

IN BOARD OF SELECTMEN
MONDAY, MAY 11, 1992

Present: Chairman John C. Drobinski, Judith A. Cope and Lawrence L. Blacker.

The statutory requirements as to notice having been met, the meeting convened at 7:30 p.m. at the Fairbank Senior Center.

Landscaping - Fire Headquarters

Present: Fire Chief Michael C. Dunne.

Executive Secretary Thompson reported Fire Chief Dunne requested the landscaping issue for the Fire Headquarters be placed on the agenda in order to come to a resolve and not jeopardize further delays with regard to completion of this facility as outlined in the Fire Chief's memo dated April 30, 1992.

Chief Dunne explained the reason the original landscape plan was omitted from the bid documents was to give the Town the opportunity to purchase and plant at a lesser cost than the general contractor. Chief Dunne displayed the landscape plan for the Selectmen and explained why many of the plantings are critical to the overall appearance of the new station.

In addition, the Board is in receipt of a communication dated April 9, 1992 from Chief Dunne to the Permanent Building Committee informing them of the bids received and his recommendation.

Selectman Cope suggested eliminating some of the more expensive plants, therefore, reducing the total expenditure. Mr. Dunne responded that they were planning to eliminate the birch clump, and probably the most expensive planting was the sugar maple tree. Mr. Dunne continued that delaying many of the plantings will affect the lawn that will be seeded, and this decision needs to be made as soon as possible.

Selectman Drobinski commented it is a question of degree with regard to size and number of plantings and how stark it may appear when completed. Mr. Drobinski believes they should start working on the front of the building. Chief Dunne concurred that it is important to make an impact in the front right away.

Selectman Blacker noted that a great deal of money will not be saved by cutting back on the size of the plants. Mr. Drobinski concurred and mentioned that several people in the Town have worked very hard on this project; and in addition, completed much of the work in house in order to save the Town money.

On the recommendation of Mr. Thompson, the Board of Selectmen instructed Fire Chief Dunne to proceed using his own good judgment. Chief Dunne agreed, if she desired, to meet and review the landscape plan with Selectman Cope for further input.

Employee Group Health Insurance

Present: Labor Relations Counsel Richard W. Murphy, Town Insurance Consultant John B. Foran, Budget and Personnel Officer Terri Ackerman, Finance Committee Chairman Roy Sanford, School

Committee Chairman Edward Campbell, Long Range Planning Committee Chairman Robert J. Cusack, and David Palmer, Robert Cala and William Katz.

The Board acknowledged receipt of a communication dated April 13, 1992, confirming a joint meeting of the Long Range Planning Committee, Labor Relations Counsel Richard W. Murphy, Town Insurance Consultant John B. Foran; and, in addition, it was noted that the Regional High School, local School, Finance Committee and Personnel Board Chairman David Mandel had been notified and that the attendance of a representative would be most welcome.

Executive Secretary Thompson stated the objective of the joint meeting is to share and review ideas and information with regard to a report dated March 24, 1992 submitted by the Long Range Planning Committee regarding the Sudbury health insurance program for employees and retirees in order to give some direction to Mr. Murphy and Mr. Foran as to how the Town should proceed to reduce health insurance costs. Mr. Thompson commented that this will not be the last joint meeting to be held as this is a very complicated process.

Chairman Drobinski thanked the members of the Long Rang Planning Committee for the report, noting there was much time spent on not only this project, but several projects that have been completed by this Committee.

Mr. Robert Cusack stated that much of the thanks goes to Mr. William Katz, who alone completed about 90 per cent of the work on the report.

Secretary Thompson stated that everyone in attendance knows what the options are. He continued that Ms. Ackerman met with the Employee's Insurance Advisory Group in an effort to program the Blue Cross-Blue Shield program to be canceled out, at the Town's anniversary date, but the Advisory Group would not recommend a change from BCBS and neither did Blue Cross-Blue Shield cancel because of lack of subscribers. The LRPC report recommends the Town go 100 percent to an HMO, which would mean going back to collective bargaining.

Mr. William Katz summarized the LRPC report by stating the options mentioned in the report are the most favorable, but other options are also available. Mr. Katz explained the first issue to look at is the plan that ties all health insurance payments to the indemnity plan which is the most expensive plan. The Town now pays 75 per cent of the indemnity plan and is committed to paying at least that amount for the HMOs up to 90 percent of the HMO premium. The problem, according to Mr. Katz, is that the costs for the Blue Cross indemnity plan is very high and efforts need to be taken to bring that number down without removing the existing benefits. The question becomes can the Town match the benefit and coverage with a less expensive plan. Mr. Katz continued to explain options as follows.

