

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
July 09, 2012 7:25 pm

Members Present:

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

Also present:

Board of Selectmen Members John Bladon, Edward Collins, Douglas Leard, Joseph Nolan
Town Administrator Fred Turkington, Superintendent of Schools Paul Stein, Assistant
Superintendent of Schools Brad Crozier, Finance Director Michael DiPietro, Finance
Committee members Bill Steinberg, Cherry Karlson, Tom Greenaway, Sam Peper, and Dave
Gutschenritter; School Committee members Barb Fletcher, Shawn Kinney, Beth Butler,
Malcolm Astley and Ellen Greico (participating remotely for geographic reasons).

Discussion:

After introductions of all present, Karlson reviewed the background on prior contract negotiations and joint sessions to begin to strategize for upcoming collective bargaining. All school contracts and the Town’s firefighters’ contract expire on June 30, 2013. She reviewed the need for confidentiality of the discussions, especially data that is time-sensitive and strategy that often carries over to future labor negotiations. Fletcher and Turkington reviewed research completed for prior negotiations in support of bargaining. Karlson reviewed the typical bargaining schedule and the timing for setting guidelines and targets. Turkington reviewed the document entitled "Health Insurance Background," and summarized prior strategies and accomplishments with respect to health insurance. Discussion ensued on desired research, potential broader issues such as steps/lanes, and the need to relate changes to personnel policies. Karlson suggested that negotiation liaisons (Bladon for Selectmen, Tom Greenaway and Gutschenritter for Finance Committee, and Greico for School Committee) meet with labor counsel and confer on strategy in advance of a mid-September timetable for developing fiscal targets.

MP moved to end Executive Session and return to Open Session. JE seconded the motion.

NM took a roll call vote:

Member Evans	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.

Nick Willard
Personnel Board Member