

**Board of Selectmen
Minutes of Regular Meeting of
April 20, 2016**

I. Call to Order

Chair Mary O'Donoghue reconvened the meeting of the Board of Selectmen to order at 7:30 P.M. in the Board of Selectmen's Meeting Room at Town Offices: Present from the Board of Selectmen: Paul Salafia-Y, Alex Vispoli-Y, D. Kowalski-Y, Robert Landry-Y, and Mary O'Donoghue-Y. Also present: Town Manager Andrew Flanagan, and Town Clerk Larry Murphy. The meeting was duly posted and cablecast live.

II. Executive Session

Chair Mary O'Donoghue opened the meeting of the Board of Selectmen at 7:00 P.M. On a motion by Paul Salafia and seconded by Alex Vispoli the Board voted to enter into Executive Session to discuss collective bargaining strategy for contract negotiations. Roll call: M. O'Donoghue-Y, A. Vispoli-Y, D. Kowalski-Y, P. Salafia-Y, R. Landry-Y. At 7:25 P.M. on a motion duly made and seconded, the Board of Selectmen adjourned from Executive Session and moved to Open Session, not to return to Executive Session. Roll call: M. O'Donoghue-Y, D. Kowalski-Y, A. Vispoli-Y, P. Salafia-Y, and R. Landry-Y.

III. Opening Ceremonies

A. Moment of Silence/Pledge of Allegiance

The meeting began with a Moment of Silence followed by the Pledge of Allegiance.

IV. Communications/Announcements/Liaison Reports

The Town Manager said they are in process of finishing the Annual Town Report (thanks to the assistance of Wendy Adams), and the Finance Committee Report is back from the printer and will be sent out to residents and made available on the website. The Town Manager encouraged residents to complete the street light survey which is available on the Town website. The Shawsheen River Greenway Dedication will be held On Saturday, April 23rd at 1322 South Street beginning with a hike of the new trail system, followed by kayaking and canoeing along the river. Dedication of Megs Trail, in memory of Meg Batchelder, will be held at 2 pm.

Paul Salafia announced that the Annual Andover Rotary Citizens Who Care and Educator and Student of the Year Awards would be held on May 5th at the Wyndham Hotel. Tickets are available at Eventbrite.com

Alex Vispoli said the Andover Little League is holding their Opening Day Activities on Saturday, April 23rd.

Mary O'Donoghue congratulated Conservation Commission Chair, Don Cooper who was presented the State Commissioner of the Year Award for his twenty-five years of service in Conservation to the Town of Andover.

V. Citizens Petitions and Presentations

Dave Nichols, representing retired employees of the Town, read a statement from the PEC group regarding OPEB benefits and the commitments made through generations of contracts and negotiations. The OPEB Committee tasked by the Town would have us believe the OPEB liability is a huge threat and the only way to reduce the unfunded liability is by passing it on to the retirees and employees. Andover should look at the City of Boston and how they are addressing their obligations, without putting it on to the backs of fixed income people. There are other ways the Town can meet their commitments without cost shifting the liability onto the retirees and they asked the Board to consider the proposal from PEC to accept the available mitigation funds and put towards the OPEB Liability and to continue to work together. The human factor needs to be included into problem solving this liability and they hope the Board will hold up their end of the bargain of promises kept.

VI. OPEB Work Session (no comments from audience)

A. Board of Selectmen to discuss options and recommendations relating to OPEB
Town Manager Andrew Flanagan, presented his report on OPEB 'A Pathway Forward' which is the result of numerous work sessions, and public hearings. Mr. Flanagan has long-term concerns of the financial implications and providing a balanced approach to a complicated and emotional issue facing the town. Information on considerations is based on input and feedback received.

