

IN BOARD OF SUDBURY SELECTMEN
TUESDAY, JUNE 23, 2009

Present: Chairman Lawrence W. O'Brien, Vice-Chairman William J. Keller, Jr., Selectman John C. Drobinski, and Town Manager Maureen G. Valente

The statutory requirements as to notice having been complied with, the meeting was convened at 7:35 p.m. in the Lower Town Hall, 322 Concord Road.

Opening Remarks

At 7:35 p.m., Chairman O'Brien opened the meeting.

Chairman O'Brien acknowledged the conclusion of the Annual 2009 Town Meeting, which occurred on June 15, 2009. He noted that through cost savings, the use of Federal Stimulus funds, and changes in assessments, a balanced budget was achieved. Although there will be some impacts from the resulting FY10 budget, Chairman O'Brien stated the Town hopes to achieve gains from the successful completion of collective bargaining negotiations.

Chairman O'Brien reminded the community to be mindful when driving, now that schools will be closing, and more pedestrians and bikers will be outdoors during the summer months.

Tax Deferral Annual Interest Rate for FY10

Present: Town Finance Director/Treasurer Andrea Terkelsen and Senior-Tax Advisor David Levington

At 7:37 p.m., Town Finance Director/Treasurer Andrea Terkelsen addressed the Board to discuss recommendations for setting the tax deferral annual interest rate for FY10. The recommendation is to keep the rate of 2.5%, which allows for consistent record-keeping and offers senior citizens predictability by keeping the rate consistent with recent years. Ms. Terkelsen noted that the one-year constant maturity rate used as a guide for setting the rate, and most other short-term vehicles have fallen dramatically in the last year. The evaluation process also reviewed local and national economic factors and a variety of interest rates. Ms. Terkelsen emphasized that it would not be in the Town's best long-term interest to follow suit by lowering the deferral rate based upon short-term markets, especially when the rate set remains in effect for the life of the deferral.

Ms. Terkelsen further explained that the Town will not receive payments on the deferrals for several more years. Thus, individual deferrals represent a growing percentage of all tax title receivables. Since 2003, the accumulated deferral balance has grown to over \$1.4 million, and annual funds received averages only \$40,000 to \$75,000. In response to a few questions from Chairman O'Brien, Ms. Terkelsen confirmed that most residents who utilize the tax deferral program continue to do so for multiple years. She also noted that there has been an increase in payments received in recent times, due to refinancing of properties by residents, at which time the tax deferrals must be paid. In her written report to the Board, Ms. Terkelsen also provided information regarding how the deferral of taxes and their removal from the levy can potentially affect the Town's Free Cash.

The eligibility requirements of the program were summarized, noting it is available to residents who are homeowners, are over the age of 60, and have an annual income level of \$60,000 or less. Ms. Terkelsen noted that an increase has been seen in the number of deferral candidates participating in the program, since Sudbury established a more flexible local program, which offers a significantly lower interest rate than the State program.

In response to a question from Vice-Chairman Keller, Ms. Terkelsen clarified that the interest is calculated as a simple rather than a compounded rate. Currently, there are 64 participants in the Town's program, making Sudbury the leader for participants in a deferral program in the State.

Senior-Tax Advisor David Levington addressed the Board to recommend that the interest rate be lowered to zero. Although Mr. Levington acknowledged the Town incurs a cost of carrying the \$1.4 million of deferrals, he believes the Town also derives a benefit by having these residents remain in their homes. Mr. Levington views the tax deferral program for senior citizens as related to the Town's structural deficit problems, in that participation in this program keeps families, without children needing to be educated, living in Sudbury. He suggested that a more thorough analysis be done of the costs and values associated with the Town's tax deferral program.

Selectman Drobinski asked if there is a way to quantify the suggestions made by Mr. Levington. Town Manager Valente stated that more analysis can be looked at in the future. However, she further noted that the 2.5% interest rate has not seemed to deter interest in the program.

Vice-Chairman Keller opined that he believes a nominal amount of interest should be paid to the Town. He further stated that he is not convinced that lowering the rate to zero would significantly increase the number of participants. Selectman Drobinski concurred, but stated that he would prefer to review additional quantifiable data next year. He also stated that the Board believes the tax-deferral program to be viable and beneficial to the community. Chairman O'Brien agreed that a nominal interest rate seems appropriate, and asked Ms. Terkelsen to try to gather additional data for the Board's review next year.

