

EXECUTIVE SESSION

BOARD OF SELECTMEN

MARCH 20, 2012

Present: Anthony V. Vegnani, Chairman; Shawn Harris, Richard W. Murray, Joseph P. Norton

Patricia A. Vinchesi, Town Administrator

Sue Shillue, Cook & Company

Attorney John Clifford, Consultant

The Board of Selectmen entered into Executive Session at 7:04 PM via roll call with Anthony V. Vegnani, Shawn Harris, Richard W. Murray and Joseph P. Norton all answering "yes".

Health Insurance – Mr. Norton and Mr. Harris requested this Executive Session to discuss new health insurance plans the Town is negotiating with the unions. Mr. Norton spoke about the changes affecting many people and the unfortunate fact that a lot of misinformation is circulating among the employees. He thanked Ms. Shillue for meeting with himself and Mr. Harris last week in an effort to better understand the proposed plans and the process. It was noted that the Public Employee Committee (comprised of various union and retiree representatives) meeting with the Town was cancelled on Monday, March 19, 2012 because the teacher's union representative was unable to attend. It was later verified that, in fact, the union representative was able to attend the meeting.

Ms. Shillue reviewed three (3) health plan proposals and associated mitigation funds for each year. She also spoke about a Health Reimbursement Account which would be handled administratively by an outside vendor due to HIPAA. Mr. Vegnani asked for dollar amounts for deductibles and co-payments for each plan. He noted that the level of care will be the same no matter which plan is decided upon, but that the employees seem to have the greatest concern about the costs associated with hospitalization. Ms. Vinchesi noted that a Flexible Spending Account will be offered to employees via the payroll system. Mr. Clifford advised the Board on strategies to keep the process moving forward and the timetable. Mr. Norton wanted to ensure that employees are taken care of and are not paying a lot more for health insurance.

The Selectmen concurred on the following: the #1 choice would be the Benchmark Plan for five years with a mitigation fund for three of those years with the knowledge that any unexpended funds "roll over" to the next year. The Town will cover employees' cost of hospital admissions in years four and five. If any mitigation monies are "left over" at the end of five years – a "premium holiday" would be considered. The #2 choice would be the Rate Saver Plan for three years and a mitigation fund (25%) for one year. Any unexpended mitigation funds would "roll over" to the next year. Mr. Vegnani noted that it would be nice to be able to offer both

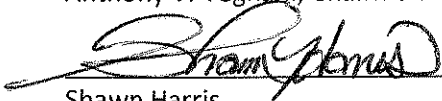
choices to employees. "Open enrollment" in May was thought to be the best forum to educate the employees on the chosen plan.

The Board of Selectmen exited Executive Session via roll call at 8:55 PM with Anthony V. Vegnani, Shawn Harris, Richard W. Murray and Joseph P. Norton all answering "yes".

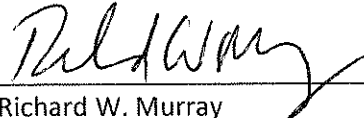
BOARD OF SELECTMEN



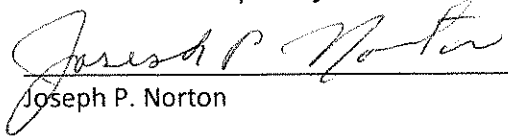
Anthony V. Vegnani, Chairman



Shawn Harris



Richard W. Murray



Joseph P. Norton

Respectfully submitted,



Kimberley A. Donovan, Executive Assistant