

BOARD OF SUDBURY SELECTMEN  
THURSDAY, OCTOBER 27, 2011  
EXECUTIVE SESSION  
(8:00 A.M. – 9:45 A.M.)

Present: Chairman Lawrence W. O'Brien, Vice Chairman Robert C. Haarde, Selectman John C. Drobinski, Town Manager Maureen Valente, Assistant Town Manager/HR Director Maryanne Bilodeau and Kevin Feeley, Jr. from Feeley & Brown, P.C.

The statutory requirements as to notice having been complied with, the meeting was convened at 8:10 a.m. in the Silva Conference Room, Flynn Building, 278 Old Sudbury Road.

**Opening Remarks**

Chairman O'Brien opened the meeting at 8:10 a.m. and announced the close of the regular meeting and that it would not reconvene following Executive Session. It was on roll call unanimously.

VOTED: To enter into Executive Session for the purpose of discussing collective bargaining matters related to municipal health care reform, wherein strategy discussion with respect to collective bargaining in an open session may have a detrimental effect on the bargaining position of the public body.

The purpose of this meeting is to determine whether the Board of Selectmen (BOS) will vote to adopt Section 21 (which also includes Sections 22 and 23) of Chapter 32B. The Board briefly discussed the pros and cons of adopting/not adopting Section 21. If the decision is made to move forward with putting the discussion of the adoption of Section 21 onto a BOS meeting, the BOS would schedule a joint meeting with the SPS School Committee to explain the process.

Mr. Feeley briefly reviewed the handout from the MMA for the Municipal Health Insurance Reform Legislation and Regulations Timeline (attached) and stated that March 1 is the latest date to notify the GIC of the Town's decision if they wanted to join the GIC. He also reported the final regulations should be available no later than November 13th and will likely be different than the current version. He briefly explained Section 4 of Chapter 69 which governs the expedited negotiations that will occur between municipalities and employee unions over changes to health insurance plans as allowed by the Municipal Healthcare Reform legislation.

Mr. Feeley briefly explained the emergency regulation process and the timing that must be followed to adhere to the current legislation. He further advised that the Town must notify each collective bargaining unit and the Retired State, County and Municipal Employee Association at least two calendar days prior to their BOS meeting to discuss the acceptance of Section 21. The BOS will then also need to consider whether or not to vote to start the process to implement Section 21. (He recommended the Town issue notification at least four to five days prior to the vote.) He further stated that information must be sent to each bargaining union president and retired county state and municipal people by certified mail return receipt requested.

A question was raised as to whether a Non-Union representative from the Insurance Advisory Committee could be present at the Public Employee Committee (PEC) Meeting. Mr. Feeley responded in the affirmative and suggested the Town request that the Non-Union representative attend the meeting but would have to be excused when the vote was taken.

There was a brief discussion regarding mitigation. The Assistant Town Manager explained that 25% of gross savings in the first year must be put toward a mitigation fund. This fund may include health reimbursement accounts, wellness programs, rate holiday, or other specified options.

Mr. Feeley briefly discussed the process of notifying the PEC member and Secretary of Administration and Finance of the start/end dates for the 30-day negotiation period and the Town's contact information for Appropriate Public Authority (APA) for the Review Panel.

There was a brief discussion on plan design changes, offering a Navigator look-alike plan, and whether going with the GIC would make claims experience worse, especially where Sudbury's claims experience has been good.

Mr. Feeley discussed how the process would work if the Town joined the GIC and then down the road decided to drop out.

The Assistant Town Manager passed out a comparison of our current plans compared to the GIC benchmark plans as of July 7, 2011 (attached) and briefly discussed the details.

In regard to Sudbury Public Schools (SPS), Mr. O'Brien stated that SPS is looking at whatever changes are going to be made to generate savings and the portion that could be directly attributed to their enrollment. He suggested that the Board arrange a meeting with SPS to discuss this matter.

It was on motion unanimously,

VOTED: to meet with SPS on November 4 at 8:00 a.m. for matters related to Municipal Healthcare Reform options and whether to adopt Section 21 – 23.

The Town Manager asked the Board members if there was any objection with putting the adoption of Sections 21 to 23 on a future BOS agenda. The Board members agreed. The Town Manager recommended setting the meeting for November 21 with a snow date of November 28. The Board members agreed

It was on motion unanimously,

VOTED: to instruct staff to prepare numbers and necessary documentation plan design numbers for the Boards consideration in moving in the direction of adopting Sections 21-23.  
There being no further business, the meeting adjourned at 9:45 a.m.

Attest: \_\_\_\_\_  
Maureen G. Valente  
Town Manager-Clerk