

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Meeting Minutes
February 28, 2011 7:00 pm

Members Present: N. McCarthy (NM), P. Schneider (PS), N. Willard (NW)

Also in attendance: J. Senchyshyn (JS)

NM called the meeting to order at 7:05 pm.

Public Comment: None

Open Meeting Law Discussion (OML):

JS reported on an OML violation filed by George Harris against the Wayland School Committee. The alleged violation was for improperly entering executive sessions and not providing sufficient information on the purpose for entering executive sessions. The AG’s Office upheld the alleged violation, but further stated that the Committee should have identified the bargaining units necessitating the executive sessions. JS noted that he had not heard of this degree of specificity for executive sessions regarding collective bargaining. JS stated that he had also reviewed the AG’s comments with Town Counsel. Town Counsel considered the need to identify the bargaining units as the AG’s interpretation of the statute, and recommended following the guidelines when disclosing a bargaining unit would not compromise the Town’s bargaining position.

M. Peabody (MP) arrived at 7:15 pm.

The members discussed the complaint against the School Committee. They decided to identify the bargaining unit prior to entering executive session provided that the disclosure of such information did not have a detrimental effect on the specific negotiation.

Review of January 10, 2011 Meeting Minutes:

MP moved to approve the minutes of the meeting. PS seconded the motion. Four members having voted in the affirmative, the motion passed.

Review of January 10, 2011 Executive Session Minutes:

PS moved to approve the minutes of the meeting. MP seconded the motion. Four members having voted in the affirmative, the motion passed.

Annual Town Meeting (ATM) Personnel Warrant Article:

JS distributed a copy of the approved FinCom comments for the warrant article. He then reviewed the wage charts to be placed in the appendices. The majority of the union wage

scales are unchanged in that contract negotiations have not concluded. Should any union(s) settle before Town Meeting, the new wages would be reported as erratum.

MP moved to approve the wage charts as submitted and incorporate the wage charts into the warrant. PS seconded the motion. Four members having voted in the affirmative, the motion passed.

Community Health Nurse Starting Wage Rate:

JS informed the Board that Jennifer McLeod, a Substitute Nurse, had been promoted to a Community Health Nurse in the Loker School. Based on the previous hourly rate, she would be starting in the regular position at Step 6 on the AFSCME scale. By contract, this action required approval by the Board.

MP moved to approve the starting wage rate for Jennifer McLeod at Step 6 on the AFSCME wage scale. PS seconded the motion. Four members having voted in the affirmative, the motion passed.

Executive Session:

NM declared that the Board should move into executive session to discuss strategy with respect to collective bargaining as a discussion in an open meeting may have a detrimental effect on the Town's negotiating position.

NW made a motion to move into Executive Session for the purpose of discussing collective bargaining strategy with the Library, Fire, SEIU and DPW unions as conducting such business in Open Session will have a detrimental effect on the Board's negotiating position. 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 move into Executive Session, the motion carried. NM announced that the Board would be going into Executive Session for approximately 40 minutes for the stated purpose. The Board would be returning to Open Session.

JS noted that Library Trustees Aida Gennis and Anne Heller requested to join the Board for the Library negotiation discussion. NM invited them to attend the applicable portion of the executive session.

The Board entered Executive Session at 7:30 pm.

The Board returned to Open Session at 8:55 pm.

New Business:

None

Old Business:

None

Next Meeting:

The Board scheduled its next meeting for 3/21/11 at 7:00 pm.

NW moved to adjourn the meeting. PS seconded the motion. Four members having voted in the affirmative, the motion passed. The Board adjourned at 9:00 pm.

John Senchyshyn
ATA/HRD