

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
April 25, 2011 7:25 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Fire and DPW Negotiations:

Since all members were not able to attend the April 7th meeting, JS reported that negotiations with both unions have resulted in signed MOAs by the bargaining teams. JS briefly reviewed the final details of the MOAs. Both unions have ratified, and he intends to present the MOAs to the BOS later in the evening.

Library Negotiations:

JS stated that he is meeting with the Library union later in the week. Given the Fire and DPW settlements, he expects to conclude the Library negotiations this week. The COLAs, stipends and health insurance language in the draft MOA are consistent with other settlements.

SEIU Negotiations:

PS and JS are meeting with SEIU this week. The last negotiating session showed signs of improvement. The last meeting initially focused on the dispatchers. Discussion ensued on the upcoming meeting.

AFSCME Mediation:

The AFSCME mediation is scheduled for May 16th. It is unlikely that the Board will meet again prior to the mediation. JS reviewed the Town’s last proposal and the items that AFSCME is seeking for an agreement. JS then reviewed 1-year settlements with other unions. The members discussed options for mediation. It was the consensus of the Board to hold with the Town’s last best offer and not agree to AFSCME’s other proposals.

DPW Transfer Station Foreman

JS updated the Board on the status of the Transfer Station; there will not be a joint facility with Sudbury. Nonetheless, the current Superintendent is retiring at the end of the fiscal

year, and the DPW MOA with AFSCME eliminates the Superintendent's position and creates a new Foreman's position with the Teamsters.

JS reviewed a draft job description for a DPW Transfer Station Foreman. We recommended establishing the position as a grade D9. The D9 grade level is consistent with the current Sr. Foreman and has comparable responsibilities. JS sought the Board's approval to move forward and negotiate the position with the Teamsters. The consensus of the Board was to negotiate the position as presented.

PS 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.

John Senchyshyn
ATA/HRD