

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
March 19, 2012 8:35 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

AFSCME Job Description Review

JS presented a request from AFSCME to add 1 position to the wage study, the Assessing Director. The members discussed the request. JS indicated that he was not opposed to adding this position.

PS moved to approve adding the Assessing Director to the AFSCME wage study. MP seconded the motion. Five members voting in the affirmative, the motion passed.

Fire Job Description Review Negotiations

JS stated that he and Chief Smith had reached a tentative agreement with the Firefighters on job descriptions. The union planned to present the job descriptions to their counsel for review.

Teamsters - Overtime Proposal

JS presented a tentative agreement on updating the overtime language in the contract. The proposed language fine-tunes the use of call-in lists and focuses on divisional lists so that specific employee skills can be targeted when needed. The Board discussed the proposed changes.

MP moved to approve overtime changes on a trial basis for the balance of this contract cycle. PS seconded the motion. Five members voting in the affirmative, the motion passed.

SEIU Grievances

██████ Grievance – Following the denial of ████████ Step 3 grievance on bumping rights, SEIU filed for arbitration. The arbitration was forwarded to Labor Counsel for response.

██████ Grievance – Dispatcher ████████ filed a grievance on the payment of holiday overtime. Previous holiday overtime payments are not consistent with the language in the contract. JS presented the union with a notice that the Town intends to follow the language in Article 17-4 in future instances. A settlement offer was presented to the union and reviewed with the Board.

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
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