Dartmouth Select Board gave the District health insurance coverage through October 1, 2014.

The initial intent was to replace the health insurance that employees have with the Town of Dartmouth; Mayflower offers one plan that is almost identical to the plan that the District currently has.

Attorney Thomas reminded the Board that on January 22, 2013 the Board adopted MGL Section 32 B, 32 B section 16, section 7a, and voted to ratify everything that had been done up until that point; the District has made all of the necessary votes to make a decision. The District will enter into a joint purchase agreement if it joins Mayflower; and will appoint one member and an alternate to sit on the Mayflower health insurance board; thus the District will have a vote. If the District joins GIC it is purchasing a premium. GIC acts differently for the State employees than the Municipal employees. By law the District must offer a PPO, which acts like an HMO in plan and outside of plan it's an 80/20 split.

In response to Mr. Mitchell's question, Mr. Alfonse explained that the rates presented by Mayflower are the FY15 rates.

Attorney Thomas told the Board that with GIC and Mayflower, retirees are required to take Medicare. He also clarified that 32 B does not require that life insurance be provided.

Mr. Alfonse explained that the District doesn't offer Dental insurance; if it did it would need to contribute at least 50% of the premium, which is not in the budget. Preventative pediatric dental is included in health insurance plans; Mayflower also covers up to \$300 per person per year.

Mr. King asked what the recommendation of the employees is; Mr. Alfonse responded that the Insurance Advisory committee recommended Mayflower. He said that if the District is trying to replace what it is losing, Mayflower comes closest to doing that. Mr. Graves asked the employees what their recommendation is; Mr. Peckham told the Board Mayflower Group.

Chairperson Tierney asked for a sense of the body that the Board concentrate just on Mayflower; all agreed.

Mr. Alfonse explained that there are a variety plans that are offered through Mayflower, and that the District can decide to allow employees to choose from a few different plans or all of them. Mr. Alfonse's recommendation is that the District offer all of the plans but to adjust the District's contribution rate with the PPO plans to 50%.

Chairperson Tierney asked for a motion to join the Mayflower Municipal Health Group. Motion made by Mr. Graves, seconded by Ms. LeBlanc. Voted 6-0.

Chairperson Tierney asked for a motion that in addition to offering a PPO, the District offer an HMO. Motion made by Mrs. Dias, seconded by Mr. Mitchell. Voted 6-0.

Chairperson Tierney asked for a motion that for the HMO, the District contribution rate be 75%. Motion made by Mr. Mitchell, seconded by Ms. King. Voted 6-0.

Chairperson Tierney asked for a motion to offer the PPO plans under Mayflower Municipal Health Group. Motion made by Mr. Mitchell, seconded by Mr. Graves. Voted 6-0.

Chairperson Tierney asked for a motion that the District's rate of contribution for the PPO plans be 50%. Motion made by Mr. Mitchell, seconded by Ms. LeBlanc. Voted 5-1.

Chairperson Tierney asked for a motion to authorize the Chairperson to sign the joint purchase agreement with the Mayflower Municipal Health Group. Motion made by Mr. Graves, seconded by Mr. Mitchell. Voted 6-0.

7. New Business

a. Directors Report

Chairperson Tierney asked for a motion to receive and accept the Directors Report. Motion made by Mr. Mitchell, seconded by Ms. LeBlanc.

Chairperson Tierney asked for a vote to place the report on file. Voted 6-0.

b. Appointment of Officers

Chairperson Tierney asked for a motion to accept nominations for Chairperson. Motion made by Mrs. Dias to reappoint Chairperson Tierney, seconded by Mr. King. Voted 6-0.

Chairperson Tierney asked for a motion to accept nominations for Vice Chairperson. Motion made by Ms. LeBlanc to appoint Mrs. Dias, seconded by Mr. King. Voted 6-0.

Chairperson Tierney asked for a motion to accept nominations for Treasurer effective July 1, 2014. Motion made by Mr. King to appoint Mr. Mitchell, seconded by Ms. LeBlanc. Voted 6-0.

c. Mechanic Salary for FY15

Chairperson Tierney asked for a motion to set the Mechanic Salary. Motion made by Mrs. Dias, seconded by Mr. King.

Chairperson Tierney recognized Mr. Alfonse, whose recommendation is to increase the Mechanic's salary from \$21.31 to \$24.35 per hour. The employee was hired after July 1, 2012 so as a result his contribution rate for health insurance is 50%. In addition to being the mechanic, this employee has also received his hoisting license and can operate every piece of equipment; he is an all-around fantastic employee. Mr. Alfonse pointed out that it is still below the rate that other equipment operators are earning.

Mrs. Dias stated that salary increases should be based on merit. The District does not have a step system.

Mr. King said that if the District is not anticipating hiring any new employees in the near future that another option would be to offer the 75% District contribution to health care instead of raising the salary as this would also be a tax free benefit to the employee. The idea was discussed by the Board, but the consensus was that the contribution rate remain at 50%.

Chairperson Tierney asked for a vote to set the Mechanic Salary at \$24.35 per hour. Voted 6-0.

d. Approval of Remote Participation

Chairperson Tierney asked for a motion to adopt the remote participation. Motion made by Ms. LeBlanc, seconded by Mr. Graves.

Attorney Thomas explained that remote participation allows one to call, in the event that they cannot attend a Board Meeting. The regulations specifies specific reasons when this may be allowed such as personal illness, disability, emergency, military service or geographic distance.

Chairperson Tierney asked for a vote to adopt the remote participation rules. Voted 6-0.

8. Public Comment

Chairperson Tierney asked for a motion to approve the Recycling Coordinator, Marissa Perez-Dormitzer to carry over 9.75 hours of unused vacation time.

Mr. Alfonse explained it's the District's policy to use all vacation time in the year that it was earned unless there is prior approval from the District Committee. Marissa has been very busy during the last month due to the roll-out of New Bedford's new trash program and has been unable to use her vacation time.

Chairperson Tierney asked for a vote to approve the Recycling Coordinator, Marissa Perez-Dormitzer, to carry over 9.75 hours of unused vacation time. Voted 6-0.

Chairperson Tierney announced that the Chair, the staff and all the members of the Board would like to publicly thank Mr. King and Mr. Graves for their service and will give them a Public Commendation.

9. Set dates for next District Committee Meeting

The date for the next District Committee is scheduled for Wednesday, July 16, 2014 at 3:30 p.m.

10. Approve Executive Session Minutes of April 16, 2014 and May 14, 2014

Chairperson Tierney and asked for a roll call vote to go into Executive Session, the reason being potential litigation.

Chairperson Tierney – Aye
Isaac Graves - Aye
Nathalie Dias - Aye
Jeff King - Aye
Stephen Mitchell – Aye
Christine LeBlanc – Aye

Chairperson Tierney stated that the Board will not reconvene in open session after Executive Session. Meeting adjourned at approximately 3:50 p.m.