

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
November 1, 2010 7:15 pm

Members Present:

N. McCarthy (NM), M. Peabody (MP), J. Evans (JE), N. Willard (NW), P. Schneider (PS),

Also present:

J. Senchyshyn (JS)

The Board joined the Finance Committee for executive session in the Selectmen’s Meeting Room.

Present for the FinCom: C. Karlson, B. Steinberg, R. Stack, and P. Grasso.

Also present: M. DiPietro

WTA Settlement

JS reviewed the details of the recent settlement between the WTA and the School Committee. JS focused on the wages and the health insurance sections of the settlement. FinCom and Personnel Board members posed several questions regarding implementation. They also inquired as to whether the teachers’ health insurance package would be proposed to the other bargaining units. JS stated that it would be proposed to the balance of the unions. He also noted that the changes would apply to non-union personnel and retirees with the same implementation date of July 1, 2011. JS then reviewed the specifics of the Health Reimbursement Arrangement (HRA) account and the tentative implementation plans. The HRA plans and projections do not include retirees. C. Karlson noted that the settlement was consistent with the negotiation guidelines established by the Board of Selectmen, Finance Committee, Personnel Board and School Committee at their joint meeting in March.

Town Negotiations

JS reviewed the status of each Town labor contract. There are 5 settlements for 1-year extensions with a 0% increases. Another settlement was for 2 years with 0% and 0%, but with a reopener. The 2 remaining unions are continuing with negotiations. The financial ramifications of the WTA settlement to each of the Town contracts were discussed. Board members strategized on the feasibility of making a comparable stipend available to the balance of employees to offset the federal funds that will be received by the teachers. Discussion focused preserving the 0% increase in FY 11 with no monetary changes. If such a stipend is approved for other employees, it would likely be proposed for FY 12.

The Personnel Board left the FinCom meeting at 7:35 pm and returned to the Selectmen's Office to continue their executive session.

#### Benefits Coordinator

The Finance Assistant – Benefits position is affiliated with SEIU. JS noted the difficulty in drafting insurance proposals without the assistance of the incumbent. In that insurance is such an important topic in negotiations, he suggested approaching the union on the possibility of removing the position from the bargaining union.

#### Public Buildings Staffing Request

J. Moynihan is requesting that an administrative position be added to his department for 28 hours per week to replace the Sr. Clerk at 16 hours per week. JS spoke in support of the request. It is possible that the hours could be scaled back once the HS project is completed. He noted that the department is composed of both school and town employees, with partial funding for the position already being provided from school funds. As the request works its way through the budget process, there are reasonable arguments to be made that the position should fall within the School Department. JS suggested negotiating the position with SEIU in exchange for the benefits position, thus maintaining the size of the bargaining unit. The consensus of the Board was to support the additional position, regardless of which budget it would be placed in. The Board also supported JS's suggestion to open discussions with SEIU.

#### DPW Clerical Staff

JS presented the DPW Director's suggestion to reorganize the department's clerical staff. JS informed the Board of the pending year-end retirement within the staff. The DPW Director is seeking to create a position which will distribute and oversee the office workload. It would replace the pending Department Assistant who is retiring. Such a position would be a bargaining unit position. A similar position was discussed when the DPW was created, but it was not acted upon. The Board was supportive of the concept and approved of JS developing a more detailed plan.

#### AFSCME - Water MOA

JS reviewed an AFSCME MOA and the related negotiations for increasing the grades of 2 Water Division managers.

#### Upcoming Collective Bargaining Negotiations

The next negotiating date with the firefighters is scheduled for 11/10. The Board discussed its strategy for presenting the health insurance proposals at the following session should the WTA ratify their MOA. At such time the Town would change its 1-year proposal to a multi-year proposal similar to the WTA settlement.

JS had queried AFSCME on the status of negotiations now that their bargaining rep had returned from leave. Copies of the other town 1-year settlements had been provided to AFSCME. The Board discussed options with the negotiations. If the union is not willing to accept a comparable 1-year extension, JS is authorized to discuss a package comparable to the WTA.

JE moved to end Executive Session and return to Open Session. NW seconded the motion.

NM took a roll call vote:

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

The Board members having voted 5-0 to end Executive Session and return to Open Session, the motion carried.

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John Senchyshyn  
ATA/HRD