It was on motion unanimously

VOTED: To approve a 2.5% tax deferral interest rate for FY10 as recommended by the Finance Director/
Treasurer Collector.

Reports From the Board of Selectmen

Chairman O'Brien is pleased that the Annual 2009 Town Meeting concluded with the passage of a balanced budget. He reported that the Board met earlier today to establish its goals and objectives for next year. Selectman Drobinski noted that this year's delay in the Town Meeting process allowed a more accurate budget to be presented to the voters, which will hopefully serve the Town well in the coming year.

Vice-Chairman Keller reported the Lincoln-Sudbury Regional High School Committee collective bargaining negotiation discussions continue in earnest.

Reports from Town Manager

Energy and Sustainability Green Ribbon Committee - Update

Town Manager Valente reported that the Energy and Sustainability Green Ribbon Committee held its first meeting. The Committee is actively pursuing and submitting grant applications. Town Manager Valente noted two vacancies remain for Committee members.

State Conference Committee - Update

Town Manager Valente has asked Town Counsel Paul Kenny to provide background information and analysis regarding the recommendations of the Conference Committee that will emerge in the final State budget for adoption, such as the Meals Tax.

Ponds and Waterways Committee - Map Presentation

Present: Susan Crane, Ponds and Waterways Committee Chair, David Blohm, Ponds and Waterways Committee member and Frank Lyons

At 8:03 p.m., Chairman O'Brien welcomed Ponds and Waterways Committee Chair Susan Crane, member David Blohm and Frank Lyons to the meeting.

Ms. Crane explained that the finished product of the framed topographical maps created by the Committee, identifying all of the surface water bodies in Sudbury, has been produced. Each of the maps is surrounded by original nature photographs. She explained that grants from the Wild and Scenic River Stewardship Council and The Sudbury Foundation allowed the Committee to hire an intern to develop a database and a layered GIS map.

Ponds and Waterways Committee member David Blohm stated that the purpose of the project was to identify the waterways as a means to assess their health, and to create a tool for educating the community. A map was exhibited to the Board, and Mr. Blohm explained the nine watershed areas and the numbering system devised. Mr. Blohm reported that 188 ponds, streams and waterways were identified, only 11 of which were named. He also noted that 114 of these ponds are located on private property.

Mr. Blohm reported that the maps have been shared with sixth-grade classes in the Sudbury schools to help students learn about topographical lines and water-flows. The maps have been well received by the schools and throughout the community. Mr. Blohm thanked the Town's Engineering Department, which assisted with the lamination process of the maps. Accompanying text has also been drafted and laminated.

Ms. Crane emphasized that the maps can be used not only for educational purposes in the classroom, but for research purposes by Town residents and to assist many Town boards and commissions. She further stated that the grants received require that the maps be hung in Sudbury's six schools, the Goodnow Library and three Town buildings.

Ms. Crane and Mr. Blohm acknowledge the many individuals whose donations of time, photographs, and framing has helped this project come to fruition.

The Board expressed its enthusiasm for the project. Vice-Chairman Keller also thanked the Wild and Scenic River Stewardship Council and The Sudbury Foundation for their gifts, which helped to produce this asset for the community.

It was on motion unanimously

VOTED: On behalf of the Town of Sudbury, to accept four framed maps, created and donated by the Ponds and Waterways Committee for display in Town buildings, which maps identify all of the Town's surface water bodies.

Wayland-Sudbury Septage Facility - Department of Environmental Protection Administrative Consent Order

At 8:16 p.m., Chairman O'Brien opened the discussion regarding the Department of Environmental Protection (DEP) Administrative Consent Order for the Wayland-Sudbury Septage Facility dated June 5, 2009, addressing non-compliance and the decommissioning of the wastewater treatment plant with groundwater discharge serving Wayland and Sudbury.

Town Manager Valente explained that, if all parties agreed with the document, signed copies were to be returned to the State DEP Office prior to June 19, 2009. She reported that the Town identified some issues needing further discussion, and thus requested an extension to June 26, 2009 to respond, which was granted. The extension allowed for the Board and the Wayland-Sudbury Septage Committee to review the document and offer feedback. In addition, Town Manager Valente reported that counsels for Wayland, Sudbury and the Committee have also agreed that an additional extension is in order to provide adequate time for an appropriate response. Town Manager Valente noted that the document, as drafted, favors the position of the DEP, and does not reflect necessarily what is in the best interests of all parties. She recommended that another extension be requested to provide Sudbury and Wayland adequate time to prepare a comprehensive response.

