

IN BOARD OF SUDBURY SELECTMEN
TUESDAY, MARCH 1, 2011
EXECUTIVE SESSION
(10:30 P.M - 10:55 P.M.)

Present: Chairman John C. Drobinski, Vice-Chairman Lawrence W. O'Brien, Selectman Robert C. Haarde, Town Manager Maureen Valente and Assistant Town Manager Maryanne Bilodeau

Collective Bargaining – Firefighters' Union - Update

Town Manager Valente updated the Board on the negotiations with the Firefighters' Union. She stated a meeting is scheduled for March 8, 2011 between the new Fire Chief and the new union leadership.

Assistant Town Manager Bilodeau requested authority to negotiate up to \$4,200 for the flat paramedic skill stipend from the previously approved \$3,500. She reported Wayland similarly recently settled at \$4,200.

It was on motion unanimously

VOTED: To authorize the Town and Assistant Town Managers to proceed with negotiation discussions between the Town of Sudbury and the Permanent Firefighters' Association Local 2023 International Association of Firefighters AFLCIO regarding a stipend-only payment not to exceed \$4,200 for firefighters with paramedic status once Advanced Life Support service is in place in Sudbury.

It was also on motion unanimously

VOTED: To authorize the Town and Assistant Town Managers to proceed with negotiation discussions between the Town of Sudbury and the Permanent Firefighters' Association Local 2023 International Association of Firefighters AFLCIO regarding offering an additional stipend not to exceed \$800 per year for the ALS Coordinator and a stipend not to exceed \$800 per year for the Clinical Coordinator, so long as the Town is continuing operations at an ALS level.

Town Manager Valente stated the Union may propose offering the service under a revenue-sharing proposition, which she does not recommend. Selectman Haarde concurred, stating he does not believe there is adequate experience to forecast the outcome of such a proposal. Town Manager Valente will keep the Board abreast of future discussions.

Collective Bargaining – Employee Health Insurance

Town Manager Valente distributed copies to the Board of a handout entitled, "Additional Insurance Options Proposed 3-1-11." She and Ms. Bilodeau explained they would like to offer Fallon Community Health Plans as options which could result in premiums that are 10% lower on average than the Blue Cross Blue Shield Plans. Ms. Valente stated the Insurance Advisory Group and Sudbury Public School employees are excited about the possibility of adding Fallon as a choice.

A brief discussion ensued regarding an Opt-Out Program with a cash incentive for employees to choose not to accept the Town's insurance coverage. Ms. Bilodeau stated towns which have done this have found employees do take advantage of the option. Selectman Haarde asked if the waiver incentive needs to be offered. Ms. Bilodeau reported Wayland incorporated a waiver incentive and the participation level in the opt-out program increased. Ms. Bilodeau further stated that the Opt-Out Program would include a sunset

clause of two years, after which a re-evaluation of the program could occur. Vice-Chairman O'Brien opined it does not cost anything to give the program a try.

Selectman Haarde asked if there are other plan options to offer that are even less expensive than the Fallon plans. Vice-Chairman O'Brien stated there are not many other options to consider.

It was on motion unanimously

VOTED: To authorize the Town and Assistant Town Managers to proceed with distributing an impact letter and to negotiate with all unions the additional Fallon insurance options discussed tonight, and to proceed with implementation of the Opt-Out Program as presented this evening.

There being no further business, the meeting adjourned at 10:55 p.m.

Attest:_____

Maureen G. Valente
Town Manager-Clerk