

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
January 10, 2011 7:20 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Sr. Grounds Worker Job Description

JS presented a revised job description for the position of Sr. Grounds Worker. He requested the Board’s approval to negotiate a temporary change to the duties and responsibilities along with a temporary grade change. JS reviewed the background and the reasons for the request. A temporary change is supported by the Town Administrator and the DPW Director. The members discussed their concerns regarding the advantages and disadvantages of the proposal. Following the discussion, the Board instructed JS to negotiate with the Teamsters. The Board discussed how to craft the proposal for the changes.

Fire Negotiations

JS reviewed negotiations to date. The major issue is the payment of a paramedic stipend. JS discussed the financial ramifications of the Fire proposal and presented a counter proposal for the board’s consideration which keeps the stipend as a flat dollar amount, but allows for overtime consideration. Pending support from FinCom, the counter proposal will be presented to the Firefighters.

AFSCME Negotiations

PS reported on AFSCME negotiations. The parties had not been able reach an agreement. JS told the Board that the Town received a copy of AFSCME’s mediation filing. The Board discussed the mediation process and potential outcomes.

SEIU Negotiations

The parties met for the purpose of defining groundrules. Proposals will be exchanged on 2/1.

JS reported on the discussions with SEIU regarding the proposed changes in affiliation with SEIU for several positions. While there had not been any positive feedback from the membership, the union’s rep implied the proposal had a reasonable probability for agreement, although some concerns needed to be addressed. The union members were meeting on 1/20.

DPW Negotiations

The parties are meeting on 1/18 to review groundrules. Proposals were discussed and will be exchanged on 1/25. NM indicated that she planned to attend the session.

Police Union

JS reported that the Police Union has not exercised their wage re-opener. Speculation is they are waiting for the outcome of other negotiations.

NW moved to end Executive Session and return to Open Session. 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 return to Open Session, the motion carried.

John Senchyshyn
ATA/HRD