

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Meeting Minutes
March 21, 2011 7:00 pm

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

Also in attendance: J. Senchyshyn (JS)

NM called the meeting to order at 7:00 pm.

Public Comment: None

Review of February 28, 2011 Meeting Minutes:

The following change was made:

... The members discussed the **complaint against the** School Committee ~~complaint~~ ...

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

Review of February 28, 2011 Executive Session Minutes:

The following change was made:

...proposal, with **additions** ~~additives~~, projected ...

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

Sr. Grounds Worker – Temporary Assignment:

JS reviewed his discussion with the Teamsters regarding the assignment of temporary duties to the Sr. Grounds Worker. A letter (included in correspondence) was sent to the Teamsters to acknowledge the assignment and compensation.

N. Willard (NW) arrived at 7:15 pm.

Operations Review Committee (OCR) – Draft Report (part 2)

JS reported on the Abrahams Group’s draft report regarding enhanced utilization of MUNIS, sharing Finance Department staff with the School Department, potentially contracting-out work for cafeteria and custodial services and consolidating Town and

School IT operations. The report is quite lengthy so the path to the draft report on the Town's website was provided to the Board. While many of the Abrahams' recommendations would likely improve reporting, some recommendations could be problematic if MUNIS system changes were not implemented. Decentralizing time and attendance is one such example. The ORC is scheduled to meet again on 3/31. JS expected at least one further meeting for the ORC to finalize their recommendations.

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.

MP made a motion to move into Executive Session for the purpose of discussing collective bargaining strategy with the AFSCME, 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 50 minutes for the stated purpose. The Board would be returning to Open Session.

The Board entered Executive Session at 7:35 pm.

The Board returned to Open Session at 8:05 pm.

New Business:

Open Meeting Law (OML) Rulings – JS distributed a brief synopsis of the AG's OML rulings to date.

Wage Charts for the Warrant – A note was added to the Town Administrator's line indicating that his stated wages were pending an FY 12 contract negotiation.

Warrant Hearing – JS reminded the Board that the Warrant Hearing was scheduled for Monday night, 3/28.

Old Business:

None

Next Meeting:

The Board scheduled its next meeting for 4/25/11 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