

**HOLLISTON BOARD OF SELECTMEN  
EXECUTIVE SESSION MEETING MINUTES  
March 21, 2012**

The Board met at 6:30 p.m. in Room 105 at Town Hall. Present were Chairman Jay Marsden, Vice-Chairman Jay Leary, Clerk Kevin Conley, Town Administrator Paul Le Beau, Administrative Assistant Andrea Minihan and Treasurer/Collector Mary Bousquet.

The Board reviewed the Benchmark and Rate Saver plans and the cost differentials between the two. The Board also discussed an HRA plan for mitigation, the amount of mitigation and the terms of any agreement with the PEC.

**MR. LEARY MOVED, MR. CONLEY SECONDED AND IT WAS VOTED BY ROLL CALL TO PROPOSE A THREE YEAR AGREEMENT WITH BENCHMARK PLANS OR A TWO YEAR AGREEMENT WITH BOTH RATE SAVER AND BENCHMARK PLANS; A 25% MITIGATION FUND BASED ON JULY 1 ENROLLMENTS IN THE FORM OF AN HRA PLAN WITH A TWO YEAR LIMIT; HRA ADMINISTRATION COSTS WOULD BE SPLIT IN YEAR ONE AND EMPLOYEES WOULD PAY THE ADMINISTRATIVE COST IN YEAR TWO; AND NO CHANGE IN CONTRIBUTIONS TO SURVIVORS.**

	<b>AYE</b>	<b>NAY</b>	<b>ABSENT</b>
<b>MR. MARSDEN</b>	<b>X</b>		
<b>MR. LEARY</b>	<b>X</b>		
<b>MR. CONLEY</b>	<b>X</b>		

At 7:00 p.m., the following representatives of the PEC joined the meeting: Catherine Simpson, Katrina Weiher, Therese Stewart, Lynne Bowler, John Robshaw, Patti D’Innocenzo, Deborah Holleran, Lorraine Boles, Matt Waugh and Andrew Powell.

The PEC passed around a written proposal (see attached). Mr. Powell explained the elements of the proposal: Three year agreement to offer HPHC PPO, Rate Saver and Medicare extension plans; surviving spouses pay 40% of premium; mitigation at 25% of savings in year one, 25% of first years savings less 60% of premium increases in year two and 25% of first years savings less 60% of premium increases in year three; pre-loaded medical debit cards in the amount of \$395 for individual subscribers and \$990 for family subscribers with additional funds in years two and three; Town pays administration costs for debit card program and Town and PEC jointly pick the vendor.

The Selectmen explained that they would consider a three year agreement with Benchmark plans or a two year agreement with both Rate Saver and Benchmark plans; a 25% mitigation fund based on July 1 enrollments in the form of an HRA plan with a two year limit; HRA administration costs would be split in year one and employees would pay the administrative cost in year two; and no change in contributions to survivors.

The PEC asked for a caucus at 7:45 p.m. The Board left Room 105 and waited on the front steps

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of Town Hall until 8:10 p.m., at which time the PEC indicated they were ready to continue discussions.

The PEC proposed a two year agreement to offer Rate Saver and Benchmark plans with a one year mitigation fund of 16% of the first year savings in the form of an HRA program with the Town to pay the administration costs in the first year and the employees to pay the administrative costs in the second year. The HRA would be structure at a ratio of 2.5:1 family/individual.

The Board asked for a caucus at 8:15 p.m. The Board left Room 105 and caucused in the Selectmen's Office.

**MR. LEARY MOVED, MR. CONLEY SECONDED AND IT WAS VOTED BY ROLL CALL TO ACCEPT THE PEC PROPOSAL WITH THE UNDERSTANDING THAT THE PEC WOULD BE INFORMAL GOING FORWARD; THE HRA PROGRAM WOULD TERMINATE AFTER 24 MONTHS; AND THE MITIGATION WOULD BE BASED ON JULY 1 ENROLLMENTS.**

	<b>AYE</b>	<b>NAY</b>	<b>ABSENT</b>
<b>MR. MARSDEN</b>	<b>X</b>		
<b>MR. LEARY</b>	<b>X</b>		
<b>MR. CONLEY</b>	<b>X</b>		

The Board rejoined the PEC at 8:25 p.m. Mr. Marsden said the Board would accept the PEC proposal with the understanding that the PEC would be informal going forward; the HRA program would terminate after 24 months; and the mitigation would be based on July 1 enrollments.

Mr. Le Beau was asked to prepare a handwritten Memorandum of Understanding (MOU) for review by the Board and the PEC.

**AT 9:15 P.M., MR. LEARY MOVED, MR. CONLEY SECONDED AND IT WAS VOTED BY ROLL CALL TO APPROVE AND SIGN THE MEMORANDUM OF UNDERSTANDING.**

	<b>AYE</b>	<b>NAY</b>	<b>ABSENT</b>
<b>MR. MARSDEN</b>	<b>X</b>		
<b>MR. LEARY</b>	<b>X</b>		
<b>MR. CONLEY</b>	<b>X</b>		

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The Board and Ms. Simpson, Ms. Weiher and Mr. Waugh signed the MOU (copy attached).

A meeting was scheduled for March 28 to review and sign a Memorandum of Agreement. Mr. Le Beau indicated that he would prepare a draft for circulation by the end of the week.

**AT 9:30 P.M., MR. LEARY MOVED, MR. CONLEY SECONDED AND IT WAS VOTED BY ROLL CALL TO ADJOURN THE MEETING.**

	<b>AYE</b>	<b>NAY</b>	<b>ABSENT</b>
<b>MR. MARSDEN</b>	<b>X</b>		
<b>MR. LEARY</b>	<b>X</b>		
<b>MR. CONLEY</b>	<b>X</b>		

Respectfully submitted,

Approved: \_\_\_\_\_

Paul D. Le Beau  
Town Administrator