



TOWN OF NORTON
BOARD OF SELECTMEN
MUNICIPAL CENTER,
70 EAST MAIN STREET, NORTON, MA 02766

Telephone: (508) 285-0210 Fax: (508) 285-0297

BOARD OF SELECTMEN
MINUTES OF MEETING
MARCH 17, 2016

I. CALL TO ORDER BY CHAIRMAN

The March 17, 2016, Meeting of the Board of Selectmen was called to Order by Mr. Bradford Bramwell, at 7:00 P.M., held in the First Floor Conference Room.

- A. ROLL CALL: Mr. Bradford K. Bramwell, Chairman; Mr. Timothy R. Giblin, Vice-Chair; Mr. Robert S. Salvo, Jr.; and Mrs. Mary T. Steele were present. Absent: Mr. Robert K. Kimball, Jr., Clerk. Mr. Michael Yunits, Town Manager, was also present.

- B. Pledge of Allegiance

II. WARRANTS AND MINUTES

- A. Approve bi-weekly payroll for the period ended March 12, 2016, Warrant #56, dated March 17, 2016, in the amount of \$1,138,466.36

MOTION was made by Mr. Giblin to Approve bi-weekly payroll for the period ended March 12, 2016, Warrant #56, dated March 17, 2016, in the amount of \$1,138,466.36. Second by Mrs. Steele. Vote: Unanimous. MOTION CARRIES.

B. Approve bills Warrant #57, dated March 17, 2016, in the amount of \$321,551.06

MOTION was made by Mr. Giblin to Approve bills Warrant #57, dated March 17, 2016, in the amount of \$321,551.06. Second by Mrs. Steele. Vote: Unanimous. MOTION CARRIES.

C. Approve Minutes – March 10, 2016

MOTION was made by Mr. Giblin to Approve the Board of Selectmen Minutes of Meeting, dated March 10, 2016, as written. Second by Mrs. Steele. Vote: Unanimous. MOTION CARRIES.

III. LICENSES AND PERMITS

IV. ANNOUNCEMENTS

Emergency Shelter Operation Training Drills to be held Saturday March 19 at the Norton Middle School from 9 a.m. to 1 p.m. (learn how you can help your family in the event of an emergency and your community in the event of a disaster).

V. BUSINESS

A. NEW BUSINESS

1. Discussion and Vote to accept M.G.L. c.32B, Sections 21-23

Mr. Bramwell said he was recusing himself from advice of counsel, since he has a relative in the insurance group and will turn meeting over to Mr. Giblin, Vice-Chair.

Mr. Yunits recommend the Board of Selectmen accept M.G.L. c.32B, Sections 21-23. He said GIC is a Tufts Navigator plan. This would be a significant premium savings to Town and further explained.

Mr. Giblin said this evening the Board of Selectmen will take a vote whether to engage in the process; they will not be voting on an actual change or a portion change tonight.

Mr. Yunits indicated the process can be stopped at anytime. He said the Town cannot leave their health group and in order to do so, would need to notify them by December 31st. Blue Cross-Blue Shield will be the health group.

Mr. Andy Gomes, President of Norton Fire-Local 2678 said last week they received a letter notifying them of this potential change. He said this was a huge time constraint and is aware it has an effect on

budget, however, it is a huge concern when discussing employees' health insurance. He said the Town offers a great benefit package and this discussion on change is a cause of stress. He was thankful to the unions as they were able to meet and work together earlier this week and come up with plans and understands the employees may need to pay more in health insurance. He is aware Town is in a tough position. The percentage raise is a huge hit to Town and employees. He wanted to start a dialog. He is aware under Chapter 32B, it means there is the opportunity to start looking for other insurance policies and they agree there is a need to look at other insurance policies to make this work for taxpayers and the employees. He said his question to Mr. Yunits was if they were to negotiate, is it policy or the mitigation fund under this under 21 or 23?

Mr. Yunits responded they can talk about policy and mitigation fund.