Selectman Drobinski concurred with the recommendation. He noted that negotiation of Consent Orders is normal practice, and the extension should be granted.

Chairman O'Brien suggested that the Board authorize the Town Manager and Town Counsel to work with their Wayland counterparts and the Wayland-Sudbury Septage Committee to continue to negotiate with the DEP towards a mutually acceptable document, which will protect the interests of Wayland and Sudbury and, when necessary, to consult with Selectman Drobinski, representing the Board.

Chairman O'Brien noted that a few members of the Wayland-Sudbury Septage Committee were in attendance tonight. He asked if they are in agreement with this recommendation as to how to proceed. The members indicated their agreement. Town Manager Valente noted that the Wayland-Sudbury Septage Committee Chairman Tom Abdella has been involved in many of the relevant communications.

Wayland-Sudbury Septage Committee Counsel Susan Crane stated that, although the DEP should grant the request for an extension, she noted that there is no guarantee it will be granted. She cautioned the Town to be prepared to respond by the June 26, 2009 deadline.

Vice-Chairman Keller opined that he would rather the Town face eventual consequences from not signing the document rather than to sign something it does not agree with, merely because of an imposed time constraint.

It was on motion unanimously

VOTED: To authorize the Town Manager and Town Counsel to work with their Wayland counterparts and the Wayland-Sudbury Septage Committee to continue to negotiate with the DEP towards a mutually acceptable document, which will protect the interests of Wayland and Sudbury and, when necessary, to consult with Selectman Drobinski, representing the Board, and to request from the DEP an extension beyond June 26, 2009 to respond to the Department of Environmental Protection (DEP) Administrative Consent Order for the Wayland-Sudbury Septage Facility dated June 5, 2009.

Youth Commission Awards

Present: Youth Commission Chair Susan Ciaffi; Youth Coordinator Jessica Bendel; and Youth Commission Award Recipients David Beckham and Julia Laferrera

At 8:30 p.m., Chairman O'Brien welcomed Youth Commission Chair Susan Ciaffi to the meeting to present the Youth Commission Annual Awards.

Ms. Ciaffi briefly described the purpose of the Youth Commission in providing program and educational opportunities for Sudbury's youth and parents. The Commission is appointed by the Board of Selectmen, has five members and works closely with Sudbury's Youth Coordinator Jessica Bendel. On behalf of the

Commission, Ms. Ciaffi congratulated all of this year's recipients and their families for their accomplishments. Ms. Ciaffi introduced each award recipient, explaining why each person was chosen for these honors.

Daniel Beckham was given a Youth Commission Volunteerism Award for his work at the Curtis Middle School, initiating a grade-level variety program. Proceeds from the program were donated by Daniel to SERF. He was commended for his enthusiasm and instilling a sense of school spirit in his peers. Daniel accepted his award.

Julia Laferrera was given a Youth Commission Volunteerism Award for her work at the Goodnow Library. Julia's love of reading has been an impetus for her volunteering at the Library in the Children's Section. Julia also started a book club for kindergartners and first graders, and she was commended for her initiative and dedication. Julia accepted her award.

Patrick Hebble was given a Youth Commission Educational Awareness Award for his work teaching weekly classes to kindergartners at Lady of Fatima Church. Patrick's love of music, teaching and working with children was noted. Patrick also was instrumental in organizing events for high schoolers, increasing membership in morning Lenten breakfasts from 10 to 40 participants. He is a recent graduate of Lincoln-Sudbury Regional High School. Since Patrick was unable to attend tonight's meeting, his father accepted his award on Patrick's behalf.

David Banerjea was given a Youth Commission Citizenship Award for his work with STOP (Students Together Opposing Prejudice). In high school, he became a discussion leader for middle school students regarding discrimination awareness. David is a recent graduate of Lincoln-Sudbury Regional High School, who has also helped organize events at his church. Since David was unable to attend tonight's meeting, his mother accepted his award on David's behalf.

