

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
January 14, 2013 8:15 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Finance Director/Town Accountant Contract Negotiation

JS reported that he and the Town Administrator were negotiating with the new Finance Director/Town Accountant. The starting salary requires approval by the Board. In addition, the initial draft employment contract is pending the Board’s review for recommendation to the Town Administrator. This recommendation is consistent with the Board’s October 2012 memo to the Town Administrator.

JS reviewed the draft employment contract for the Finance Director/Town Accountant. This is an initial employment contract for a new employee. The severance is reduced to 6 months as compared to previous contracts for the Finance Director/Town Accountant. Members discussed the proposed language and then made suggestions to clarify and better define the terms in the contract.

JS indicated that he would edit the draft to incorporate the Board’s recommendations. He asked the Board to designate a member to review the edits to ensure that all recommendations were accurately captured. The Board designated JG to work with JS on the revising the draft.

MP moved to recommend the employment contract for the Finance Director/Town Accountant as amended and revised to the Town Administrator. PS seconded the motion. Five members having voted in the affirmative, the motion passed.

AFSCME Mid-Term Bargaining – DPW Superintendents

JS reviewed a recent bargaining session with AFSCME. The union was seeking monetary compensation for the DPW Superintendents for additional hours worked during extreme weather emergencies. Hours worked during the Hurricane Sandy storm prompted the request. JS stated that he discussed on both wages and comp time with the union, but the sides were not close on agreement. JS was seeking direction from the Board in that a follow-up meeting with the union was scheduled for the following day. The Board could not reach a consensus on a course of action or on formulating a counter offer. PS suggested bringing the next union proposal back to the Board for further discussion.

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

NM took a roll call vote:

Member Green	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.

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John Senchyshyn  
ATA/HRD