

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Meeting Minutes
August 5, 2013 7:00 pm

Members Present:

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

Also in attendance: J. Senchyshyn (JS)

NM called the meeting to order at 7:00 pm.

Public Comment:

None

Review of June 24, 2013 meeting minutes:

PS moved to approve the minutes of the meeting. MP seconded the motion. Four members having voted in the affirmative, the motion passed.

Review of June 24, 2013 Executive Session meeting minutes:

MP moved to approve the minutes of the meeting. PS seconded the motion. Four members having voted in the affirmative, the motion passed.

N. Willard (NW) arrived at 7:10 pm

Police Lt Reclassification Request

Chief Robert Irving (RI) joined the discussion.

JS referenced the expanded spreadsheet which contained information on Lts in other comparable municipal departments. Additional information was added identifying the second in command in each department, if a department had the position of Deputy Chief and the corresponding salary, if the Lt was in a bargaining unit and if the Lt was overtime eligible. Members discussed the impact of those items with RI. In most departments, a Lt served as second in command. The availability of OT was recognized as a significant difference in compensation. JS suggested that actual overtime earnings be identified for Lts in Weston, Lincoln and Westwood. RI stated that he would obtain the information. Members reviewed the current wage scale with respect to other non-union positions and discussed the possible effect of a grade change. JS noted that a decision should be reached in time to incorporate any potential changes into the FY 15 budget process. The Board planned to continue the review at its next meeting.

Withdrawal from Civil Service for Police Officers

Chief Robert Irving (RI) remained for participation in the discussion.

JS and RI reviewed the past several years' experience with using Civil Service lists for hiring or promoting Police Officers. Lists did not guarantee qualified or desirable candidates. RI noted that on numerous occasions after failing to identify a candidate, special lists had been called to attempt to identify other candidates. This resulted in varying degrees of success. There currently exists 1 vacancy, with a second vacancy on the horizon. 6 candidates were interviewed from the current list. None were recommended for hire. The Chief noted that the current list provided 200 names – all carried the designation of Disabled Vet. In general, the quality of candidates was inconsistent and varied greatly amongst lists.

JS related the recent exercise of having to remove an undesirable candidate from the #1 position on the list due to his criminal history. The Town had to defend the action at a Civil Service appeal hearing. When the list was called a second time, the same individual again appeared on the top spot.

Difficulties have also occurred with promotional lists for Sergeants. The Board discussed the problems encountered with JS and RI.

Members inquired into the hiring and promotional process if Wayland withdrew from Civil Service. JS and RI spoke to current collaborative testing efforts taking place with Wellesley, Weston and Lincoln. Wayland could likely join the group. JS likened the process to the District 14 Fire testing which Wayland participates in as its non-Civil Service fire alternative. He noted that during a recent search for 2 vacant firefighters, the District 14 list provided 5 well qualified candidates.

Members then questioned the Civil Service benefits of current officers. JS noted that current benefits and rights would stay in place, but no new appointments, benefits or rights would be added.

Members inquired about bargaining obligations. JS stated that conversation should take place in executive session.

Executive Session:

PS made a motion to move into Executive Session under M.G.L. c. 30a, Sec. 21(3) for the purpose of collective bargaining strategy discussions regarding successor collective bargaining for Fire contract negotiations and bargaining strategy with the Police over withdrawing from Civil Service as a discussion in an open meeting may have a detrimental effect on the Board's position. MP seconded the motion.

NM took a roll call vote:

Member Green	Aye
Member Willard	Aye
Member Schneider	Aye
Vice-Chair Peabody	Aye
Chair McCarthy	Aye

The Board members having voted 5-0 to move into Executive Session, the motion carried. NM announced that the Board would be going into Executive Session for approximately 20 minutes for the stated purpose. The Board would be returning to Open Session.

The Board entered Executive Session at 8:00 pm.

The Board returned to Open Session at 8:35 pm.

Withdrawal from Civil Service for Police Officers

MP moved to have J. Senchyshyn and R. Irving move forward in developing plans to withdraw from Civil Service and report back to the Board with their plans. PS seconded the motion. Five members having voted in the affirmative, the motion passed.

OPEB Committee Update

MP reported on the Committees activities. The Committee wanted to rebuild the trust of the Town in the OPEB process. MP identified the members of the OPEB Committee.

MP stated that OPEB members were assigned different tasks. She was focusing on the Ch. 32B legislation. MP reviewed various sections of the law and corresponding local options accepted by Wayland. MP noted the complexity and difficulty in reading and understanding the statutes. She was coordinating that review with a review of the CH. 32 retirement laws. In addition, she was looking at the labor contracts and any accompanying obligations.

MP reviewed the OPEB Commission and the pending legislation, Bill 59. She stated that the MMA liaison was not expecting quick action on the proposed legislation. In addition, next year is an election year and that may continue to slow the process.

JS noted that he was meeting with J. Sherry and K. George the next day on OPEB Committee related matters.

Topics not Anticipated 48 Hours in Advance of the Agenda

NM inquired into the resignation of a Water Worker. JS stated that it was R. Kadlik. He resigned to accept a position in Cambridge with greater responsibility. Unfortunately the Town could not provide a comparable growth opportunity for him.

Next Meeting:

The Board scheduled its next regular meeting for 9/16/13 at 7:00 pm.

NW moved to adjourn the meeting. Five members having voted in the affirmative, the motion passed. The Board adjourned at 9:30 pm.

John Senchyshyn
ATA/HRD