Another option proposed by Blue Cross is the Blue Cross Health Flex Blue. The initial proposal assumes everyone is included in this plan. The question is can we have this plan for the number of people in the indemnity plan now. The Health Flex Blue is a Point of Service (PPO) Plan. This plan would include the same benefits and the choice of going to the same providers and doctors and hospitals who have accepted a Blue Cross preferred provider agreement. If those on this plan would choose not to go to these preferred providers, then they would pay a higher co-payment and probably a larger deductible. The employee could save money by staying in the Paid Provider Organization (PPO) network, but if they

choose not to, they pay about what they are paying now if they choose to go outside of the network. The idea is to give them a strong network to serve their needs. If employees were allowed to explore the network, there is a good chance they would find what they are looking for. This option lowers the cost to the Town and is in the range of the HMO'S and would require collective bargaining. Mr. Katz commented that the Blue Cross PPO network is rather comprehensive.

A third option would be to restructure the indemnity plan, so out of pocket to employee does not change. This would mean a higher deductible up front and more out of pocket, but the premium drops more than the out of pocket. Under this option, the Town saves money, and the employee does not spend any more. There are several options with regard to this plan, i.e. make out of pocket a tax exempt payment, which will make the plan more attractive to the Town employees.

A fourth option would be to examine third party administrators, for which the Committee has received no bids. There would be a lower cost on the self insurance basis matching only the Blue Cross benefits. Mr. Katz stated the Committee talked with some third party administrators and they responded that they originally wanted to talk about insuring the whole group, but would be willing to approach only the group on the indemnity plan providing they would have an opportunity to bid on it on a three year basis with the option of dropping it if necessary.

Mr. Katz noted that all of these options will require additional study and discussion with the unions.

Selectman Blacker commented that Mr. Katz delivered a very good summary, and that he himself has done some research on the health insurance issue. In Mr. Blacker's opinion, he would recommend a self insurance plan strictly for the people enrolled on the indemnity plan at this time. He believes that because of the labor negotiations that took place this past year and the givebacks by the unions, the Town would not be in a very good negotiating position to ask the people on the indemnity plan to change plans with an increased cost to them. Mr. Blacker continued that if the Town could self insure the indemnity plan with no additional expense to the employees keeping the same benefits, it might be feasible to save money in this way instead.

The high school is self insured and gives the same benefits as Blue Cross Blue Shield according to Mr. Blacker. The school did a lot of research and presented the plan through good public relations, and educated the people and the plan is running smoothly.

As a result of Mr. Blacker's research, he learned 1) that Blue Cross will not act as a middle man or third party administrator; 2) the Paid Provider Organization (PPO) is an indemnity program and less expensive if you deal within the PPO services, but not precluded like other HMO's from going to other hospitals or doctors. Examples are Health Flex Blue and Tufts. Mr. Blacker suggested the Town should proceed to obtain bids from companies that self insure to determine what the real risks are; survey the people in the plan with regard to which hospitals and doctors they go to; and in addition, obtain bids from a few PPO's.

Mr. Blacker favors the Tufts Plan because, not only is it an HMO, but also a PPO and feels it would cover the majority of the Town, but would require collective bargaining. The statutes do not allow going strictly to an HMO according to Mr. Blacker, and suggested meeting with the Insurance Advisory Group, which includes representatives from unions as well as non-union personnel to gather additional

information. Mr. Blacker further commented many plans allow for a pre-tax deduction for health insurance, which would be a cost saving to the employee.

Budget and Personnel Director Terri Ackerman noted that the Town plan is set up for pre-tax premium deductions, and it can implement a flexible spending account for employees which would allow them to deduct the deductible portion on a pre-tax basis as well.

Executive Secretary Thompson stated that the majority of the membership in the health plan is the schools not the Town. He further concurred that the Town should receive bids from the various groups, but, in the past, the problem has been that the health insurance groups wanted matching penetration and the Town is not able to do that in some of the groups.

Labor Relations Counsel Richard Murphy reviewed his current experiences in different towns with regard to reorganization of health insurance plans and how they have resolved their issues. Mr. Murphy commented there are so many changes happening in the health insurance business and many of them want 100 % enrollment guarantees.

