

IN BOARD OF SUDBURY SELECTMEN  
TUESDAY, JANUARY 31, 2012  
EXECUTIVE SESSION (8:50 PM – 9:29 PM)

Present: Chairman Lawrence W. O'Brien, Vice-Chairman Robert C. Haarde, and Town Manager Maureen Valente

Absent: Selectman John C. Drobinski

**Collective Bargaining – Firefighter's Union - Advanced Life Support (ALS) - Update**



**Litigation – MCAD Case Against the Wellesley Housing Development Corp. and Sudbury Housing Trust**

Town Manager Valente provided a brief update, stating an MCAD mediation session was held with the applicant and her realtor. No agreement was reached, and the applicant would like to proceed with a formal hearing. She is asking for \$250,000.

In response to a question from the Board, Ms. Valente stated Sudbury is only financially liable for the cost of its deductible. No action is required of the Board, but she will keep them informed on this case.

A brief discussion ensued regarding whether there is precedent for this type of lawsuit and what the process is following the formal hearing.

**Collective Bargaining - Municipal Healthcare Reform – Update**

Town Manager Valente stated the PEC is working in subcommittees to develop their response to the Town's proposal. She stated the State panel cannot deny the Town's request to join the Group Insurance Commission (GIC) if it demonstrates 5% savings, which Sudbury does. Ms. Valente reviewed the two areas on which the panel can assess the Town's request. She stated the PEC's proposal should be received by the end of this week.

Town Manager Valente stated it has been suggested to her that the Town consider a request for more than 25% mitigation. She stated the Town will work with certain employees to ensure they are able to find suitable options. Ms. Valente noted some people feel they are being pushed into PPO situations, which is not the way the system should work. She has discussed this with Mr. Feeley to see what can be done legislatively to improve the system.

A brief discussion ensued regarding the HMO, PPO, and PPS cost allocation scenarios encountered by employees and physicians. Vice-Chairman Haarde suggested asking the State legislature for ideas because it would have also had to grapple with these issues. Town Manager Valente suggested Sudbury may not want to "stir that pot," given it is so close to the 30-day deadline for beginning to enroll employees. She would strongly recommend not broaching anything new, and that the Town follow the predetermined regulations for the balance of the 30-day period.

Chairman O'Brien and Vice-Chairman Haarde shared their own experiences of having to select physicians according to certain guidelines and constraints. Town Manager Valente agreed that the process may prompt some employees to re-evaluate their physician choices and whether their spouses should remain on the health plan or pursue alternative coverage.

Town Manager Valente stated the process must be wrapped up by February 8, 2012 in order to get all information to the GIC.

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There being no further business, the meeting adjourned at 9:29 p.m.

Attest: \_\_\_\_\_  
Maureen G. Valente