



Town of Wayland Massachusetts

Finance Committee

Paul Grasso
Thomas Greenaway
David J. Gutschenritter
Cherry C. Karlson (Chair)
Sam H. Peper
Richard M. Stack
Bill Steinberg

Finance Committee Meeting Minutes: Executive Session January 24, 2011

Attendance: T. Greenaway, C. Karlson, S. Peper, R. Stack, B. Steinberg, M. DiPietro, J. Senchyshyn, R. Loomer, P. Grasso (7:00)

Absent: D. Gutschenritter

Executive Session: The session was called to order at 6:45pm in the BoS meeting room of the Town building, by unanimous roll call vote (5-0) in open session as permitted by M.G.L. Chapter 30A, Section 21(a)(3), for the purpose of discussing strategies with respect to collective bargaining because a discussion of these matters in open meeting may have a detrimental effect on the bargaining position of the Town. The FinCom was joined by John Senchyshyn, Assistant Town Administrator, and Robert Loomer, Fire Chief.

ALS: J. Senchyshyn and R. Loomer briefed the FinCom on the status of negotiations with the Fire union and specifically outlined the proposed ALS program and its financial impact. The proposal indicates staffing through some retraining and some new hires, stipends for completing elements of training, reduction of the per diem expense as full time staff become available and conservative estimates of salary and overtime growth.

The sense of the meeting was that negotiations should continue with this approach. Chief Loomer left executive session at this time.

Payment of one-time stipends: In the teacher's settlement, the one-time stipends are paid throughout the year according to the payroll schedule. The Fire union has requested the one-time stipend be paid as a lump sum at the beginning of the fiscal year. As this does not present a cash flow problem and is easier for payroll and salary schedule management, the sense of the committee was to allow payment of the one-time FY12 stipend as a lump sum.

P. Grasso joined the meeting.

Proposed staffing changes: J. Senchyshyn outlined a four part staffing change that he is proposing for FY12. The proposal includes increasing the hours of the public health nurse from 25 to 30 hours/week, providing more administrative support to the Facilities function while the HS project continues (from 19 to 28 hours), reducing the DPW clerical hours and removing the benefits manager from the bargaining unit. The sense of the meeting was that this four part negotiation met the needs of various departments for a net expense of approximately \$24,400 and that approval is contingent on all four elements being accomplished. The majority of the proposal is being negotiated with the clerical union. FinCom requires a final decision from negotiations very quickly in order to approve and post the draft budget.

Calculation of stipend equivalent: In the teacher's settlement, approximately \$30,000 was applied to specific stipends over the life of the contract. The SC is negotiating with WESA and a similar request has been made; however, WESA does not have stipends in their contract. A suggestion was made to take the stipends as a percentage of total salary and calculate an equivalent amount for WESA. J. Senchyshyn felt this could also be applied to his union negotiations if necessary. The FinCom's sense of the meeting was that this was an equitable approach, but the funds should only be spent if necessary and viewed as a parameter.

Health Insurance: J. Senchyshyn reviewed the many pending restrictions on healthcare as a result of recent federal guidelines applied to the national health care legislation. Specifically, West Suburban Health Group's steering committee today recommended not to grandfather its plans, to provide designated preventative services without charging co-pays, and to pay the incremental premium cost increase of those actions from its fund balance for FY12. The full WSHG board meets on Feb 3rd to vote on this recommendation. If it is accepted, we may keep our healthcare changes as recently negotiated. WSHG will review this again for FY13. No action is required at this time.

Upcoming 3 Year Negotiations: J. Senchyshyn stated that, for those contracts which were settled last year for one-year extensions with a 0% increases, negotiations would be starting in late January for a new 3-year period beginning on 7/1/11. For this group, which could establish a different renewal cycle, he was requesting guidelines from the FinCom for the third year COLA. C. Karlson noted that two of the school contracts were similarly situated.

At 7:45 pm a motion was made by C. Karlson and seconded to adjourn the Executive Session and return to open meeting. A roll call vote was taken.

Grasso:	Yes
Greenaway:	Yes
Karlson:	Yes

Peper:	Yes
Stack:	Yes
Steinberg:	Yes

Respectfully submitted,

Cherry Karlson