



# TOWN OF WAYLAND

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BOARD OF SELECTMEN  
LEA T. ANDERSON  
MARY M. ANTES  
ANTHONY V. BOSCHETTO  
CHERRY C. KARLSON  
JOSEPH F. NOLAN

## Board of Selectmen Meeting Minutes Executive Session October 19, 2015

**Attendance:** Lea T. Anderson, Mary M. Antes, Tony V. Boschetto (arrived 6:53 p.m.) Cherry C. Karlson, Joseph F. Nolan

**Also Present:** Town Administrator Nan Balmer, Director of Public Works Stephen Kadlik, Conservation Administrator Brian Monahan, Board of Public Works Chair Chris Brown, Town Counsel Mark Lanza, and Executive Assistant MaryAnn DiNapoli

**Purpose:** The session was called at 6:35 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: T. Boschetto. ABSTAIN: none. Adopted 4-0) in open session as permitted by Massachusetts General Laws Chapter 30A, Section 21(a)(3) to discuss strategy with respect to pending litigation between Moss and Borner v. Lingleys and the Town of Wayland regarding "Crown Path;" and, pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(6), to discuss the exchange, purchase, lease or value of real estate in regard to the property at 87 Old Connecticut Path, Wayland, commonly known as Mainstone. The Chair declares that a public discussion of these matters may have a detrimental effect on the bargaining, negotiating or litigating position of the Town.

### Discussion:

[REDACTED]

T. Boschetto arrived at 6:53 p.m.

[REDACTED]

Director of Public Works Stephen Kadlik and Board of Public Works Chair Chris Brown left the meeting at 7:02 p.m.

N. Balmer advised the Board that the town had received a letter of intent from the Hamlen family regarding the property at Mainstone. She said the next step is to work with the Sudbury Valley Trustees (SVT) to develop a response. She has scheduled a conference call on October 22 with Lisa Vernegaard, Executive Director of SVT, and said the Conservation Commission is working on a conservation restriction. C. Karlson said the discussion of the lease, purchase or value of the land must be done in executive session. She said there would need to be a town meeting appropriation and a contract between the Conservation Commission, SVT, and the owner of the land. The Board of Selectmen will do the acquisition. J. Nolan asked about the negotiation of the price. C. Karlson said the price is estimated at \$15 - \$17 million, and may be funded with SVT funds, grant money, community preservation funds, and borrowing against community preservation funds. The Board discussed the impact on the tax rate. C. Karlson asked the Town Administrator to advise the owners that the town is interested, without making a commitment, at which point the Board no longer needs to be involved. N. Balmer said she will draft a letter for review by next week.

M. Antes moved, seconded by L. Anderson, to exit executive session at 7:13 p.m. YEA: L. Anderson, M. Antes, T. Boschetto, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

**Board of Selectmen Meeting Minutes**  
**Second Executive Session**  
**October 19, 2015**

**Attendance:** Lea T. Anderson, Mary M. Antes, Tony V. Boschetto, Cherry C. Karlson, Joseph F. Nolan  
**Also Present:** Town Administrator Nan Balmer, Assistant Town Administrator/Human Resources Director John Senchyshyn, Personnel Board members Maryanne Peabody, Jessica Green, Miranda Jones, Phil Schneider, and Deborah Cohen, Police Chief Robert Irving (departed 8:22 p.m.), Fire Chief David Houghton (arrived 8:22 p.m.)

**Purpose:** The session was called at 8:05 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, T. Boschetto, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 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 pertaining to the Police and Fire unions. The Chair declares that a public discussion of these matters may have a detrimental effect on the bargaining or negotiating position of the Town.

**Discussion:** J. Senchyshyn reviewed the Police's package proposal to settle the contract. He noted the Personnel Board had not agreed with the longevity portion of the proposal, and that was conveyed to the Police during the next bargaining session. The Police, at that point, indicated that they may pursue arbitration at the Joint Labor Management Committee (JLMC). J. Senchyshyn reported that he met off-line with the police representative in an attempt to identify alternatives. He reviewed the cost of the Town's COLA (Cost of Living Adjustment) proposal, and the Union's COLA proposal, as well as alternative settlements an arbitrator might award. He said he presented a potential counter proposal to Police's longevity proposal. The value of the counter proposal was similar to the Police proposal; both of which were far less than the exposure in arbitration. Personnel Board members supported J. Senchyshyn's recommendation, and agreed that the risk in arbitration was too great. [REDACTED]

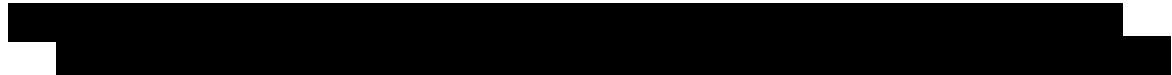
Following the discussion, C. Karlson said the consensus of the Board is to support the recommendation of J. Senchyshyn and the Personnel Board. J. Senchyshyn stated that if any further counter proposals were generated by the Police, he would bring the proposals back to the Board.

Police Chief Irving departed at 8:22 p.m. Fire Chief David Houghton joined the meeting.

J. Senchyshyn stated there are two primary economic components in the fire negotiations: (1) to maintain the same economic deal as the school unions received, a 6% COLA over 4 years, and (2) educational incentives which would move the bargaining unit to the middle of the Fire market in total compensation. He said the Town is also seeking the removal of the Deputy Chief title from the union. The Town and union have been unable to agree upon this change in exchange for the economic package. P. Schneider commented on how adamant the union was about not surrendering the title, but he did not believe it was a sufficient to warrant arbitration. The Board discussed the duties and compensation of the Deputy Chief. T. Boschetto said that if successful in the negotiations, another position would be added to the department. J. Senchyshyn acknowledged that was correct, and that the Finance Committee had approved the addition of the position in the last budget review. D. Houghton reviewed the operational differences between the Deputy Chief and the proposed Assistant Chief. The Board indicated that it was unlikely that they would approve the current economic package without movement on the Deputy Chief.

M. Antes moved, seconded by L. Anderson, to exit executive session at 8:38 p.m. YEA: L. Anderson, M. Antes, T. Boschetto, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

**Items Distributed for Information and Use by the Board of Selectmen at the October 19, 2015, Executive Session Meetings**

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2. Memorandum of 10/19/15 from John Senchyshyn, Assistant Town Administrator/Human Resources Director, to Board of Selectmen re: Police and Fire Negotiations