

**MEMORANDUM OF
AGREEMENT**

WHEREAS, the Board of Selectmen of the Town of Duxbury voted on December 19, 2011, to adopt M.G.L. c. 32B, §§ 21-23 for the purpose of engaging in the process to change health insurance benefits; and

WHEREAS, the Town of Duxbury (hereinafter referred to as the "Town"), and the duly-formed Public Employee Committee (hereinafter referred to as the "PEC") have discussed said changes;

NOW, THEREFORE, the Town and the PEC agree as follows:

Effective Date of Agreement

1. The Agreement shall take effect on the date the Town and the PEC execute the Agreement.

*Health Insurance Benefit
Changes*

2. Effective September 1, 2012, the Town shall offer subscribers the "Duxbury Plan" version of the HMO and PPO health insurance plans. The MEDEX health insurance plan will continue to be offered with the current level of benefits until June 30, 2014. Members of the Duxbury Police Union and Duxbury Commanders Association will continue to be offered the current health insurance plans until June 30, 2013. Effective July 1, 2013, the Town will no longer offer members of the Duxbury Police Union and Duxbury Commanders Association the current health insurance plans, and instead the "Duxbury Plan" version of the HMO and PPO health insurance plans will be offered.
3. Effective September 1, 2012, the Town will no longer offer the Master Health Plus health insurance plan.
4. Effective July 1, 2014, the Town shall offer subscribers the Benchmark version (i.e., the GIC-like plans) of the HMO, PPO, and MEDEX health insurance plans. Effective July 1, 2014, the Town will no longer offer the "Duxbury Plan" version of the health insurance plans.
5. For purposes of this Agreement, the term "subscribers" shall mean all employees, retirees, surviving spouses and dependents currently eligible for and receiving health insurance through the Town of Duxbury, and any employees, retirees, surviving spouses and dependents who become eligible in the future.
6. The PEC understands and agrees that the subscribers will not receive any mitigation monies under this agreement.
7. The Town shall provide notice to the Secretary of Administration and Finance by

sending a copy of this Agreement within three (3) business days of its ratification by the Town and PEC. The health insurance review panel will be notified that there is no need for its services.

8. If this Agreement is not ratified by the PEC prior to the thirty (30) day negotiation period expiration (i.e., March 31, 2012), then this Agreement is null and void and the Town shall provide its mitigation proposal and health insurance benefit changes to the health insurance review panel.
9. The Town agrees that it will not implement any additional health insurance benefit changes pursuant to M.G.L. c. 32B, §§ 21-23 prior to July 1, 2015, unless otherwise required by State or Federal law.

Change in Health Insurance Plan Offerings

10. In the event that Blue Cross/Blue Shield ceases to offer any of the plans listed above, this Agreement shall become null and void. In this circumstance, the Town can implement health insurance benefit changes pursuant to M.G.L. c. 32B, §§ 21-23.

Effect of Agreement

11. This Agreement shall be binding on all subscribers and shall supersede any conflicting provisions of any Town policies or any collective bargaining agreements between the Town and any unions and/or associations representing Town employees.

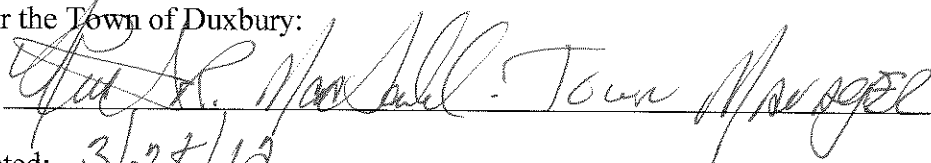
Savings Clause

12. If any provision or portion of the Agreement is found to be unenforceable or unlawful, the remaining provisions or portions shall remain binding.

Scope and Modification

13. This written Agreement shall constitute the whole of the Agreement between the Town and the PEC. The Agreement may be modified only through a mutual written agreement between Town and the PEC.

For the Town of Duxbury:

 Town Manager

Dated: 3/28/12

For the Public Employee Committee:

Ronald Fournier (school custodian union)

Dated: 3/28/12

John Bauer FD RETIREES

Dated: 3/29/12

Ronald Bayumukon MASS Retirement Assoc

Dated: 3/28/12

Matthew Lynch (DTA)

Dated: 3/28/12

John M L2167 DUXBURY FIREFIGHTERS

Dated: 3/28/12

[Signature] Duxbury Police Union

Dated: 3/28/12

[Signature] Duxbury DPW

Dated: 3/28/12

Seitred L Lucia SEIU

Dated: 3/28/12

Liam Hart Duxbury Free Library

Dated: 3/28/12

Lon Bonnell Police Commanders

Dated: 3/28/12

William D [Signature] Police Dispatch Association

3/28/12