Chairman O'Brien expressed how impressed the Board is with the quality of accomplishments achieved by this year's recipients, and congratulated them all. Selectman Drobinski opined that Sudbury is fortunate to have such wonderful youth volunteers, and also said their parents should be proud. He also thanked the Youth Commission for recognizing these accomplishments and efforts with awards. Vice-Chairman Keller congratulated the recipients on the confidence they exhibited while accepting their awards this evening. Chairman O'Brien summarized that the community is better because of the efforts of these award recipients, who have added to Sudbury's quality of life.

Chairman O'Brien recognized Paul Lamoureux in attendance tonight. He thanked Mr. Lamoureux, on behalf of the Board and as a parent, for providing a smooth transition through personnel changes in the dance program at the Curtis Middle School. Mr. Lamoureux expressed his pleasure in working with the Sudbury community this past year. Mr. Lamoureux also highlighted how satisfying it is to see the involvement of parents in children's activities, evidenced by parents accepting awards for their children this evening.

Joint Meeting with Sudbury Planning Board - Joint Appointment

Present: Planning Board Chairman Michael Fee and Planning Board members Eric Poch, Michael Hunter, and Associate Member Joseph Sziabowski

At 8:44 p.m., Chairman O'Brien welcomed members of the Planning Board to the meeting for consideration of a joint appointment.

It was on motion unanimously

VOTED: To appoint the Town Manager as Secretary Pro Tem of the joint meeting proceedings for the purposes of interviewing and appointing a new member.

Chairman O'Brien explained that, following 11 years of exemplary service to the Planning Board, Lisa Eggleston has decided to resign as a Committee member. To fill this vacancy, the Planning Board recommends that Associate Member Joseph Sziabowski be appointed to the Board to fill Ms. Eggleston's position for the remainder of her term. Mr. Sziabowski has served as an Associate Member for five years, and he is quite familiar with the matters that come before the Planning Board. Chairman O'Brien noted that Board members are familiar with Mr. Sziabowski from his involvement in many community capacities, and believe him to be fully versed in subdivision and affordable housing issues as well as other matters that would be brought before him.

Joseph Sziabowski has been a resident of Sudbury for over eleven years. Mr. Sziabowski explained to the Board that he has served on the Planning Board for five years as an Associate Member and would welcome the opportunity to become a voting member. He is a practicing architect and believes his professional expertise can benefit the Planning Board. Mr. Sziabowski stated that he enjoys being engaged in community activities and decisions. He also stated that he has enjoyed working with the interesting mix of professionals who presently comprise the Planning Board membership.

Selectman Drobinski noted that the Planning Board named Mr. Sziabowski unanimously as its preferred candidate for the vacancy created by Ms. Eggleston's resignation.

Planning Board member Michael Hunter confirmed that the Planning Board believes Mr. Sziabowski is aptly able to handle the responsibilities of the position.

Chairman O'Brien reported that Ms. Eggleston will likely continue to lend her expertise to the Planning Board as the Associate Member, especially during the implementation of the first year of the Stormwater Management Bylaw.

It was on motion unanimously

VOTED: To place the candidate Joseph Sziabowski, 799 Boston Post Road, into nomination to fill the Sudbury Planning Board vacancy.

It was on motion by roll call

VOTED: Pursuant to MGL Ch. 41, sec.11, as amended, and as requested by Michael C. Fee, Planning Board Chair, in a letter dated June 17, 2009, by a unanimous roll call vote of 6-0 to jointly appoint Joseph J. Sziabowski, 799 Boston Post Road, to the Planning Board, to serve until the 2010 Annual Town Election takes effect, filling a vacancy occasioned by the resignation of Lisa D. Eggleston. (Selectman John Drobinski, Michael Fee, Michael Hunter, Vice-Chairman William Keller, Chairman Lawrence O'Brien, and Eric Poch).

MetroPCS Massachusetts, LLC - Endorse Site Plan

It was on motion unanimously

VOTED: To endorse minor site plan #09-03 for MetroPCS Massachusetts, LLC, prepared by Aerial Spectrum, Inc., dated November 14, 2008, last revised March 4, 2009, consisting of five sheets, to install and operate three panel antennas for wireless communications entirely within a proposed steeple of the Sudbury United Methodist Church, 251 Old Sudbury Road, Assessor Map H09-0053, zoned Single Residential A, as requested by Jody Kablack, Director of Planning and Community Development.

Minutes

It was on motion unanimously

VOTED: To approve the executive session minutes of March 24, 2009, and the regular and executive session minutes of June 9, 2009.