Mr. Gomes said he understood if it is done that way, and there is not an agreement between the parties, Mr. Yunits would choose what is best for the Town and would be easier to pass and is a three member panel. He asked if the Board of Selectmen/Mr. Yunits was aware of Section 19 under 32B and distributed a copy to each Board member. Mr. Gomes said the employees would be at the table and have a lot more input and say (employees/unions would meet with Mr. Yunits and try to work things out together, and they could mutually express their concerns, and a time limit can be set). He said if they disagree, Mr. Yunits can use 32B. He does understand why Mr. Yunits wants to use 32B.

Mr. Gomes stated per the Minutes of Meeting of the Steering Committee, they recommended they use 32B because it process goes quicker and he noted he has a copy of these Minutes. There is also a large concern that the retirees are also being affected. Representation is deemed by how many people make up their union (larger unions more sway in vote). There is a need to show 25% savings to the GIC. He said they were looking for different info and unable to get any to what they possibly can be doing. He said he would like consideration if they can go forward, and have worked well over past week over a stressful situation with Town. He said they understand the need for budget savings but also need to consider the needs for employees/people who need insurance. He said the employees of the Town are here for the rest of their lives. He said they need a bigger seat at the table and wanted the Board/Mr. Yunits to please consider that, and he apologized for the chaos lately.

Mr. Yunits said under Chapter 32B it is 30 days.

Mr. Gomes said he would like to use Section 19; then Mr. Yunits can use 32B if he decides to do so. Section 19 is the fairest way to involve all unions. 32B would be mitigation fund itself. He was not sure if the Board of Selectmen were aware of this section.

Mr. Yunits said Section 19 was used before this statute was passed and in 2008 he was not the Town Manager at the time for the Town of Norton. Section 19 would require them to sit down together and

bargain with each union; it was cumbersome and that is why the State adopted this new Section 32B. Section 19 cannot set a deadline.

Mr. Gomes asked if at least they could buy enough time for a seat at table and have more influence. He was aware it needs to be fixed by July 1st, and if there is not an agreement, 32B can be enacted.

Mr. Yunits stated they do not have the time to delay any more; they have 30 days and the State has 60 days. The statute is a deadline (30 days).

Mr. Gomes said they researched and compiled a significant amount of information in one week, and if they are given a deadline, he felt confident it would work.

Mr. Yunits said it is not complicated because the Town is in a health group and plans are spelled out for them.

Mr. Gomes stated he was concerned with the health group the Town utilizes as well.

Mr. Yunits said this year in health group the plans are established. In future, they could possibly be able to look for a change for December 30, 2016 for July of 2017.

Mr. Gomes noted the Minutes of February 3, 2016, noting a double digit increase.

Mr. Gomes asked as of February 24, 2016, if Mr. Yunits was aware of the increase?

Mr. Yunits said this is great info, but he did not see what is being accomplished regarding this.

Mr. Giblin said he did not think he could legally set a deadline.

Mr. Gomes said if they don't come to an agreement by a certain deadline, then Town is out a substantial amount of money. The only way this will work is to change plan.

Mr. Giblin said he was concerned with timeline; and deadline is a week from now .

Mr. Yunits noted there is no deadline with Section 19. He said they do not have another week to delay this.

Mrs. Steele said this is a horrible situation for everyone. This is not "us" against "you". She said they want what is best for the employees. She said if they want to come up with a plan, why cannot they do it under Chapter 32B?

Mr. Gomes said they had a meeting with Boston Partners Insurance Group and said only things they can negotiate is with mitigation fund.

Mr. Gomes asked for an explanation as to what is difference to vote for Section 19 vs. with 32B? He said law was passed in 2011 to help Towns expedite process. He said they are asking for one week; what is there to lose?

Mr. Yunits responded this should have been done last week? They have 30 days to get process done and bring back to Board of Selectmen; if they agree, it goes to State. He said the employees/unions have 60 days to appeal at State level if they disagree with it. That is why this process was put in place. He said if he was on the union side, he wouldn't like it either because power is taken away; but it is the way the law is.