Mr. Murphy informed there was still a lot of collective bargaining that had to be done outside of the Insurance Advisory Group and some over a long period of time. He further commented that most unions refused to coalition bargaining even though it made the most sense because health insurance is such an emotional issue.

Selectman Blacker asked how the process works if you negotiate a PPO. Mr. Murphy explained you need to put together a bargaining strategy that explains the numbers, options and services, etc. Mr. Blacker would like to see the Town self insured, and suggested joining with another Town if the indemnity group is not large enough in Sudbury.

Selectman Cope asked if a survey could be made to determine the needs required by the Town with regard to health care. Robert Cala responded that it would be important to have a very professional group put it together and present it. Mr. Blacker reiterated that it is important to find out where everyone goes for their health care, i.e. doctors and hospitals.

Mr. Murphy commented that he did not see a problem with asking the participants where they go for their health care and that it is only natural that the Town would recommend an HMO because of the lower costs. Mr. Murphy mentioned that one of the things the Towns of Waltham and Newton did was to eliminate some of the HMO offerings, thereby reducing costs because the numbers weren't so spread out.

Mr. Murphy further informed that the Town should give serious thought to what the contribution should be to the HMO—should it be increased from 10%. He stated you need to examine how much of their paycheck is deducted for health care, which, of course, depends on the amount of money they make, and then develop a plan accordingly. There are many trade-offs, according to Mr. Murphy and a plan has to be tailored accordingly and then put out to bid.

Insurance Consultant John Foran informed that the Town has a number of problems with regard to its health care coverage:

1. The indemnity plan is too rich and benefits too attractive.
2. Employees do not have any incentive to agree to any changes. There is no incentive from an economic point of view to change because the Town is now paying 75% of the cost for the BCBS contribution.
3. If the Town considers self insuring with Blue Cross and moving to Health Flex Blue for the indemnity group, it needs to know that Blue Cross paid out more in claims than it received in premiums and the Town may have had to share this liability. With regard to third party administrators, Mr. Foran explained this was looked at for greater cost efficiencies, but their rates were higher than the existing plan. It is very difficult to compare municipalities and what has worked best for them according to Mr. Foran.
4. The uncertainty of who the big players in the market will be because of the deregulation legislation (CH495) signed by the Governor in December, 1991 which will have an impact on health care costs because it allows for competition for discount rates in the hospitals.

Mr. Foran concluded that the Town needs to convince its membership to go into one risk group.

Selectman Drobinski noted there are two things that need to be considered: 1) The technical aspects of a health insurance program, and 2) The public relations that go into selling the right program that is researched or adopted.

The Board took a recess at this time announcing they planned to take up Item #3 next on the Agenda, and then go into Executive session to continue discussion of matters relating to collective bargaining.

Minutes

It was on motion unanimously

VOTED: To approve the regular session minutes of April 27, 1992, as corrected by Selectman Cope.

Arthritis Foundation Massachusetts Chapter, Inc., - Benefit Bike Ride

The Board acknowledged receipt of a communication dated May 1, 1992 to Sergeant Fadgen of the Sudbury Police Department from Annrica Radziewicz, Development Associate of the Arthritis Foundation Massachusetts Chapter, Inc. requesting permission to conduct a Bike Ride benefit on Sunday, September 13, 1992, from 10:00 a.m. - 2:00 p.m., number of cyclists around 200-250, following a specific route through Sudbury as specified in this communication.

On the recommendation of Sergeant Fadgen, it was on motion unanimously

VOTED: To grant permission to the Arthritis Foundation Massachusetts Chapter, Inc. to conduct a benefit Bike Ride on September 13, 1992 from approximately 10:00 a.m. to 2:00 p.m. through the Town of Sudbury, as specified in request dated May 1, 1992 and approved by the Police Department.

Reserve Fund Transfer - No. 92-11

At the request of the Veterans Agent to provide assistance for two veterans as follows:

- 1) \$404/mo. for three months (April through June)
- 2) \$455 for May

it was on motion unanimously

VOTED: To approve Reserve Fund Transfer Request No. 92-11, dated April 6, 1992, in the amount of \$1,667 for Veterans Benefits Account 900-613, subject to all available reimbursements from the State being sought.

