

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
March 18, 2013 8:00 pm

Members Present:

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

Also present:

J. Senchyshyn (JS)

AFSCME Mid-Term Bargaining – DPW Superintendents Proposal

JS reported that he met again with AFSCME regarding the Superintendents. Following the meeting JS prepared a draft MOA which he reviewed with the Board. JS stated that he attempted to address the Board’s previous concerns. Following several questions the consensus of the Board was to support the draft MOA.

Police Mid-Term Bargaining – DashCams

PS updated the Board on negotiations. The union had submitted a lengthy list of questions to which the Town responded. Nothing further was forthcoming from the union. Little progress was made at the last session. The next meeting is tomorrow.

SEIU Mid-Term Bargaining – DPW Staffing

JS reported that one of the DPW Department Assistants bid on and was awarded the upcoming Asst. Town Clerk vacancy. The Town Administrator, DPW Director and JS had met regarding the vacancy. There is an identified need for coordination of clerical efforts in DPW. When the DPW was created, there had been discussion about an “Office Manager”. The position did not materialize, but the need remains. JS stated that the proposal is to re-introduce an Administrative Coordinator position. The position was first raised during the last SEIU contract negotiation, but the proposal was withdrawn. [REDACTED]

[REDACTED]. Members discussed the ramifications and the financial implications. JS stated that the 2 actions represented a slight reduction in personnel expenses. Members supported the proposals and inquired into the next steps. JS stated that he would initiate negotiations with the union.

Successor Bargaining Strategy

JS followed up the previous meeting’s discussion on bottled water. JS reviewed 2 MOAs with the then Water and Highway Associations in which the Town agreed to provide potable water. In the transition to a DPW Association, the MOA was not incorporated into the DPW Association contract.

JS then discussed funding for negotiations. [REDACTED]

[REDACTED] The funds are dependent upon approval by ATM.

### Police Chief Contract Negotiation

JS reported that Police Chief expressed concern over his contract renewal. The Chief did not see the changes in his contract as minor. He raised concerns regarding the extended payment period, but was more concerned about the new requirement to sign-off on an agreement not to pursue any legal action before receiving severance. Members discussed the concerns brought forward. There was no desire to adjust the payment method. Additional discussion ensued on the legal release. JS was asked his opinion whether the language should be different for current employees versus new employees. JS stated that he recommends keeping the contracts consistent. Following further discussion, the Board decided to keep the contract as written.

NM took a roll call vote to leave executive session:

Member Green	Aye
Member Schneider	Aye
Member Willard	Aye
Chair McCarthy	Aye

The Board members having voted 4-0 to end Executive Session and return to Open Session, the motion carried.

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John Senchyshyn  
ATA/HRD

## **Documents From Personnel Board Meeting**

### **Executive Session**

**March 18, 2013**

Document:

DPW Administrative Coordinator 2013-02-25  
Police Request for Info 2013-02-25  
Response Union Information Request Dated 2013-02-25  
SEIU Layoff Language