Mr. Gomes said he understands Mr. Yunits needs to show a 25% savings to the State.

Mr. Giblin said he understood Mr. Gomes' point, however, they are on a timeline and if they can discuss and possibly negotiate something under Section 32B, that would be best.

Mr. Gomes said he would have thought since last Thursday they would have had a productive meeting; however, they still have unanswered questions, etc. They would have had a week head start already if the lines of communications were open earlier. They are willing to adjust it and put whatever they need to on paper to bide some time and save the Town the money they need to and to not affect them also as much.

Mrs. Steele said she believed it would be an issue with a vote regarding Section 19 this evening as there is a timeframe they must adhere to and it would box them into a corner.

Mr. Yunits indicated the process can stop at anytime. For the Town, it is better to put the 30 days on. If Board voted tonight, it starts the 30 day clock ticking. It puts a timeline on this and gets it started.

The timeline was discussed.

Mr. Yunits said many people don't understand about health insurance and there would be one rep from each union in a room and they would need go back to union reps and it would drag process out with so many people in a meeting, etc. Discussion ensued.

Mr. Gomes said that by meeting the 25% savings by the Town, it will get pushed through and there would be no bargaining and deductibles/co-pays would be higher. More information was needed on this. All union reps were handed a letter on Tuesday afternoon regarding this with a potential vote by Board of Selectmen two days later (on Thursday of that week). They wanted open lines of communication. Mr. Gomes said for their questions and inquiries, they spoke to their counsel, his own lawyer, and reps from schools and it was suggested to work with Section 19. If a retiree lives out of state (i.e., Florida) and is not in-network, they would need to pay deductible because they are not in-network. The Board can put a timeline on this for them and they will work on it before timeline is up.

Mr. Giblin responded the Board is out of time to work with Section 19. He said everyone is "on same page" to try not to lose that many benefits or have additional costs; this is important to everyone in the room.

Mr. Gomes asked why this was not brought to the Board prior and not discussed previously? He was curious if the Board was aware of Section 19?

Mr. Giblin responded he was not aware of Section 19.

Mr. Yunits replied he and the Board found out about these rates on February 24, 2016, and did not have a meeting until two weeks after that date.

Mr. Gomes noted that was a two week delay.

Mr. Yunits said it is strictly the unions wanting to have the negotiation part and thus the reason why he is proposing Section 19.

Mr. Gomes said it needed to be considered that two weeks had passed also; a delay.

Mr. Salvo asked Mr. Yunits, if process starts and the Board of Selectmen does not vote for it, what is outcome?

Mr. Yunits responded the health insurance would be up \$1.1 Million.

Mr. Salvo asked if that would be made up through the Town for that deficit?

Mr. Yunits replied, yes, that was correct.

Ms. Karen Hathaway, ACSME Business Agent, asked for clarification on something Mr. Yunits had said previously. Did she hear him correctly when he was asked can you negotiate plan design under Sections 21-23; she believed his answer was yes.

Mr. Yunits responded, no, he said the Town Plans are existing plans. They do not have the option to change their plans.

Ms. Hathaway said it appears the Town belongs to a health group and this health group offers certain plans and all of those plans are available to all the unions and employees in Town. All that will be accomplished by voting Sections 21-23 is railroading everyone into taking the one plan Mr. Yunits wants them to take. Right now they have an option to take multiple plans, and if he talked to unions and worked with them, they would probably be agreeable to join certain plans to help the Town save money and this can be done without Sections 21-23. To just work with them is what the unions/employees are asking. She said she has done this in many towns and have said they won't take the highest paid plan

and most will probably take a HMO-value plan and do it with negotiations with the town. Most of these people will probably work with the Town without it being "forced down their throats" through Sections 21-23. Section 19 is coalition bargaining where there is bargaining with all the unions together to come up with something. Right now there is bargaining with each union separately. With Sections 21-23, the bargaining is gone. It is being dictated to the employees that this is the particular plan they will take. Any town who adopted Sections 21-23 usually goes with the GIC equivalent with higher co-pays, higher deductibles. They are being told there is a savings of "x" number of dollars; there is the 25% and this is mitigation fund for one year, and a question on how they will spend it and that is the only thing they can negotiate; all their negotiating powers are being taken away.

