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BOARD OF SELECTMEN

LEA T. ANDERSON
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LOUIS M. JURIST
CHERRY C. KARLSON
JOSEPH F. NOLAN

Board of Selectmen Meeting Minutes Executive Session July 25, 2016

Attendance: Lea T. Anderson, Mary M. Antes, Louis M. Jurist, Cherry C. Karlson, Joseph F. Nolan
Also Present: Town Administrator Nan Balmer, Assistant Town Administrator/Human Resources Director John Senchyshyn, School Committee members Barb Fletcher and Kathie Steinberg, Finance Committee member Gordon Cliff, Board of Public Works members Chris Brown and Michael Lowery, Town Counsel Mark Lanza, and Human Resources Assistant Katelyn O'Brien

Purpose: The session was called at 6:37 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. 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 health insurance 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; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(3) to discuss civil service with respect to the Police Union; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(6) to consider the purchase, exchange, taking, lease or value of real property in regard to 8 Glezen Lane, and 107 Old Sudbury Road; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(3), to discuss strategy with respect to pending action regarding Boelter et al v. Wayland Board of Selectmen; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(7), to review and consider for approval the potential release of the executive session minutes of July 13, 2016, pertaining to the above subjects, because a public discussion of these matters may have a detrimental effect on the bargaining, negotiating, or litigating position of the town.

Discussion: The Board was joined by J. Senchyshyn, B. Fletcher, K. Steinberg, and G. Cliff to discuss the issue of health insurance negotiations. J. Senchyshyn started the discussion by talking about the history of the town's process so far with health insurance. He then stated that he had a tentative agreement with the unions. He gave the board three documents: a summary, a draft agreement, and a projection of savings as compared to a GIC alternative. The agreement would run from January 1, 2017, to June 30, 2019. J. Senchyshyn stated that the plan is to hold seminars for employees and retirees in early September 2017, beginning the first week if possible. Two would be held at Town Building, one at the DPW and one at each of the Schools. Open enrollment will follow the seminars and run through November 4, 2016, giving the Benefits Manager time to enroll participants. J. Senchyshyn noted that the unions have requested that the town pick up administrator costs for a third party administrator (TPA) to issue and track mitigation funds on a Benny Card. The estimated cost for the TPA is \$50,000-\$60,000 for a 30-month period.

[REDACTED] J. Senchyshyn noted that the GIC will be going out to bid for new plans in 2018, and there is uncertainty about which directions they are going. WSHG also has similar administrative burdens as GIC. Some towns, such

as Sherborn and Ashland, have left WSHG. J. Senchyshyn confirmed that the unions will have to ratify to have their members vote, as a majority vote is necessary.

K. O'Brien left at 7:00 p.m.

The Board discussed the need to develop a communication plan to explain the changes to the public, and thanked J. Senchyshyn for his work in successfully negotiating a change in health insurance.

J. Nolan moved, seconded by L. Anderson, to support the proposed Memorandum of Agreement between Town of Wayland and Wayland Public Employee Committee, for the period of January 1, 2017, through June 30, 2019 and for the Town to pay for the cost of the TPA. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

B. Fletcher and K. Steinberg left the meeting at 7:20 p.m.

In regard to the issue of civil service, J. Senchyshyn said he has not heard from the Police Union on the town's proposal for two months. He suggested that once the Board votes to include the article, "Petition the State Legislature to Remove All Police Personnel from the Provisions of Civil Service Without Affecting the Civil Service Rights of Incumbents," in the Special Town Meeting, the Police Union may respond.

J. Senchyshyn left the meeting at 7:25 pm.

The Board was joined by C. Brown, M. Lowery and M. Lanza. C. Brown advised the Board that the Board of Public Works has interest in acquiring two properties for sale near the Baldwin Pond wells. He said the first property, at 107 Old Sudbury Road, is in the Capture Zone, which means anything on the property impacts the wells. He said the purchase price is \$500,000, of which \$250,000 would return to the town as a tax deferral. M. Lanza confirmed the tax title. C. Brown said the water reserve fund has a balance of \$2.3 million, which would be the source of funding. M. Lowery said the value of the property is the ability to create sand beds and protect the water supply. L. Anderson asked if there was a historic value to the existing house; M. Lanza said if there was, the house could be moved.

C. Brown reviewed the request to purchase the second property at 8 Glezen Lane. He said the property is in Zone 1, which means anything dropped on the property, regardless of conditions, will enter the wells. He said that the Department of Environmental Protection requires that a municipality own all the Zone 1 property, but the existing conditions were grandfathered. The house is on the market for \$1.3 million, but C. Brown noted that there is a failed Title V septic system on the property. The Board discussed whether the asking price is reasonable, and what negotiations are possible. He said the Board of Public Works voted in favor of obtaining the property by a vote of 3-0. G. Cliff suggested the Board think about other avenues before considering a purchase, such as consulting with the Board of Health and exploring eminent domain. C. Karlson asked if the article would be ready for the Special Town Meeting; C. Brown said it was uncertain. M. Antes asked if there was an opportunity to acquire a portion of the Old Sudbury Road property for affordable housing; M. Lowery said he would ask the Water Superintendent. It was the consensus of the Board that there are still outstanding issues to be resolved.

C. Brown, M. Lowery and G. Cliff left the meeting at 7:44 p.m.



The Board reviewed the executive session minutes of July 13, 2016. J. Nolan moved, seconded by L. Jurist, to approve and release with redactions the executive session minutes of July 13, 2016. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

M. Antes moved, seconded by L. Anderson, to exit the executive session at 7:50 p.m. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

Items Distributed for Information and Use by the Board of Selectmen at the July 25, 2016, Executive Session Meetings

1. Memorandum of Agreement between Town of Wayland and Wayland Public Employee Committee, January 1, 2017, through June 30, 2019, with Health Insurance Savings Comparisons and a Summary of Agreement
2. Email of 7/13/16 from Chris Brown, Chair, Board of Public Works, re: Baldwin Pond Properties
3. Draft Executive Session Minutes of July 13, 2016