Tax Office Clerk II/Senior Clerk - Bonding

At the request of Treasurer/Collector Mary Ellen Dunn in a communication dated May 7, 1992, it was on motion unanimously

VOTED: To concur with Town Treasurer/Collector Mary Ellen Dunn to require bonding for all employees in her departments, which would add one additional bond as follows:

Clerk II/Senior Clerk \$37,500

Appointments - Town Treasurer/Collector

At the request of Town Treasurer/Collector Mary Ellen Dunn, it was on motion unanimously

VOTED: To approve the following appointments by the Town Treasurer and Collector:

- Loretta A. Bigelow as Assistant Treasurer, for a three-year term to expire April 30, 1995.
- Carolyn McCree as Assistant Tax Collector, for a three-year term to expire April 30, 1995.

Sudbury Housing Authority - Resignation

In response to a communication dated May 4, 1992 from Stephen P. Garabedian to Steve Swanger, Chairman, Sudbury Housing Authority, it was on motion unanimously

VOTED: To acknowledge the resignation dated May 4, 1992, of Stephen P. Garabedian from the Sudbury Housing Authority and to send a letter of appreciation for his contribution on the Authority.

Massachusetts Korean War Memorial Fund

In response to a communication dated April 17, 1992 to Town Clerk Jean MacKenzie, from

William F. Mason, Jr. Chairman, Massachusetts Korean War Memorial Fund, Executive Secretary Thompson recommended referring this subject to Chamber of Commerce President, Ronald Sephan, the Veterans Agent, American Legion and the Lions Club.

Public Hearing - Chiswick Park Theatre, Inc.

Present: Jonathan R. Yates, Manager Chiswick Park Theatre, Inc.

At 8:35 p.m. Chairman Drobinski convened a Public Hearing to consider the application of Chiswick Park Theatre, Inc., Jonathan R. Yates, Manager, for a License to sell Wines and Malt Beverages as a Common Victualler under Chapter 138, s. 12 of the General Laws, in the second floor lobby of the Chiswick Park Theatre only, at 490 Boston Post Road; and to further consider applications for a Common Victualler License and Weekday and Sunday Entertainment Licenses for said premises.

Executive Secretary Thompson advised that abutters have been notified and time and place of said meeting were duly advertised in accordance with the law. Mr. Thompson further stated that all papers are in order and verification of citizenship are on file for all officers and directors.

The Board acknowledged receipt of the following:

1. Letter dated April 28, 1992 from Fire Chief Michael Dunne stating no objection to the issuance of a liquor license.
2. Verbal approval from Health Director Robert Leupold and Building Inspector John Hepting dated May 8, 1992 respectively.

Jonathan R. Yates introduced himself as Manager of the Chiswick Park Theatre. Selectman Blacker noted that upon review of all the required paper work, he noticed there was inconsistency regarding the names placed on the applications for the various licenses. Executive Secretary Thompson advised that the names appearing on the licenses have to be consistent with the d/b/a name.

There being no further comment from the public, it was on motion unanimously

VOTED: To grant Jonathan R. Yates, Manager, Chiswick Park Theatre, Inc., d/b/a Chiswick Park Theatre, a License to Sell Wines and Malt Beverages as a Common Victualler under Chapter 138, section 12 of the Massachusetts General Laws, at 490 Boston Post Road; for a term to expire December 31, 1992, conditioned as follows:

1. the sale and consumption of alcoholic beverages shall be confined to the second-floor lobby of the theatre;

2. the hours of sale of alcoholic beverages shall be limited to during theatre performances only, as regulated by Special Permit granted by the Board of Appeals, and further limited to the following hours:

Monday through Saturday: 11:00 a.m. to 12:00 midnight

Sunday 12:00 noon to 12:00 midnight

3. no liquor to be served during strictly children's show matinees; and
4. no seating or tables provided.

And it was further

VOTED: To grant a Common Victualler License to said Chiswick Park Theatre, Inc., for a term to expire December 31, 1992, to be exercised during theatre performances only, as regulated by Special Permit granted by Board of Appeals, food to be limited to pre-packaged and catered foods only as stipulated by the Board of Health (no food preparation on premises), and no seating or tables provided.

And it was further

VOTED: To grant an Entertainment license to said Chiswick Park Theatre, Inc., for a term to expire December 31, 1992, for conduct of a professional live theatre, the hours regulated by Special Permit granted by Board of Appeals; and for background music during intermissions.

