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BOARD OF SELECTMEN

LEA T. ANDERSON
MARY M. ANTES
LOUIS M. JURIST
CHERRY C. KARLSON
JOSEPH F. NOLAN

Board of Selectmen Meeting Minutes Executive Session September 26, 2016

Attendance: Lea T. Anderson, Mary M. Antes, Cherry C. Karlson, Joseph F. Nolan

Absent: Louis M. Jurist

Also Present: Assistant Town Administrator/Human Resources Director John Senchyshyn, Police Chief Robert Irving, Police Lieutenant Patrick Swanick, Town Counsel Mark Lanza, Benefits Manager Donna Lemoyne, and Human Resources Assistant Katelyn O'Brien.

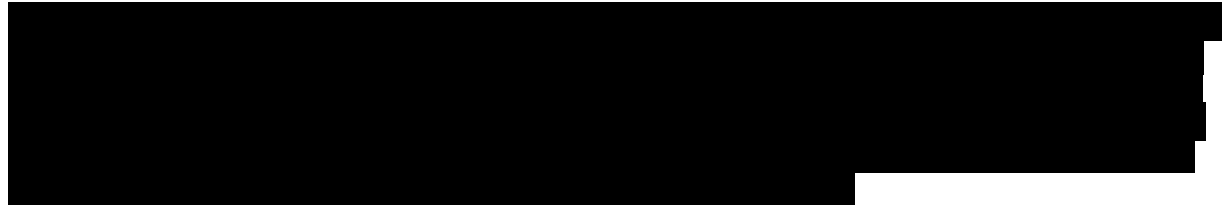
Purpose: C. Karlson called the session to order at 6:31 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: L. Jurist ABSTAIN: none. Adopted 4-0) in open session as permitted by Massachusetts General Laws Chapter 30A, Section 21a(3), to discuss strategy with respect to health insurance with the Police, Fire, AFSCME 1, AFSCME 2, Library, Teamsters, Custodians, WTA, WESA and Food Service Unions; and to discuss strategy with respect to negotiations with the Police Union regarding withdrawing from civil service; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(6) to consider the purchase, exchange, taking, lease or value of real property in regard to the Municipal Parcel at the Town Center Project. 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: J. Senchyshyn stated that the Police Union has reached out to the town about withdrawing from civil service. J. Senchyshyn reviewed the history of the town and union's progress so far. He said the Police Union and the town were looking at vastly different compensation approaches for leaving Civil Service. One possibility is for the town to walk away because there is no obligation to negotiate a settlement to withdraw. J. Senchyshyn told the Board that the Police Chief approached the Police Union and was very clear about what the town was willing to do in settling and tried to see if they could come to some common ground. Following discussion the Board of Selectmen agreed to offer a series of one-time payments. J. Senchyshyn stated that if it's rejected the town can still go to Town Meeting for approval to withdraw from Civil Service. He noted that the lack of an agreement on Civil Service might make contract negotiations more difficult. C. Karlson stated that if it's a one-time payment it might be worth it. Lt. P. Swanick told the Board of the many constraints civil service brings the Police Department when it comes to the hiring process. J. Nolan stated he would not be comfortable going to Special Town Meeting without an agreement. J. Senchyshyn stated that the town is asking officers to carry Narcan as part of the agreement. The Board agreed on the offer of a series of one-time payments for police officers.

Town Counsel M. Lanza entered the room at 6:48 p.m. Police Chief R. Irving and Lt. P. Swanick left the room at 6:58. Benefits Coordinator D. Lemoyne entered the room at 6:58

J. Senchyshyn reviewed the health insurance MOA with the Public Employees Committee (PEC) and stated that there have been three sessions for employees and health care providers about the new plan options. D. Lemoyne stated that on Friday there was one person that made comments that caught her off guard at one of the sessions. J. Senchyshyn stated that the person participated in the PEC negotiations. D. Lemoyne described the employee as disruptive in making comments. She got up and started to tell the teachers that they should all come together during negotiations because of the changes in health insurance are going to hurt them financially. The person stated she will have to get a second job to afford the new health insurance.

J. Senchyshyn stated that it is concerning that a lead negotiator in upcoming negotiations used this forum to deliver a union message. This reinforces that the changes in health insurance will affect negotiations. L. Anderson moved to vote to approve the health insurance MOA with the PEC, seconded by M. Antes. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: L. Jurist. ABSTAIN: none. Adopted 4-0.



J. Nolan moved, seconded by M. Antes, to exit the executive session at 7:23 p.m. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: L. Jurist. ABSTAIN: none. Adopted 4-0.

Items Distributed for Information and Use by the Board of Selectmen at the September 26 2016, Executive Session Meeting

1. Civil Service document prepared by John Senchyshyn, Assistant Town Administrator/HR Director
2. Memorandum on Health Insurance prepared by John Senchyshyn, Assistant Town Administrator/HR Director