Dyar Sales and Machinery Co. - Award of All Season Tractor Lease-Purchase

It was on motion unanimously

VOTED: Pursuant to ATM08/Art.6 FY09 Capital Budget, to approve award by the Town Manager for the lease-purchase of a 2009 multi-purpose articulated tractor for all-season use, diesel powered, with hi-flow hydraulics, to Dyar Sales and Machinery Company, to be financed over a five-year period at an interest rate acceptable to the Town; and further, to authorize the Town Manager to execute all documents related thereto subject to finalization of the Lease-Purchase Agreement to be negotiated by Town Counsel's Office.

MetroWest Regional Transit Authority

It was on motion unanimously

VOTED: To approve the renewal of the contract between the MetroWest Regional Transit Authority and the Town of Sudbury for FY10 and to authorize the Town Manager to sign said contract to provide transportation services to the Council on Aging, effective July 1, 2009, as requested by Kristin Kiesel, Council on Aging Director.

Energy and Sustainability Green Ribbon Committee - Appointment

It was on motion unanimously

VOTED: To approve the appointment of William G. Braun, 148 North Road, to the Energy and Sustainability Green Ribbon Committee for a term to expire April 30, 2011.

Livery and Limousine Licenses - Renewal

It was on motion unanimously

VOTED: To renew the Livery and Limousine Licenses of AAA Limousine, Inc., 39 Union Avenue, and Sudbury Limousine and Taxi Service, Inc., 26 Shadow Oak Drive, in accordance with their applications and to approve rates' schedules as provided, said licenses to expire on June 30, 2010.

Sudbury Housing Authority - State Appointee Member

It was on motion unanimously

VOTED: As requested by Jo-Ann Howe, Executive Director of the Sudbury Housing Authority, to send letters of support to the State on behalf of Judith Deutsch, 41 Concord Road, to become the State-appointed member of the Sudbury Housing Authority, filling the position of DeBorah Sonnenschein, whose term expires on July 21, 2009.

"An Act to Improve Recycling Rates in the Commonwealth" - Endorsement

It was on motion unanimously

VOTED: To endorse a letter to State legislators supporting H3515, entitled, "An Act to Improve Recycling Rates in the Commonwealth," a bill to update the Massachusetts bottle bill, as requested by Jessica Wozniak, Executive Director of MassRecycle in a letter dated June 4, 2009, and Sudbury DPW Director, Bill Place.

Board Reorganization and Discussion of On-Going Board Of Selectmen Assignments

It was on motion unanimously

VOTED: To appoint William J. Keller, Jr., as Chairman of the Board of Selectmen, John C. Drobinski as Vice-Chairman, Lawrence W. O'Brien as Selectman, and Town Manager Maureen G. Valente as Clerk, to serve until the conclusion of the 2010 Annual Town Meeting.

The Board briefly reviewed a listing of 2008-2009 Board Liaison Assignments and the following revisions were noted to be incorporated in a corrected version to be voted upon at the Board's next meeting: the Budget Review Task Force and Cable Television Committee will be deleted from the list, and at the appropriate time in 2009-2010, the Septage Committee will be deleted from the list.

In addition, Chairman Keller will assume all the liaison responsibilities previously listed for Selectman O'Brien, with the exception of the Finance Committee and Budget Working Group, which will remain with Selectman O'Brien, and Chairman Keller will remain the liaison to the Lincoln Sudbury Regional High School. Vice-Chairman Drobinski will assume all the liaison assignments previously held by Chairman Keller, and Selectman O'Brien will assume the liaison assignments previously mentioned, those previously held by Vice-Chairman Drobinski, and will remain the liaison to the Sudbury Public Schools. It was noted that individual memberships listed will remain the same for each Board member as those held last year.

The Energy and Sustainability Green Ribbon Committee will be added to the list and Selectman O'Brien will be its Board liaison.

Executive Session

At 9:03 p.m., Selectman O'Brien announced the close of the regular meeting and it was on roll call unanimously

VOTED: To go into Executive Session for the purpose of discussing collective bargaining and contract negotiations.

Selectman O'Brien announced regular session would not reconvene following Executive Session.

There being no further business, the meeting adjourned at 9:03 p.m.

Attest: _____
Maureen G. Valente
Town Manager-Clerk

IN BOARD OF SUDBURY SELECTMEN
WEDNESDAY, JUNE 23, 2009
EXECUTIVE SESSION (Part I)
(9:07 P.M - 9:15 P.M.)