Mr. Yunits said he looked forward to sitting down with unions and this will give them the 30 day window and will force the issue so it can get done in time.

Mr. Gomes thanked Mr. Yunits/the Board for their help. He said clearly the decision was made long before they were notified of this and with the Town Manager wanting to continue with Chapter 32B. He wanted everyone to keep in mind the retirees, all employees, and the budget as well. He asked them to please reconsider and to adopt Section 19 as they are willing to work something out together.

Joe Spremuli, President of Norton Teacher's Association, communicated he basically agreed with a lot of things already mentioned, and commended Mr. Gomes for quickly organizing this effort. He said he believed the problem for his members is the timeline implemented, when it seems there was an indication earlier there would be a larger increase. He said they really would like to come to the table and work together to come to a solution, and they expressed that last week. The meeting they did previously have was not a discussion at all, it was just to inform them there would be a proposed vote on Chapter 32B, Sections 21-23. The GIC equivalent is vastly different from the plan he currently has. That being the only info he had, he shared that with his members that this was something under consideration and members were very upset. He believed calling it "Chapter 32B, Sections 21-23" confused a lot of people. It does allow them to have input, but not say, in the way traditional coalition bargaining would and that is concern for many. The quick timeline and the loss of that say is a concern, so he urged the Board/Mr. Yunits to consider going the Section 19 route so that they can work together, even though they have a tight timeline to come up with some plan; to not do this is to imply failure and he believed they can come together regarding this, and he has heard a lot of positive things from the Board of Selectmen. They are ready to start that process; his teachers love this Town and enjoy working here. This is something that is important to them.

Officer Kevin Schleicher, Jr., representing the Norton Police Association, was present along with Officer Goodwin.

Mr. Schleicher said basically Section 19 is coalition bargaining. No one likes, including him, Chapter 32B, Sections 21-23, but it is what it is. This is an attack on union bargaining to force their hand; they would like to come to table and set a deadline. The reason he was present this evening was to speak to union members about changes in healthcare. On March 7, they were notified regarding the deficit facing the Town. A law was enacted to change the type of health care plan by enacting M.G.L. Chapter 32B, Sections 21-23. They have benefit concerns. With a "yes" vote from Board of Selectmen, the Town can bypass unions and employees. They are being forced into a new health care plan. He said Blue Cross-Blue Shield has especially skyrocketed; they have record profits for CEO's and CFO's and pass losses onto cities and towns. The Town is now putting deficit to employees and it directly affect unions. As a Town they must do a better job to look elsewhere for other insurance. They need a group to protect towns and also hardworking employees. If this is enacted and voted upon, this deficit is being put on the backs of hardworking employees. Prescriptions will also cost more and retirees will be affected in multiple areas. It has always been said the pay in this Town may not be comparable, but benefits are outstanding; where do they go from here? When more towns get out of Southeastern Mass Health Group, it costs money. What will happen next year? He urged the Town to be in a better position and in a better health group for the future. And for future issues, to open a clear line of communication with unions before a crisis is looming and provide information when date and deadlines are approaching. The Norton Police Association and NPSO look forward to working with the Town to fix this issue.

Mr. Schleicher said they are not asking to put this on the back of taxpayers. He understands what this law does; Blue Cross-Blue Shield is not paying this nor will the Town. It's the employees and the unions who will be stuck with this. If there is a \$1.1 Million bill, there is a problem. Regarding Southeastern Mass Health Group, many towns are dropping out, so they need to consider that this particular group is not the best group to be involved with.

