

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
April 22, 2013 8:00 pm

Members Present:

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

Also present:

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

Employment Contract – Police Chief

RI addressed the Board regarding his contract renewal. He began by providing background on his initial contract negotiation in 2001. RI stated that he was represented in those negotiations by Attorney Jack Collins. RI asked the Board to consider renewing his contract without the proposed changes. Of particular concern were the changes in the notification dates, the 12 month payment in accordance with “established payroll practices” and the release from the employee for all potential litigation. Should the Town feel strongly about those changes, RI suggested more substantial negotiation would be needed. [REDACTED]

[REDACTED] Again he asked the Board to consider keeping the contract intact.

RI left the meeting.

The Board discussed his comments. There remained a desire on the part of the Board to standardize contracts amongst non-union managers. The Board also discussed implementing changes when a new employee entered a position. PS suggested addressing the Chief’s 2 primary concerns but leaving the remaining changes in place. Members concurred with this approach.

PS move to recommend an employment contract which removed language referencing established payroll practices and removed language releasing the Town from claims, while keeping intact the remaining changes. Further, any future contracts beyond this renewal for Chief Irving would contain all the proposed language changes. NW seconded the motion. Five members having voted in the affirmative, the motion passed.

NM took a roll call vote to leave executive session:

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.

**Documents From Personnel Board Meeting**

**Executive Session**

**April 22, 2013**

Document:

Draft Employment Contract - Police Chief  
2013-04-09 Irving Memo to Personnel Board