



# TOWN OF WAYLAND

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## BOARD OF SELECTMEN

ANTHONY V. BOSCHETTO  
EDWARD J. COLLINS  
STEVEN J. CORREIA  
DOUGLAS J. LEARD  
JOSEPH F. NOLAN

### Board of Selectmen Meeting Minutes Executive Session May 6, 2013

**Attendance:** Anthony V. Boschetto, Edward J. Collins, Steven J. Correia, Douglas J. Leard, Joseph F. Nolan  
**Also Present:** Town Administrator Fred Turkington, Assistant Town Administrator/Human Resources Director John Senchyshyn, Finance Committee Vice Chair Tom Greenaway, School Committee Chair Barb Fletcher and member Ellen Grieco, Personnel Board Chair Nancy McCarthy and member Jessica Green, Executive Assistant MaryAnn DiNapoli

**Purpose:** The session was called at 6:39 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote (5-0) in open session as permitted by Massachusetts General Laws Chapter 30A, Section 21(a)(3) to discuss strategy with respect to collective bargaining with the firefighters and school employees as an open meeting discussion may have a detrimental effect on the negotiating position of the Board.

**Discussion:** T. Greenaway appeared before the participants to present the consensus of the Finance Committee regarding the ability of the town to pay successor collective bargaining agreements for which negotiations are commencing. He said the Finance Committee has determined that the increases following the already budgeted 2.0% for FY 14 must be less than .5 percent per year to eliminate the structural deficit. However, realizing that such an increase will not bring the parties to agreement, and that the town is under its levy limit, the Finance Committee agreed to settle on a 4% increase over the life of the contract. It was requested that if additional funds are needed, there must also be a value for value exchange regarding benefits. J. Senchyshyn discussed the established practice of settling each of the contracts with the same increase, and noted that breaking that trend would be problematic and could end in arbitration. T. Boschetto, noting that the current firefighters contract is settled through June 1, 2013, and the remaining contracts are settled through June 1, 2014, asked if the firefighters contract could be brought in line with the rest of the contracts. J. Senchyshyn said the firefighters will likely wait for the teachers contract to be settled. The Board discussed the limited ability to negotiate benefits.

Barb Fletcher left the meeting at 7:00 pm.

T. Boschetto asked about the financial impact of a 4% increase. T. Greenaway said it could bring a proposition 2 ½ override vote sooner, but F. Turkington also noted there were offsetting variables to consider, such as decreasing debt service and state aid. The Board discussed the need to maintain competitive salaries and the impact of the number of long-term employees at the top of the salary range. T. Boschetto said there needs to be a balance between maintaining an equitable tax rate and effectively compensating employees. E. Grieco said the teachers will be bargaining for added compensation for a range

of newly mandated state regulations. She reviewed the timeline of the bargaining process with the school unions. It was the consensus of the Board to accept the recommendation of the Finance Committee and establish an objective of a 4% increase or less over the course of the next three-year contracts. T. Boschetto added that the increase should be moved to the out years as much as possible to take advantage of the savings in the debt service.

**Adjourn:** By motion of J. Nolan, seconded by E. Collins, by roll call vote, it was unanimously voted to exit executive session at 7:25 p.m. YEA: T. Boschetto, E. Collins, S. Correia, D. Leard, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.