Mr. Schleicher said there are many things to be discussed now and for the future. He referenced the "Cadillac Tax" and will need to discuss that also. \$8 Million is a lot of money to pay out for health care; the health care group the Town is in needs to be looked at. It appears Blue Cross-Blue Shield will dictate what they will be doing and Southeastern Mass Health Group will handle everything for the Town.

Mr. Bramwell said there are a lot of problems with health care, and Blue Cross is manipulating the market. If the increases are looked at, the plan the Town has now is double what other plans are.

Mr. Schleicher said a Blue Cross rep needs to be at union meetings. He said he puts a lot of burden on the Board of Selectmen and Southeastern Mass Health Group and, unfortunately, the employees are directly affected.

Mr. Bramwell said he is having the same issues with his own insurance at his place of employment. He understands the concern of the Fire and Police Departments. He said his wife works for the Blue Cross-Blue Shield customer service hotline, and no matter which plan an employee ends up with, they should educate themselves with Blue Cross customer service. Customer Service will take their time with their

subscribers and go through every bit of the program, and even discuss where a subscriber can go for service for the least amount of money.

Mr. Yunits referenced another health group he contacted. He said the Town cannot get out at this time, but can possibly look into this for December 2016, to provide a different health insurance next year as one of the options. This new group needs to start the work now for December and will advise the Town what they have to offer. It appears it could be better. He told this group, the Town needs to know before December.

MOTION was made by Mr. Giblin to elect the Town of Norton to engage in the process to change health insurance benefits under M.G.L. c.32B, Sections 21-23. Second by Mrs. Steele.

Roll Call Vote:

Mr. Salvo: Not In Favor of Motion

Mrs. Steele: Yes In Favor of Motion

She but wanted to communicate they are between a rock and a hard place this evening. She is aware she is not voting the way the unions would like her to do. Many people are affected by this, but she absolutely expects there will be due diligence on both sides and they can work together to come up with a plan to do as little harm as possible to everybody in this Town.

Mr. Giblin: Yes In Favor of Motion.

Mr. Giblin apologized for not knowing about Section 19. There is a timeline they need to be cognizant of they need to go through Chapter 32B. He would like some feedback from employees if things are not going correctly. They will look at developing different types of plans in the future.

Vote: (2:1). MOTION CARRIES.

Mr. Bramwell thanked everyone for attending this meeting and he understands their position. He is aware they need to plan for next year. He wished them luck.

2. Discussion - Out of District Vocational Education Transportation

Mr. Yunits said he had this emailed to him and it basically says if a student is going to an out of district vocational school (i.e., Norfolk Aggie) who will pay the transportation costs. This can be put on a future agenda to see if the Board wants to support this legislation.

Mrs. Steele asked if they were not discussing this tonight; placing it on a future agenda?

Mr. Bramwell said the info was provided to the Board this evening to review; they can discuss this evening if so desired. Discussion ensued.

Mr. Bramwell said if a student attends an out of district vocational educational program, he believed they should have to pay for transportation.

Mr. Bramwell recommended to send a letter of support to state reps and a copy to the town of Spencer. Second by Mrs. Steele. Vote: Unanimous. MOTION CARRIES.

3. Discussion and Vote, re: Budget Amendment for the FY2013 CDF-DR Grant for Woodland Meadows and for Authorized Signatory

Mr. Yunits said they insisted the Board had to sign it, so please sign this evening if Board of Selectmen is willing to vote to have a rep from Board sign any future ones. This is a budget amendment because there is not enough money for engineering to oversee the project, so \$100,000 was added to the budget.

MOTION was made by Mrs. Steele to vote to authorize the Chairman of the Board of Selectmen to Vote for the Chair of the Board of Selectmen to sign the grant paperwork regarding Budget Amendment for the FY2013 CDF-DR Grant for Woodland Meadows. Second by Mr. Giblin. Vote: Unanimous. MOTION CARRIES.