Present: Chairman William J. Keller, Jr., Vice-Chairman John C. Drobinski, Selectman Lawrence W. O'Brien, and Maureen Valente, Town Manager

Contract Negotiations - Town Manager

Town Manager Valente requested that she be able to carry over two vacation days into FY10, and that the Board extend the date for completion of her performance review beyond June 30, 2009.

It was on motion unanimously

VOTED: To approve the carry over of two vacation days above and beyond the contract for the Town Manager from FY09 to FY10.

It was on also motion unanimously

VOTED: To extend the deadline to complete the FY09 performance evaluation of the Town Manager to December 31, 2009, due to the prolonged Annual 2009 Town Meeting process.

Collective Bargaining - Civilian Dispatcher's Union - Memorandum of Agreement

It was on motion unanimously

VOTED: To approve the Memorandum of Agreement between the Town of Sudbury and Teamster's Local No. 25 dated June 19, 2009, for the period July 1, 2008, through June 30, 2009, as presented by the Town Manager.

There being no further business, the meeting adjourned at 9:15 p.m.

Attest: _____
Maureen G. Valente
Town Manager-Clerk

IN BOARD OF SUDBURY SELECTMEN
WEDNESDAY, JUNE 23, 2009
EXECUTIVE SESSION (Part II)
(9:10PM – 10:15PM)

Present: Chairman William J. Keller, Jr., Vice-Chairman John C. Drobinski, Selectman Lawrence W. O'Brien, Town Manager Maureen G. Valente, John Brackett, Supt. of Sudbury Public Schools, Jeffrey S. Beeler and Richard L. Robison, SPS Committee members.

Town Manager's Contract

The Board voted to allow the Town Manager to carry over into FY10 up to two vacation days above the maximum in the contract. Additionally, the Board voted to extend until December 31, 2009, the time period to conduct the Town Manager's FY09 performance evaluation. These two changes are for FY10 only.

Dispatcher's Union

The Board voted to approve the Memorandum of Agreement with the Dispatchers Union, per the recommendation of the Assistant Town Manager Wayne Walker.

Supervisory Association

Town Manager Valente presented a request by the Supervisory Association that a Memorandum of Agreement be developed for a one-year contract. After some discussion, the Board voted to disapprove the Supervisory Association's request; and they directed the Town Manager to continue to work on a three-year contract, similar to contracts for other groups bargaining with the Town.

Teacher's Union

The Board met with Superintendent John Brackett, and Sudbury Public School (SPS) Committee members Jeffrey Beeler and Richard Robison, who reported that the 70/30 contribution rate for new hires is not being looked at favorably by the Teachers Union. Lengthy discussions ensued with multiple proposals and scenarios developed by participants. Eventually, Board reaffirmed the following:

- a. All parties will continue to try to achieve agreement to the benefits package as voted by the Board of Selectmen and presented to the Insurance Advisory Committee (aka the IAC package), with the ability to use any savings from this as the cost center sees appropriate (as long as such use does not create extra-ordinary complications for the other cost center, such as through granting a very large COLA in any of the three years, etc.)
- b. Both the SPS Committee and the Town Manager were previously given the authority of the Board of Selectmen to tentatively agree to a deal with a union that does not have all elements of the IAC package voted by the Selectmen IF they believe such change could help get a deal done sooner and is overall beneficial to the cost center and again does not create undue complications or pressure on the other cost center or with other unions AND is within the following parameters:
 1. The effective date of the plan design can be as late as January 1, 2010, but must include all components of the plan design of the IAC package.

2. The contribution rate for existing employees on HMO Blue must still move to 75/25, but this can be accomplished in stages over 3 years.
 3. The contribution rate for existing employees on Blue Choice must still move to 60/40, but this can be accomplished in stages over 3 years.
 4. The Harvard Plan is ended beginning January 1 - or whenever the effective date for the new plan design - if before January 1. No new members allowed to join between now and Jan 1.
- c. Both the SPS Committee and the Town Manager now also have the authority to drop the Health Reimbursement account proposal and instead agree to the union proposal that institutes a cap on hospital annual out of pocket costs.
- d. Both the SPS Committee and the Town Manager now also have the authority to omit the 70/30 for new hires if all other parts of the package can be achieved.

There being no further business, the meeting adjourned at 10:15 p.m.

Attest: _____
Maureen G. Valente
Town Manager – Clerk