

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
August 13, 2012 8:25 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Police Negotiations – Dashboard Cameras

JS updated the Board on the initial meeting with the police union regarding DashCams. The question of the Town’s decision to move forward was not raised by the union. The union asked for a copy of the RFP when it is ready. The union posed a number of queries which need to be researched. Most of the discussions focused on the pros and cons of DashCams. The union’s attorney noted that DashCams were not used by any of the other 22 communities that he represents. Chief Irving had reported that the technology was more widely used in the Midwest.

The next negotiating session was on 8/30/12. NW indicated that he would try to attend.

AFSCME MOA – IT Manager

JS stated the Board previously reviewed the MOA with AFSCME regarding the oversight of the IT Manager during the period of time when IT consolidation plans are being prepared. However, the Board had not voted its approval of the MOA.

JE moved to approve the AFSCME MOA regarding oversight of the IT Manager as discussed at the prior meeting. NW seconded the motion. Four members having voted in the affirmative, the motion passed.

Teamsters Mid-term Bargaining

JS stated that by a side letter from the last round of successor bargaining, the parties had agreed to revisit several items. Among them there was the current uniform practice. It is a timely discussion in that the uniform contract expires at the end of the month. The union identified several problems with the current arrangement and favors a different method of supply. Depending upon cost, this could be a fruitful discussion.

Contract Interpretation

- a) *Teamsters Sick Leave* – Article 20-2(e) states, “An employee may use up to 3 sick leave days per year when necessary to care for sick members of his/her immediate family, or for medical appointments that cannot be handled outside of the normal working day...” DPW worker [REDACTED]. JS asked if the Board would allow his use of sick leave for the [REDACTED]. JS suggested that it would be applicable only if the union viewed the approval as a non-precedent setting action.

MP moved to allow [REDACTED] to use accrued sick leave under Article 20-2(e) for [REDACTED] provided that the Teamsters agree that this is not a precedent setting action. JE seconded the motion. Four members having voted in the affirmative, the motion passed.

b) *Police/Fire* – Article 23-2 of the Police contract provides for an annual \$2,000 expenditure “for the purpose of establishing, maintaining or enhancing, a facility and equipment to be utilized by officers to enhance their general health and physical fitness.” There is no comparable language in the Fire contract. During the 1990s, the Police Department began using the \$2,000 towards a corporate membership to Longfellow as a fitness incentive. Despite having no contractual obligation, the Fire Department followed suit. No documentation has been located which memorialized this action.

JS learned recently that the original \$4,000 joint expenditure has increased over the years to \$7,200. He plans to meet with both unions in the near future. The consensus of the Board is to notify the unions that the Town only intends to honor the original amount. JS stated that he had reviewed this problem with Labor Counsel [REDACTED].

Non-Union Employee Contract Negotiation

JS reviewed a draft employment agreement for [REDACTED]. The agreement sets forth the terms of [REDACTED] with Wayland.

JE moved to recommend the draft agreement with [REDACTED] to the Town Administrator and BOS as presented. MP seconded the motion. Four members having voted in the affirmative, the motion passed.

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.

John Senchyshyn
ATA/HRD