



TOWN OF GROTON

173 Main Street
Groton, MA 01450

SUSTAINABLE BUDGET STUDY COMMITTEE

Kevin Forsmo, Chairman	
Mark Haddad	Patricia DuFresne
Jack Petropoulos	Kevin Brogan
Bud Robertson	Alison Manugian
Art Prest	Patricia DuFresne
Michael Hartnett	

MEETING MINUTES

Date: Thursday, November 3, 2016
Time: 7:00 AM
Location: 2nd Floor Meeting Room, Town Hall
Members Present: Mark Haddad, Bud Robertson, Art Prest, Patricia DuFresne, Alison Manugian, Kevin Brogan, Michael Hartnett, Jack Petropoulos
Absent Members: Kevin Forsmo

The meeting was called to order at 7:02 a.m.

Mark Haddad said during today's meeting he would like to provide a report on last Thursday's presentation to employees as well as designate a member of SBC to the Audit Review Committee today. A brief discussion ensued, and Alison Manugian volunteered to be the SBC representative.

Bud Robertson moved to appoint Alison Manugian as the SBC representative to the Audit Review Committee. Art Prest seconded and the motion carried 8:0. (Kevin Forsmo, absent)

REPORT ON THE EMPLOYEE PRESENTATION GIVEN ON OCTOBER 27, 2016

Mr. Haddad said the employees didn't like the overall message of the report, but expressed their appreciation that the Town was open and communicating with employees. Mr. Haddad noted that the union representatives made it clear their expectations will fall in line with the school district expectations. A discussion ensued about current union contracts and past contracts. Jack Petropoulos said to remember that employees are watching everything the Town is doing, so we need to be aware of that fact. Art Prest asked Ms. Manugian what she thinks will happen with school district and COLA negotiations. Mr. Haddad provided an explanation on how mediation and the arbitration process works. A discussion ensued about constraining growth to 2.7% and the possibility of a grievance due to unfair bargaining practices.

Ana Eliot inquired about the possibility of the schools agreeing to give up the steps and lanes and agree to something similar to what municipal employees agreed to during their last negotiations. Mr. Prest asked Ms. Manugian where she thought the benefits negotiations would go. A brief discussion ensued about the DLR's arbitration and mediation procedures. Mr. Haddad provided a quick tutorial handout on the DLR's arbitration and mediation procedures to all committee members.

Ana Eliot suggested that Groton look at what steps the Town of Concord took during their last negotiations. Mr. Prest said if the district's benefits side of the contract will not be negotiated until 2019, then the municipal union may try to negotiate an 85/15 cost share with the Town. Mr. Haddad disagreed saying he did not feel that would be a request from the union. Mr. Haddad went on to say that the Town's unions are typically very cooperative.

Mr. Prest said other towns have negotiated different health care cost share ratios for new employees as they are hired and maybe this would be an option for the Town.

A discussion ensued about the Committee's final report to the BOS. Mr. Haddad suggested that the report be presented during a joint meeting with the BOS and the Finance Committee. Mr. Petropoulos said he felt the report should be presented at the Spring Town meeting.

Ms. Manugian provided an update on the school district's upcoming meetings/attractions.

Mr. Haddad confirmed the letter written to Thomas Gibson, Chairman Middlesex County Retirement System will be mailed today. Mr. Haddad said the Middlesex County Retirement board can extend to 20/40 if they so choose.

MINUTES

Draft minutes from October 20, 2016, and October 27, 2016, were reviewed.

Mark Haddad moved to accept the October 20, 2016, minutes as written. Alison Manugian seconded and the motion carried 8:0. (Kevin Forsmo, absent)

Mark Haddad moved to accept the October 27, 2016, minutes as written. Alison Manugian seconded and the motion carried 7:0. (Kevin Brogan, abstained; Kevin Forsmo, absent)

A discussion ensued about unfunded liability and OPEB.

The meeting adjourned at 8:00 a.m.

Respectfully submitted by Robin Eibye, Executive Assistant

APPROVED: November 17, 2016