And it was further

VOTED: To grant a Sunday Entertainment license to said Chiswick Park Theatre, Inc., for the period September 13, 1992, through September 5, 1993, to conduct professional live theatre between the hours of 2:00 p.m. and 11:00 p.m., subject to approval by the Massachusetts Department of Public Safety.

Executive Session

At 8:45 p.m. it was on motion by roll call unanimously

VOTED: To go into Executive Session to discuss collective bargaining matters. (Chairman Drobinski, aye; Selectman Cope, aye; Selectman Blacker, aye).

Chairman Drobinski announced that public session would reconvene immediately following Executive Session.

Annual Appointments

During discussion, it was on motion unanimously

VOTED: To make the following annual appointments (all appointments are subject to acceptance):

- Katherine D. Hepting, Henry J. Chandonait, and Daniel L. Claff to the Council on Aging, each for a three-year term to expire April 30, 1995;
- Russell P. Kirby and Curt Garfield to the Committee for the Preservation of Ancient Documents, each for a three-year term to expire April 30, 1995;

- Mary Ann K. Clark to the Board of Appeals, for a term to expire April 30, 1997.
- Marshall A. Karol, Jeffrey H. Jacobson, Ronald E. Myrick, Eileen R. DerGurahian, and Derek J. Gardiner to the Board of Appeals (Associates), each for a one-year term to expire April 30, 1993.
- John B. Hepting as Inspector of Buildings, for a one-year term to expire April 30, 1993;
- Earl D. Midgley as Deputy Inspector of Buildings, for a one-year term to expire April 30, 1993;
- Michael Gonnerman, Jeffrey Winston, Mark Thompson, Frederick G. Walker, and R. Christopher Trimper to the Cable Television Committee, each for a one-year term to expire April 30, 1993;
- Robert A. Noyes as Superintendent of Cemeteries, for a one-year term to expire April 30, 1993;
- Michael C. Dunne as Director of Civil Defense, for a one-year term to expire April 30, 1993;
- Robert A. Noyes as Assistant Director of Civil Defense, for a one-year term to expire April 30, 1993;
- Marvis M. Fickett as Radio Operator, Civil Defense, for a one-year term to expire April 30, 1993;
- Robert A. Lancaster to the Conservation Commission, for a three-year term to expire April 30, 1995;
- Betsy M. DeWallace as Dog Officer, for a one-year term to expire April 30, 1993;
- Paula E. Adelson as Assistant Dog Officer, for a one-year term to expire April 30, 1993;
- Marshall A. Karol, Jeffrey H. Jacobson, Ronald E. Myrick, Eileen R. DerGurahian, and Derek J. Gardiner to the Earth Removal Board, each for a one-year term to expire April 30, 1993;
- Richard E. Thompson as Executive Secretary, for a one-year term to expire April 30, 1993;
- Thomas W. H. Phelps to the Fair Housing Committee, for a three-year term to expire April 30, 1995;
- Lawrence L. Blacker, Judith A. Cope and John C. Drobinski, as Fence Viewers, for a one-year term to expire April 30, 1993;

- Michael C. Dunne as Fire Chief and Forest Warden, for a one-year term to expire April 30, 1993;
- Edwin A. Blackey to Historic Districts Commission, for a five-year term to expire January 1, 1998.
- Marvis M. Fickett and Harriett P. Ritchie to the Historical Commission, each for a three-year term to expire April 30, 1995;
- Richard E. Thompson as Town Agent, Industrial Accident Board, for a one-year term to expire April 30, 1993;
- Kenneth L. Ritchie and Albert Y. C. Wong, 499 Dutton Road, to the Industrial Development Commission, each for a five-year term to expire April 30, 1997;
- Robert A. Noyes as Local Superintendent of Insect Pest Control, for a three-year term to expire April 30, 1995;
- N. Jane West Young to the Juvenile Restitution Program Committee (Alternate), for a one-year term to expire April 30, 1993;
- Michael Freundlich, Arthur A. Walker, Rosalind R. Gurtler, Nancy Schaffer and Frank M. Vana to the Juvenile Restitution Program Committee, each for a one-year term to expire April 30, 1993;
- Richard W. Murphy as Labor Relations Counsel, for a one-year term to expire April 30, 1993;
- Jane E. Brown, Barbara A. Gariepy, E. Laurie Loftus, and Lidia Scher, to the Local Arts Council, each reappointed for a two-year term to expire August 29, 1994; and Kathleen Marshall, 74 Puritan Lane, for a two-year term to expire April 30, 1994.
- Peter B. Lembo, as Keeper of the Lockup, for a one-year term to expire April 30, 1993;
- Robert J. Cusack to the Long Range Planning Committee, for a one-year term to expire April 30, 1993; and Philip Ferrara to the Long Range Planning Committee, for a three-year term to expire April 30, 1995;
- Richard E. Thompson as Designee to the Massachusetts Bay Transportation Authority, for a one-year term to expire April 30, 1993;
- Richard E. Thompson as Legislative Liaison to the Massachusetts Municipal Association, for a one-year term to expire April 30, 1993;
- Winifred C. Grinnell and William R. Duckett to the Memorial Day Committee, each for a three-year term to expire April 30, 1995;