B. OLD BUSINESS

1. Review FY2017 Budget

This budget was distributed to the Board of Selectmen.

Mr. Yunits explained on the right side is what there is available from budget; a 70/30 split. They have \$11M from Town which is less than what they had last year. \$614,577 is what he needs to cut from the requested budget; he still has about \$43,000 to find. This is a list of what he will need to cut right now. Some of the major cuts include, unfortunately, public safety (Police, Fire and Communications). This would cut 1/3 of overtime in their department. He referenced a response from both the Fire and Police Chief.

The Police Chief's letter included, but was not limited to the following comments, a budget reduction such as this would bring the Police Department back to the 1980's, and would affect officer safety and morale. It would bring the department to the "dark ages". To reduce overtime there would need to be hiring of more personnel. This would also have an affect of reduced staffing on patrol shifts, the station to be closed at times, delays in response to calls, professional development, and the detective division.

It would also affect sex offender registry checks, elimination of the school DARE officer, loss of accreditation status, eliminate problem oriented policing, opioid prevention and treatment, and grants which they will be unable to apply for due to needed patrol assignment, and will bring them further behind technologically.

The letter from the Fire Chief included, but was not limited to the following comments, this would have a drastic impact to properly provide fire protection and ambulance services to the Town, limit the ability to backfill shifts, sideline of second rescue, patients will need to wait for a mutual aid ambulance, and the loss of the billable fees. He noted in 2015 calendar year the second ambulance had just fewer than 400 calls of service. They would need to rely heavily on mutual aid; and he noted mutual aid should be mutual.

Mr. Yunits said he will continue to work on this; they have cut some staffing in the smaller departments.

Mr. Bramwell was curious what Norton charges if they are conducting a mutual aid call (i.e., if Norton's ambulance covers a mutual aid call to Attleboro)? He had a relative who was having a heart attack and Attleboro ambulance arrived to his home; and Attleboro charged him above and beyond, so if other communities are charging our residents a higher fee, then Norton should charge other communities the same (a higher rate).

Mr. Giblin asked about the Norton Public Library's budget.

Mr. Yunits responded this is a cut from what was proposed by them.

Mr. Bramwell stated if an override occurs, they need to prioritize (i.e., Fire Department, Public Safety, library, COA, etc.). He noted the Town schools population is decreasing, but the elderly population is increasing.

Mrs. Steele said she did not want to affect the library's accreditation. She was not saying library was more important, however, losing accreditation is significant.

Mrs. Steele said the Town cannot continue to ask for overrides; they need to ask what their needs really are. Hopefully there is not a 12% health increase again. The Town needs to have a budget to minimize that type of surprise. She said that is her take on the override and her question was what is the timeframe whether deciding if the Town needs an override?

Mr. Yunits responded he will check into this and put on agenda for next meeting.

Mr. Yunits said he told Finance Committee he would bring this to the next meeting and asked School Department to do a similar exercise on Wednesday.

Mr. Salvo inquired about the Communications Department cut.

Mr. Yunits replied two people from Communications are supposed to be on all the time.

Mr. Yunits referenced elimination of overtime, however both departments have people who will be retiring within the next couple of years and would like them to train new hires before they retire.

VI. SELECTMEN'S REPORT AND MAIL

Mr. Yunits stated he received an email today from SRPEDD and with the warmer weather, they will start earlier than they thought working at the intersection of West Main Street and North and South Worcester Street conducting their signal warrant study.

Also a letter was received from the State regarding Route 140/123 intersection and basically states the Town should contact SRPEDD, per Mass DOT, to do a study. It is a State intersection, so the State should be contacting SRPEDD. It was noted a letter to them (the State) was sent out on January 2, 2016 and they are only responding now.

Mr. Salvo said the State controls the traffic lights, the Town cannot control them. It makes no sense. Discussion ensued as to why the State is not involved.

Mr. Yunits responded he will send this item to Representative Howitt.

