

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
February 11, 2013 7:50 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

Police Chief Contract Negotiation

JS reported that Police Chief’s current employment contract expires in September 2013. The Town Administrator would like to commence negotiations on a successor contract and was seeking a recommended contract. JS stated that he used the recently Board reviewed Finance Director/Town Accountant’s contract as a template so that the language, where appropriate, was standardized. Members reviewed the language and made several suggested edits. Members then discussed the severance provisions. Given the length and quality of the Chief’s service there was no desire to change the severance provisions.

MP moved to recommend the employment contract for the Police Chief as amended and revised to the Town Administrator. NW seconded the motion. Five members having voted in the affirmative, the motion passed.

Public Buildings Director Contract Negotiation

JS reported that Public Building Director’s current employment contract expires in August 2013. The Town Administrator would like to commence negotiations on a successor contract and was seeking a recommended contract. JS stated that he used the recently Board reviewed Finance Director/Town Accountant’s contract as a template to ensure that the language, where appropriate, was standardized. Members reviewed the language and made several suggested edits. Members then discussed the severance provisions. MP asked if the Board should consider changing the provisions. NM responded that the Director has served the Town and Schools well and that severance changes might be better served when the position is vacated.

PS moved to recommend the employment contract for the Public Building Director as amended and revised to the Town Administrator. NW seconded the motion. Five members having voted in the affirmative, the motion passed.

Police Mid-Term Bargaining – DashCams

JS and PS updated the Board on the progress of negotiations. The parties last met on 2/7 following a lengthy period since the last meeting. The last bargaining session focused on the policy. The Town made a number of concessions and presented the union with a revised policy. The union indicated they were planning a survey of the community to determine if residents were agreeable to the DashCams. It’s the union’s position that resident’s will not accept a technology that gives the police the ability to make audio and visual recordings. There has been 7 bargaining sessions with little progress. Thus far,

the union has not sought anything in exchange for their agreement. Impasse in these negotiations is becoming a real possibility.

AFSCME Mid-Term Bargaining – DPW Superintendents Proposal

JS presented the AFSCME's proposal to compensate the Superintendents during certain extraordinary events. JS was particularly concerned on the reference to "natural or manmade disasters". He believed the reference should reflect declared states of emergencies, either at the state or local level. Members also expressed concern that there is no exclusionary language regarding the balance of the bargaining unit. Concern was also raised on the reference to the "normal business day".

Successor Bargaining Strategy

JS shared the substance of 2 emails with the Board. The first was from a resident to a FinCom member which listed a number of FY 14 budgetary proposal objections. One of them was the elimination of funding for the Salary Reserve account. [REDACTED]

[REDACTED] The Fire contract is up at the end of FY13. Members asked about the legal impact on settlements. JS deferred to Labor Counsel for an opinion.

The Wayland Wells emailed the FinCom. They suggested the funds which provide employees with bottled water be eliminated from the budget. JS stated that he contacted Labor Counsel should the funding be eliminated. Water has been provided to employees without charge for over 10 years. The annual cost is approximately \$2,700. [REDACTED]

Accountant Negotiations

JS reported that he is negotiating with 2 candidates for the vacant Accountant position. The first choice is working in private industry with no municipal experience. A tentative offer of step 6 (60K) was made. This represents approximately a 10% cut from the current wage level. The candidate's employer made a counter offer which JS responded that he could not match. Based on the lack of municipal experience, JS could not recommend a higher starting wage. The Board concurred.

The alternate choice is working in a school district with a reported salary of 83K. The district is being reorganized and the candidate is seeking an alternative. JS had suggested a starting rate at step 7 (62K). Based on experience, the Board concurred and would also consider step 8 (64K).

JS indicated that he would be contacting both candidates the following day.

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.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

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Document:

AFSCME Proposal - Supts

Police Chief - Draft Employment Contract

Public Buildings Director - Draft Employment Contract