- Judith A. Cope as Designee to the Middlesex County Advisory Board, for a one-year term to expire April 30, 1993;
- Allan C. Houghton as Parking Clerk, for a one-year term to expire April 30, 1993;
- Warren E. Boyce and Elaine L. Jones to the Permanent Building Committee, each for a three-year term to expire April 30, 1995;
- Marylyn Benson to the Permanent Landscape Committee, for a three-year term to expire April 30, 1995;
- Wilfred J. Benoit to the Personnel Board, for a three-year term to expire April 30, 1995;
- I. William Place as Planning Board General Agent, for a one-year term to expire April 30, 1993;
- Russell DiMauro, 588 Peakham Road, as Pound Keeper, for a one-year term to expire April 30, 1993;
- Lisa Evans, 91 Witherell Drive, to Board of Registrars, for a three-year term to expire April 30, 1995.
- Elizabeth Van De Kerkhove, Jeffrey H. Jacobson and Sue W. Pettengill to the Resource Recovery Committee, each for a three-year term to expire April 30, 1995.
- Robert A. Noyes as Sanitary Landfill Agent, for a one-year term to expire April 30, 1993.
- Courney W. Atkinson as Sealer of Weights and Measures, for a one-year term to expire April 30, 1993.
- Robert A. Noyes as Street Lighting Agent, for a one-year term to expire April 30, 1993.
- Arthur W. Hall, Susan Berry, Christine C. McLeod and John Thurber to the Sudbury Housing Partnership Committee, each for a one-year term to expire April 30, 1993.
- Lawrence L. Blacker as Representative to the Sudbury Visiting Nurse Association, for a one-year term to expire April 30, 1993.
- Russell DiMauro as Surveyor of Lumber & Measurer of Wood, for a one-year term to expire April 30, 1993.
- David J. Doneski as Assistant Town Counsel, for a one-year term to expire April 30, 1993.
- I. William Place as Town Engineer, for a one-year term to expire April 30, 1993.

- Curtis F. Garfield as Town Historian, for a one-year term to expire April 30, 1993.
- Z. Stanley Taub and Melvyn W. Kramer as Town Physicians, each for a one-year term to expire April 30, 1993.
- Lora B. Vail, Patricia A. Guthy, Barbara Herman and Patricia Huston to the Town Report Committee, each for a one-year term to expire April 30, 1993.
- Mary Ellen Normen Dunn as Town Treasurer and Collector, for a three-year term to expire April 30, 1995.
- Joy Goff to Traffic Management Committee, for a three-year term to expire April 30, 1995.
- Robert A. Noyes as Tree Warden for a one-year term to expire April 30, 1993.
- Ann H. Loos as U.N. Day Chairman, for a one-year term to expire April 30, 1993.
- Mary Jane Hillery, Guy L. Dietrich, Vincent P. Surwilo, Ronald J. Griffin and Elizabeth M. Foley to the Veterans Advisory Committee, each for a one-year term to expire April 30, 1993.
- Robert A. Gottberg to Wayland-Sudbury Septage Facility Operational Review Committee, for a one-year term to expire April 30, 1993.
- Warren E. Boyce as Wiring Inspector, for a one-year term to expire April 30, 1993.
- Arthur J. Richard as Deputy Wiring Inspector, for a one-year term to expire April 30, 1993.
- Jane Modoono, Neal A. Shifman, Timothy B. Lee, Thomas E. Lopez and Anthony M. Deldon to Youth Commission, each for a one-year term to expire April 30, 1993.
- John B. Hepting as Zoning Enforcement Agent, for a one-year term to expire April 30, 1993.
- Earl D. Midgley, as Deputy Zoning Enforcement Agent, for a one-year term to expire April 30, 1993.
- Joseph D. Bausk as Special Constable (Paid), for a one-year term to expire April 30, 1993.
- Earl D. Midgley, John B. Hepting, Warren E. Boyce and Michael C. Dunne as Special Constables (Non-Paid), each for a one-year term to expire April 30, 1993.

