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BOARD OF SELECTMEN

LEA T. ANDERSON
MARY M. ANTES
CHERRY C. KARLSON
JOSEPH F. NOLAN

Board of Selectmen Meeting Minutes Executive Session November 16, 2015

Attendance: Lea T. Anderson, Mary M. Antes, Cherry C. Karlson, Joseph F. Nolan

Also Present: Town Administrator Nan Balmer, Assistant Town Administrator/Human Resources Director John Senchyshyn, School Committee Chair Ellen Grieco, Personnel Board Chair Jessica Green, Finance Committee Chair Nancy Funkhouser, and Executive Assistant MaryAnn DiNapoli

Purpose: The session was called at 6:30 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 4-0) in open session as permitted by Massachusetts General Laws Chapter 30A, Section 21(a)(3) to discuss strategy with respect to healthcare in regard to the AFSCME Clerical Union, the AFSCME Professional Union, the Teamsters, the Library Association, the Police Union, the Fire Union, the Wayland Teachers Association, the Wayland Educational Secretarial Association, the School Custodians Union, and the Food Service Association. The Chair declares that a public discussion of these matters may have a detrimental effect on the bargaining or negotiating position of the Town.

Discussion: J. Senchyshyn said that on October 19, 2015, he received a letter from seven of the ten town bargaining units, requesting that the Board discuss alternatives to the state Group Insurance Commission (GIC). He said that he asked the remaining three bargaining units to sign the request, and they did so. He said the Board needs to address three issues: confirm that the Board will engage in the discussion and authorize J. Senchyshyn to pursue talks; identify the amount of health insurance savings the Board would seek; and determine what health insurance alternative the Board would find acceptable. In regard to the target amount of savings, J. Senchyshyn cited a Cook and Company model, based on moving to a variety of GIC plans, which projected a savings to the town of \$876,000 and a savings to the employees of \$412,000 from FY16 rates. He said he reviewed the numbers, found them to be reasonable, and suggested they be used as a benchmark. He suggested two options: to adjust the contribution rate by employees (which he estimated would increase the employee share by over \$100 per month), and alternatively, to maintain a certain town contribution amount, and allow the employee to pay the difference for a more expensive plan. He said he believes the unions want to stay in the WSHG, and noted those plans will not match the GIC plans. J. Nolan said he would like to see the best negotiated rate and the comparison to GIC. He also asked if the town could maintain the WSHG for the short term and move to GIC in two years; J. Senchyshyn said yes. C. Karlson expressed concern that the School Committee had not yet addressed the issue. J. Senchyshyn said he would like to meet with the unions first, then request an agenda item with the School Committee. It was the sense of the Board to pursue talks with the bargaining units, and to agree with the target savings suggested by J. Senchyshyn. C. Karlson instructed J. Senchyshyn to pursue the discussions and report back to the Board.

J. Nolan moved, seconded by M. Antes, to exit executive session at 6:58 p.m. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 4-0.

Items Distributed for Information and Use by the Board of Selectmen at the November 16, 2015, Executive Session Meeting

1. Memorandum of 11/16/15 from John Senchyshyn, Assistant Town Administrator/Human Resources Director, to Board of Selectmen, re: Confidential Union Correspondence
2. Cook and Company Health Insurance Options Summary, Fiscal Year 2016