

NORTH SAGAMORE WATER DISTRICT
MEETING MINUTES JUNE 16, 2020

The North Sagamore Water District Board of Water Commissioners held their meeting on Tuesday, June 16, 2020 at 5:00 pm at the North Sagamore Water District office at 14 Squanto Road, Sagamore Beach, MA. Chairperson George Sala called the meeting to order at 5:00 pm.

Those in attendance at the start of the meeting were: Chairperson George Sala, Commissioner Mark Bergeron, Commissioner Mark Melchionda, Superintendent Matt Sawicki, Treasurer Maureen Fruci and District legal counsel Robert Troy who joined remotely via telephone.

Commissioner Sala said the first item on the agenda is a vote on the eligibility of a former district employee to receive health insurance through the district. The Board chose not to go into executive session.

DISCUSSION & POSSIBLE VOTE ON THE ELIGIBILITY OF A FORMER DISTRICT EMPLOYEE TO RECEIVE HEALTH INSURANCE THROUGH THE DISTRICT. THE DISTRICT MAY VOTE TO ENTER INTO EXECUTIVE SESSION.

Attorney Troy began by saying he is prepared to answer the questions that were asked by the district regarding whether or not a former employee is entitled to health insurance through North Sagamore Water District. He said after reviewing all of the documentation provided by the district and in speaking with legal counsel for Barnstable County Retirement and a representative from Cape Cod Municipal Health Group (Gallagher), as a matter of law the former employee is not entitled to be on a health insurance plan through the district. Attorney Troy reviewed the circumstances of the employee's resignation with the Board and said because the employee signed a release when leaving the employ of the district, the employee waived all past, present and future claims of the district. He added the release is a legally binding document. He further noted the Board needs to do what is in the best interest of the district because these are public funds. The Board will need to take a vote and if they decide to deny coverage, notice will need to be provided to the former employee.

Attorney Troy's call was lost. He called back into the meeting several minutes later.

The discussion continued and Attorney Troy asked the Superintendent to contact Carol Cormier from Gallagher to find out how to remove the former employee from the health plan if they are not eligible and to discuss possibly having another conference call sometime next week.

Attorney Troy informed the Board he had another meeting to attend at 6 pm. He asked Superintendent Sawicki to call him in the morning. In addition, he asked the District to look through the records for more information regarding Chapter 32B. He also recommended the District review their current personnel policies at some point in the future.

The Board discussed all of the information provided by Attorney Troy. They agreed the former employee is not eligible to receive health insurance coverage through the District. The Board said it is their duty to protect the interests of the District and therefore deny the claim. Commissioner Sala said if the Board votes to deny health coverage, the dental and vision plans should be stopped as well.

Commissioner Sala asked for a motion regarding the eligibility of a former district employee to receive health insurance through the district. Commissioner Bergeron made a motion to deny health insurance coverage through the district, to former district employee [REDACTED] and remove the former employee from the dental and vision plans due to the fact that upon the date of resignation on June 8, 2012, the former employee signed a general release of claims. Commissioner Melchionda seconded the motion. All Board members were in favor.

Superintendent Sawicki suggested the District hire an HR firm to review the District's personnel policy. Commissioner Melchionda agreed and said he thinks it's a good idea to have an outside consultant review the District's personnel policies in order to protect the District going forward. A certified letter will be sent to the former employee from the Board of Water Commissioners to serve as notification of their decision regarding health coverage. The letter will be given to Attorney Troy for his review and approval.

ANY BUSINESS NOT REASONABLY ANTICIPATED WITHIN 48 HOURS OF MEETING

None

COMMISSIONERS COMMENTS/SELECT NEXT MEETING DATE

None

ADJOURN

Commissioner Melchionda made a motion to adjourn the meeting at 6:29 pm. Commissioner Bergeron seconded the motion. All Board members were in favor.

Respectfully submitted,

Maureen Fruci,
District Clerk