- Richard A. MacLean, Peter J. Walsh, Wesley M. Woodward, James Kane and George A. Moore as Special Police Officers, each for a one-year term to expire April 30, 1993.
- Richard Brackett, Barbara Greenwood and Sally Zink as School Crossing Guards, each for a one-year term to expire April 30, 1993.
- Barbara A. Greenwood, Rosemary A. Langmaid and Carol Ann Greenwood as Police Matrons, each for a one-year term to expire April 30, 1993.

Bylaw Revision Committee

Executive Secretary Thompson suggested the Board begin establishing a Bylaw Revision Committee. Several names were mentioned as good candidates for this committee including Myron Fox, Eric Elfman, Richard Brooks and past or present members of the Planning Board. It was decided that Selectman Blacker would be the liaison to this committee, and follow up.

Resignations

Upon motion of Chairman Drobinski, it was unanimously

VOTED: To acknowledge with regret resignations from the following persons not wishing to serve beyond their term expiration of April 30, 1992; and further, to request Executive Secretary Thompson to send letters of thanks for past service to such persons:

- | | | |
|---------------------|----|--|
| Beverly D. Bentley | -- | Memorial Day Committee |
| Jane C. Carroll | -- | Board of Registrars |
| Janelle Winston | -- | Resource Recovery Committee |
| James F. Greenawalt | -- | Veterans Advisory Committee |
| Catherine B. Greene | -- | Veterans Advisory Committee |
| Col. Paul J. Leahy | -- | Veterans' Agent, Director of Veteran Services
and Veterans' Graves Officer (resignation effective
June 1, 1992); |

and further, to accept the resignation of Thomas R. Carroll dated April 26, 1992, as a Democratic Election Officer.

Selectman Blacker commented again his thoughts that a list of the various Town committees and boards be compiled with an explanation of their duties and responsibilities with particular emphasis placed on the appointed ones. Selectman Cope informed she discussed this with the League of Women Voters and Karen Poll volunteered to put it together.

Maximum Terms Served

Upon motion of Chairman Drobinski, it was unanimously

VOTED: To acknowledge with regret the expiration, on April 30, 1992, of the maximum consecutive number of terms which may be served by Nora R. Hall on the Local Arts Council; and to request the Executive Secretary to send a letter of thanks to Ms. Hall for her service to the Town.

Wood -Davison House Restoration Task Force

On the recommendation of Executive Secretary Thompson, it was on motion unanimously

VOTED: To dissolve the Wood-Davison House Restoration Task Force.

Unisys - Collateral Sharing and Enforcement Agreement

The Board acknowledged receipt of the Collateral Sharing and Enforcement Agreement dated January 31, 1992, with regard to an agreement among the Towns of Concord and Sudbury and the Trust for Public Land relative to acquisition of the Unisys site.

Selectman Cope asked if anything had changed in the agreement with the exception of changing the Trust for Public Land office handling this agreement from New York to Boston; therefore a change in personnel.

Executive Secretary Thompson responded that nothing has changed and recommended the Board sign the agreement.

On motion of Chairman Drobinski, it was unanimously

VOTED: To sign Collateral Sharing and Enforcement Agreement entered into as of January 31, 1992 among the Trust for Public Land, the Town of Concord and Town of Sudbury relative to acquisition of the Unisys site off Rt. 117.

White Pond Property

The Board acknowledged receipt of a communication dated April 27, 1992 from Trust for Public Land Project Manager for White Pond Property (Unisys) Arthur Badger Blackett, Jr., requesting the Town hold a Special Town Meeting in the fall to seek a zoning amendment to allow some type of elderly congregate care facility at the site.

Executive Secretary Thompson recommended the Board refer copies of this communication to the Planning Board to review and if the Planning Board thinks it is a good idea, authorize Mr. Thompson to work out the details with Mr. Blackett.

