



TOWN OF WAYLAND

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BOARD OF SELECTMEN

JOHN BLADON
STEVEN J. CORREIA
THOMAS J. FAY
JOSEPH F. NOLAN
SUSAN W. POPE

CONFIDENTIAL

Board of Selectmen Executive Session Minutes October 28, 2010

Attendance: J. Bladon, S. Correia, T. Fay, J. Nolan, S. Pope

Also Present: Town Administrator F. Turkington, Assistant Town Administrator/HR Director John Senchyshyn, Finance Committee member Cherry Karlson, Secretary M. DiNapoli

Purpose: The session was called at 9:38 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote (5-0) in open session as permitted by M.G.L. Chapter 30A, Section 23(a)(3) to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the Town. The Chair declared that consideration of the matter of negotiation strategies in an open meeting may have a detrimental effect on the negotiating position of the Town.

Discussion: J. Senchyshyn and C. Karlson reviewed for the Board a series of negotiation meetings over the last five months with the School Committee and the Teachers Union. J. Senchyshyn said the School Committee has reached an agreement with the Teachers Union for a three-year contract, and said the ratification meeting will be on November 23, 2010. He reviewed the details of the contract, including a FY11 one-time lump sum settlement of approximately 1.3% of payroll, a second-year 1 % COLA and a third-year 2% COLA. He said the health insurance changes will begin in July 2011, and all teachers in HMO's will be required to transfer to ratesaver plans. As part of the changes, there will be a reduction in the town contribution of 6%; for those already in ratesaver plans, the town will subsidize the 6% change for the first year and a 3% change for second year. The town also agreed to establish health reimbursement accounts: \$1,000 for a family and \$400 for an individual, with a \$25,000 account to reimburse those who exceed the reimbursement limit. He said all non-union employees and retirees will also be required to make the change, and based on current enrollment, he estimated an annual savings in excess of \$300,000. He said that assuming ratification on November 23, the Board will be asked to implement the HRAs (health reimbursement accounts).

J. Senchyshyn updated the Board on negotiations with the Police, Teamsters, Library and DPW. He said there are two open contracts: AFSCME, which suspended negotiations last June after the town proposed a zero increase with a one-year extension; and the Firefighters Union, which is waiting for the Teachers Union to finalize a contract.

Adjourn: By motion of J. Nolan, seconded by S. Pope, the Board, by roll call vote, unanimously voted to exit executive session at 10:25 p.m. YEA: J. Bladon, S. Correia, T. Fay, J. Nolan, S. Pope. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.