The Town Manager explained the composition of enrollees, and what the plan being presented means to those specific enrollees (Medicare plans for retirees, non-Medicare plans for active employees and a sub-group of 64 retirees, as well as the components of the Medicare Plans). The 432 Medex enrollees will merge with the 325 MBS into one group of 757 current enrollees. The Town will continue to contribute 75% of the benefit throughout the duration of the plan that impacts 75% of the current Medex Plan Enrollees and not impacted by the change and held harmless, while 43% of the current MBS Plan Enrollees will realize an annual increase of \$809 in exchange for an improved benefit. Ken Lombardi explained the improved benefits.

The 212 retirees under age 65 years will see a four-year phase-in period of decreased Town contributions to their healthcare plan: (Year 1) 65% (Year 2) 60% (Year 3) 55% and finally (Year 4) 50.01%. PPO enrollees within this group will not be impacted by any changes and benefits for the 64 retirees, who are 65 years or over, will not be impacted. Andrew Flanagan reviewed the financial impacts for Year 1 and Year 2 of the plans offered. The Town Manager recommends the Board vote to increase the OPEB Trust Fund by the amount of the changes in the health insurance plans. The presentation is reflective and considerate of everything that has been discussed with the employees/PEC (PEC), and the Town Manager expects a four-year OPEB funding schedule be an outcome of the analysis.

Next steps: The Board of Selectmen will discuss the proposal and consider voting on an implementation plan and to increase OPEB funding by appropriating potential savings from healthcare changes.

The presentation will be on the agenda for the Board of Selectmen's meeting on Monday, April 26th and made available to the public prior to the meeting.

VII. Inter-municipal Agreement

The Board discussed the request by Pulte Homes of New England for an Inter-municipal Agreement with Tewksbury for sewer services on River Road for the 200 units (1 and 2 bedrooms with 14 free standing homes with 3 bedrooms) to be built for individuals age 62 and over. Attorney Robert Lavoie, representing Pulte Homes of NE and Melmark NE, has met with Town Counsel several times and concerns were resolved with a few technical amendments remaining, which he explained to the Board. Mr. Lavoie distributed the proposed agreement to the Board of Selectmen for their review, which is tied to a very specific approval. The Board of Selectmen asked Attorney Lavoie several questions about the proposal and future building options. As this is the first reading of the agreement, no action will be taken at this time.

VIII. Town Meeting Assignments

The Board discussed their assignments for Town Meeting and chose the Warrant Articles they have a preference on presenting with remaining articles to be evenly distributed.

IX. Private Warrant Article Funding Discussion

The Board discussed a funding strategy for the following private warrant articles:

WA -56 Tewksbury Street Sidewalk:	\$632,000
WA-57 Memorial Playground:	\$120,000
WA- 54 Ballardvale Fire Station Improvements:	\$3,000,000

Attorney Urbelis explained that Town Meeting authorizes the appropriation for a particular project, if the project does/doesn't get built is due to an executive decision (Town Manager) but the Board of Selectmen authorizes (or not) the borrowing - so it is a combined decision of both parties for the private articles to proceed if approved by Town Meeting. If the will of Town Meeting is not carried out, is a political situation not a legal one. The Town Manager will provide a statement at Town Meeting for the private warrant articles.

X. Consent Agenda

A. Appointments and Re-appointments

On a motion by Robert Landry and seconded by Paul Salafia the Board of Selectmen voted 4-0-1 that the following appointment by the Town Manager be approved. Alex Vispoli abstained.

Economic Development Council – 3-year term

Michael Morris, Jr. Member Term expires 6/30/19
(v. J. Spagat)

On a motion by Robert Landry and seconded by Paul Salafia the Board of Selectmen voted 5-0 that the following appointment by the Town Manager be approved.

Merrimack Valley Planning Commission

Lisa Schwartz
(v. J. Duff)

XI. Adjournment

At 9:21 P.M. on a motion by Paul Salafia and seconded by Dan Kowalski, the Board of Selectmen voted 5-0 to adjourn the Regular Meeting of April 20, 2016.

Respectfully submitted

Dee DeLorenzo
Recording Secretary

Documents: Inter-Municipal Sewer Agreement
Town Manager's OPEB Report