Mr. Thompson further suggested perhaps this communication should be passed to several committees for review including not only the Planning Board, but the Conservation Commission and the Board of Health.

Landfill - Department of Environmental Protection

With regard to a communication dated April 24, 1992, from the Department of Environmental Protection rejecting the Town's request for vertical expansion at the landfill because the proposal does not conform to technical and administrative requirements of the Department's regulations, Secretary Thompson recommended the Board support the idea that he, Town Counsel Paul Kenny, Chairman Drobinski and Town Engineer I. William Place revisit with the DEP. It was so agreed.

Selectman Blacker questioned whether the reason for rejection is because it is within our water supply area or that Zone 2 has not been delineated? Chairman Drobinski stated it is these reasons and also the fact that no liner has been constructed. Mr. Thompson noted that there have been questions with regard to Zone 2 that Town Counsel Paul Kenny will need to review.

With regard to constructing a transfer station, it is the Board's opinion it should be a joint effort with the Town of Wayland.

Board of Selectmen - Meeting Schedule

With the acknowledgment of Chairman Drobinski not being able to attend Monday, June 8 and Selectman Cope not being able to attend Monday, July 6, it was on motion unanimously

VOTED: To approve the Board of Selectmen Meeting Schedule for 1992-93, as drafted.

Board of Selectmen - Liaison Assignments

With regard to sending out of the Liaison Assignments for the Board of Selectmen, Mr. Blacker requested a letter be sent with his list of assignments as an added personal touch.

On motion of Chairman Drobinski, it was unanimously

VOTED: To approve the Board of Selectmen Liaison Assignments for 1992-93, as drafted.

Reserve Fund Transfer - 92-13

At the request of Treasurer/Collector Mary Ellen Dunn, it was on motion unanimously

VOTED: To approve Line Item Transfer No. 92-13 dated April 14, 1992, in the amount of \$3,000 to prepay FY93 printing costs for FY93 Real Estate and Motor Vehicle Excise Bills.

Ms. Dunn noted on the Transfer statement these funds are necessary for implementation of cost savings for FY93, and set up of a lock-box system for processing tax bills. Ms. Dunn further noted this implementation cost is a one time cost and by setting up a system now will save money in the future.

Council on Aging Luncheon

The Board acknowledged receipt of a communication verbally given to Administrative Assistant Janet Silva on May 7, 1992, by Marge Van Houten for the Council on Aging inviting the Board of Selectmen to attend the Senior Citizen/Council on Aging Luncheon on May 20, 1992, at 12:00 Noon, at the Fairbank center.

Health Insurance - Town Counsel and Plumbing Inspector

Selectman Blacker questioned Selectman Cope's letter to Labor Counsel Richard Murphy regarding the legality of the health insurance coverage for Town Counsel and the Plumbing Inspector. Ms. Cope stated the last meeting minutes show that she intended to talk with Mr. Murphy and others regarding this issue.

Selectman Cope stated it was suggested that it is illegal to provide insurance for someone who provides services if they logged less than 20 hours. Selectman Blacker informed that CH32B does not read that it entitles someone to insurance, but it is what may be given by the Town for such services.

Chairman Drobinski stated that Mr. Kenny's contract was based on his proposal which, if it included this option, the Town is bound by it, if indeed the contract is valid and legal. Mr. Drobinski continued that it depends on the terms and conditions for hire and the Board will need to revisit these terms and conditions.

Secretary Thompson suggested the Board wait to hear from Mr. Murphy and will see to it that Mr. Murphy receives a copy of Mr. Kenny's proposal package, as suggested by Selectman Blacker.

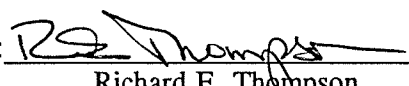
After some discussion, Selectmen Blacker and Drobinski agreed such future requests for legal opinions should come through the whole Board.

Police Reserve List

In an effort to retain a valuable police officer on the police force, and on the recommendation of Police Chief Peter Lembo and Executive Secretary Thompson, it was on motion unanimously,

VOTED: To petition the Department of Personnel Administration to establish a Police Reserve List and authorize the Executive Secretary to sign all documents necessary for its establishment.

There being no further business, the meeting was adjourned at 10:00 p.m.

Attest: 
Richard E. Thompson
Executive Secretary-Clerk