.....

Mr. Yunits noted last night a connection was made with water main on West Main Street and Leonard Street, so that is now done.

.....

Mr. Yunits noted Jennifer Carlino is President of the Mass Association of Conservation. Congratulations were extended to Ms. Carlino.

.....

Mr. Yunits said he was asked to talk to State about local Aid Chapter 70, Special Ed Circuit Breaker. Currently looking at \$42M increase in Town's restricted municipal aid.

.....

Mr. Yunits noted there will be a "High Crash Locations Safety Audit" meeting regarding Route 123/495 Project from 9 a.m. to 12 noon on March 31. They will review site specific materials, existing geometries and conditions, visit corridor if necessary, finalize recommendations, and discuss observations and potential improvements/recommendations.

.....

Mr. Yunits stated bids are due back for Rail Trail at end of month.

VII. NEXT MEETING'S AGENDA

1. 7:05 P.M. HEARING – Petition of Verizon New England Inc. and Massachusetts Electric Company proposing to place one new push brace, relocate two poles and place one new pole with push brace on the northerly side of Plain Street.
2. 7:15 P.M. HEARING – Application for license for aboveground storage of flammable and combustible liquids in excess of 10,000 gallons, for Ryder Trucks project; property located at 60 Commerce Way, Norton, MA 02766.
3. 7:25 P.M. HEARING – Application for license for aboveground storage of flammable and combustible liquids in excess of 10,000 gallons, for Alnylam Project; property located at 20 Commerce Way, Norton, MA 02766.
4. 7:45 P.M. HEARING – Application of Kelly's Place at the Crossing, Inc. d/b/a Kelly's Place, Manager: Carol A. Cusack to transfer the Common Victualer License to Expose, Keep for Sale, and to Sell Wines and Malt Beverages To Be Drunk On the Premises, 292 East Main Street, Norton, MA 02766, to a Common Victualer License to Expose, Keep for Sale, and to Sell All Kinds of Alcoholic Beverages To Be Drunk On the Premises, same address.

VIII. EXECUTIVE SESSION

IX. ADJOURNMENT

MOTION was made by Mrs. Steele to Adjourn at 8:30 P.M. Second by Mr. Giblin. Vote: Unanimous. MOTION CARRIES.

Respectfully Submitted by:


Janet Sweeney
Board of Selectmen – Recording Secretary

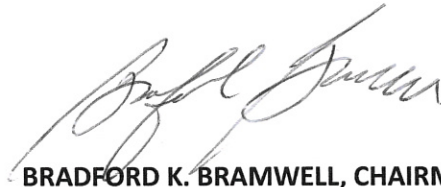
Documents Presented at March 17, 2016, Board of Selectmen Meeting

- . Draft Board of Selectmen Minutes of Meeting dated March 10, 2016
- . Memorandum, dated March 17, 2016, from Michael Yunits, Town Manager, Re: Health Insurance Reform Information & Required Action by the Board of Selectmen
- . FY2017 Budget
- . Budget Amendment for the FY2013 CDF-DR Grant for Woodland Meadows and for Authorized Signatory

BOARD OF SELECTMEN

MINUTES OF MEETING OF

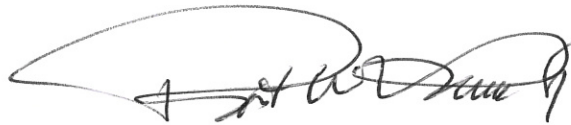
MARCH 17, 2016



BRADFORD K. BRAMWELL, CHAIRMAN

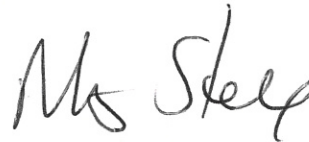


TIMOTHY R. GIBLIN, VICE-CHAIR



ROBERT W. KIMBALL, JR., CLERK

ROBERT S. SALVO, SR.



MARY T. STEELE

Dated: _____

4 / 7 / 16