

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
October 15, 2012 7:45 pm

Members Present:

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

Also present:

J. Senchyshyn (JS), Chief R. Irving (RI)

Police Mid-Term Bargaining - DashCams

JS reviewed the October 2nd DashCam negotiating session with the Police union. RI noted that Massachusetts was behind the national curve on implementing this technology. Police Labor Counsel had suggested a joint study to research the use of DashCams. This appeared to be a means of slowing negotiations, possibly until successor contract bargaining. JS suggested utilizing [REDACTED]. The Board concurred with bringing Labor Counsel into negotiations.

RI departed.

AFSCME Wage Study

JS and PS reviewed their meeting with AFSCME. The union did not believe that the wage study sufficiently compared AFSCME positions’ duties with the corresponding positions from other participating towns. The union wanted to know if the Town planned to act on the 3 positions identified in the study for potential upgrades. JS stated that did not commit to any reclassifications. Following a caucus, AFSCME indicated that they were planning a position-by-position response to the survey. It would likely be ready in 6 weeks.

AFSCME Mid-Term Bargaining - IT

JS reviewed his last meeting with AFSCME. The union raised concerns on the IT Manager’s reporting relationships for contractual obligations. JS responded to the union that the day-to-day operational reporting would fall to the School IT Director, while contractual obligations would remain with the Town Administrator. AFSCME indicated that it would draft language to address this item.

SEIU – [REDACTED] Arbitration

JS reached agreement with the union to settle the [REDACTED] grievance and arbitration. He presented an MOA for the Board’s review.

MP moved to approve the October 2012 MOA to settle the [REDACTED] grievance and arbitration. JE seconded the motion. Five members voting in the affirmative, the motion passed.

Health Insurance Strategy

JS reviewed the health insurance information presented at the September 24th executive session with the School Committee and Finance Committee. The 3 probable options to pursue in negotiations are [REDACTED] or eliminating the HRA. Each option was reviewed. JS stated an executive session is being planned with the BOS on October 29th to develop bargaining strategy. JS requested the Board recommend a course of action on health insurance. The consensus of the Board was to seek the elimination of the HRA.

MP inquired if there were any updates on the proposed [REDACTED]. JS responded that [REDACTED] last day in the office would be [REDACTED]. The administrative leave would continue through the [REDACTED]. This was dependent upon [REDACTED] signing the agreement prior to [REDACTED] departure.

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

NM took a roll call vote:

Member Evans	Aye
Member Schneider	Aye
Member Willard	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

Documents From Personnel Board Meeting

Executive Session

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Document:

MOA - [REDACTED] Work Hours Arbitration