

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
March 8, 2010 8:25 pm

Members Present:

N. McCarthy (NM), M. Peabody (MP), P. Schneider (PS),

Also present:

J. Senchyshyn (JS)

AFSCME Negotiations

JS reviewed the last negotiating session with AFSCME. Little to no progress was made. The union opted to cancel the 3/10 date so that the union negotiating committee could meet. The next negotiating session will be 3/17.

Teamster Negotiations

JS reported that he had reached agreement and presented signed MOAs for the 3 Teamster contracts. A ratification meeting was scheduled for 3/11. If the union ratifies, the MOAs will be presented to the BOS the following week. The Board was in support of the settlements.

The Board recessed Executive Session at 8:40 pm and reconvened at 8:50 pm to join the School Committee, FinCom and BOS in Executive Session. N. Willard (NW) joined the Board at 8:50 pm.

Present for the School Committee: L. Jurist, B. Fletcher, D. Cohen, M. Astley. Also present: G. Burton, B. Crozier, J. Buhler

Present for the FinCom: C. Karlson, B. Lentz, R. Stack, J. Bladon, P. Grasso. Also present: M. DiPietro.

Present for the BOS: J. Nolan, M. Tichnor, S. Corriea, T. Fay, S. Pope. Also present: F. Turkington.

C. Karlson began by informing those present that the FinCom has been working on projections through 2015. Those projections assume no override through FY 12. She then reviewed the budget drivers affecting the projections.

The FinCom has identified 3 major objectives in preparing for negotiations: 1.) plans which include no planned overrides through FY 12, 2.) the control of rising health insurance costs and 3.) the payment of wages on a competitive basis with peer towns.

The FinCom recommended 1 year settlements at a 0% increase without conceding existing management rights. Should the Town and School need to engage in multi-year settlements the recommended FinCom increases were 0%, 0% and 1% with health

insurance changes in the second year of the contract. Health insurance changes would consist of 1.) moving all employees to the Rate Saver Plans with the possibility of establishing HRAs to offset the increased out of pocket expenses or 2.) moving to the GIC.

M. Tichnor left the meeting.

Discussion followed amongst various board members on negotiation strategy, health care issues and potential budget reductions, and the effect of those actions on potential overrides in coming years.

NW moved to end Executive Session and adjourn. PS seconded the motion.

NM took a roll call vote:

Member Schneider	Aye
Member Willard	Aye
Vice Chair Peabody	Aye
Chair McCarthy	Aye

The Board members having voted 4-0 to end Executive Session and adjourn, the motion carried. The Board adjourned at 9:40 pm.

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John Senchyshyn  
ATA/HRD