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TOWN OF WAYLAND

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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
Wayland High School Field House
264 Old Connecticut Path
November 15, 2016**

Attendance: Lea T. Anderson, Mary M. Antes, Louis M. Jurist (arrived 6:34 p.m.), Cherry C. Karlson, Joseph F. Nolan

Also Present: Town Administrator Nan Balmer, Assistant Town Administrator/Human Resources Director John Senchyshyn, Finance Committee Member Nancy Funkhouser, Police Chief Robert Irving, and Police Lieutenant Patrick Swanick

Purpose: The session was called at 6:23 p.m. in the Wayland High School Field House, 264 Old Connecticut Path, 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 21 (a)(3) to discuss civil service with respect to the Police Union. 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 negotiation history of recent union proposals in regard to the proposed warrant article to withdraw police personnel from civil service. He said the recent issues were just cause, lay-off and recall, and promotional language. There is no change to the mitigation language. R. Irving said the parties came to an agreement last week on promotional language and it is reflected in the Memorandum of Agreement. He said that although the compromise was not optimal, it is much better than civil service. R. Irving noted the lack of promotional candidates because of Civil Service testing. J. Nolan asked why the police can't pass a civil service promotion test. R. Irving said the test is hard to pass, gleaned too few candidates for promotion, and was not a good indicator of who would be an effective supervisor. C. Karlson said the cost is estimated to be \$210,000 and is spread over four years. J. Senchyshyn stated that the just cause proposal was withdrawn. He noted that the layoff language may need adjustments if there were ever to be bumping amongst sergeants.

L. Jurist arrived at 6:34 p.m. R. Irving said the agreement also provides that police carry Narcan, which could have been difficult to negotiate; he said he found nothing objectionable in the agreement.

L. Anderson moved, seconded by J. Nolan, to approve the Memorandum of Agreement between the Town of Wayland and the Wayland Police Officers Union dated November 15, 2016, and to authorize John Senchyshyn, Human Resources Director/Assistant Town Administrator, to sign the agreement on behalf of the Selectmen. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

J. Nolan moved, seconded by M. Antes, to exit the executive session at 6:40 p.m. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, 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 November 15, 2016, Executive Session Meeting

1. Memorandum of Agreement between the Town of Wayland and the Wayland Police Officers Union dated November 15, 2016