



Town of Wayland Massachusetts

Finance Committee

Thomas Greenaway
David J. Gutschenritter
Cherry C. Karlson
Carol Martin
Sam H. Peper
Bill Steinberg (Chair)

Finance Committee Meeting Minutes Executive Session September 24, 2012

Attendance: B. Steinberg (Chair), C. Karlson, D. Gutschenritter, C. Martin, T. Greenaway
Absent: S. Peper

The meeting was called to order at 7:10pm in the School Committee Conference Room, Town Building with the SC (Barb Fletcher, Shawn Kinney, Beth Butler, Malcolm Astley, Ellen Greico) entering Executive Session and the Personnel Board (Nancy McCarthy, Maryanne Peabody, Phil Schneider) entering Executive Session.

Bill Steinberg called the Finance Committee meeting to order at 7:15pm and moved to enter executive session as permitted by MGL Chapter 30A, Section 21(a)(3) for purposes of discussing strategies with respect to collective bargaining for all unions because a discussion of these matters in open meeting may have a detrimental effect on the bargaining position of the Town and to approved executive session minutes in a separate breakout session in approximately 40 minutes. There was a second to the motion.

A roll call vote was taken:

Dave Gutschenritter	yes
Cherry Karlson	yes
Tom Greenaway	yes
Carol Martin	yes
Bill Steinberg	yes

The committees were joined by John Senchyshyn, Paul Stein, Brad Crozier, Geoff MacDonald and Marlene Moskowicz-Dodyk.

John Senchyshyn presented the history of the Town's collective bargaining strategy with regards to health insurance over the last few contract cycles. As of June 28, 2012, there are 823 total health insurance subscribers including employees and retirees and the total premiums are \$8,294,736.

Three general items were discussed:

1. The HRA accounts expire June 30, 2014. The HRAs will be a significant item in all School and Firefighter negotiations, which will eventually set the table for Town negotiations with the remaining unions the following year.
2. Should the Town pursue further plan design changes by adding a front-end deductible to the insurance plans?

3. If the answer to #2 is yes, does the Town engage in traditional bargaining or adopt the new Municipal Health Reform Law to effect changes?

Following lengthy discussions on the HRA accounts and whether to focus negotiations on their elimination, plan design changes, and a comparison between the GIC and WSHG offerings and expenses, the Finance Committee agreed to discuss the matters further and not to make a recommendation at this time. The topic of WSHG offering Benchmark Plans was also discussed.

J. Senchyshyn explained that he plans to meet with the BoS in open session to explain MGL 32B, Section 21-23 (Municipal Health Reform). A decision on whether to pursue this option should be made by mid-October.

At 7:55pm, the joint session with the SC and Personnel Board ended. The Finance Committee stayed in executive session and moved to the small conference room on the second floor of Town Building.

The FinCom discussed the strategy of where to carry budgeted monies for COLA increases – whether partially in the personnel lines for those departments who are settled for FY14 and some in Unclassified or to carry all in the Unclassified - Reserve For Salary Settlement line item. While no decision was made, the sense was to hold COLA increases for just the unsettled contracts in Unclassified.

The committee reviewed the earlier discussion of bargaining strategies related to health insurance. It was the sense of the meeting to follow the staff recommendations to (1) let the HRAs expire, (2) not enact Section 21-23 and (3) to stay with the WSHG.

The executive session minutes of September 5th were reviewed. The motion was made and seconded to approve the minutes as amended. A roll call vote was taken:

Dave Gutschenritter	yes
Tom Greenaway	yes
Carol Martin	yes
Cherry Karlson	yes
Bill Steinberg	yes

D. Gutschenritter and T. Greenaway will meet with the SC negotiations liaison Ellen Greico to continue discussions.

At 8:15pm, a motion was made and seconded to adjourn executive session and return to regular session. A roll call vote was taken:

Dave Gutschenritter	yes
Tom Greenaway	yes
Carol Martin	yes
Cherry Karlson	yes
Bill Steinberg	yes

Respectfully submitted,
Cherry Karlson