

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Meeting Minutes  
January 15, 2014 8:10 pm

Members Present:

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

Finance Committee (FC) Members Present:

FC members present: T. Greenaway (TG), N. Funkhauser (NF), D. Gutschenritter (DG), C. Martin (CM), C. Karlson (CK), G. Wolin (GW)

Also in attendance: J. Senchyshyn (JS), B. Keveny (BK)

Town Negotiations:

JS provided a handout showing the COLA settlement history from 2007 through 2017 (proposed). The WTA has settled through 2017 and it is anticipated that WESA will settle in the next week for the same time period. The Fire contract expired on 6/30/13 and is currently under negotiation for FY14-17. FC was reminded that Fire and Police have the right to go to arbitration. The other 5 Town unions will begin discussions in the next 30-60 days and the purpose of this meeting is to provide FC guidance for a settlement range.

JS proposed a scenario providing for a 4% COLA increase over three years. The scenario discussed was 1%, 1.5% and 1.5%. This accomplishes two things. It brings the contracts back on to the same cycle (all expiring in FY17) and levels the total COLA percentage increase for all unions over the FY07-17 timeframe. JS collected the handouts from all attendees.

Following discussion, it was agreed that Carol Martin would be the FC liaison for this round of Town negotiations. A motion was made and seconded stating FC’s support for negotiating a 4% COLA increase over 3 years for the 5 Town unions. A roll call vote was taken:

CK – Yes, NF – Yes, GW – Yes, TG – Yes, CM - Yes, DG – Yes Vote: 6-0.

MP mentioned that with the Town’s current focus on controlling costs of future benefits and with the work of the OPEB committee that the Town may see a situation where [REDACTED]. This has not happened yet, but it is something to prepare for.

NM took a roll call vote to exit executive session:

Member Schneider	Aye
Vice Chair Peabody	Aye
Chair McCarthy	Aye

The Board members having voted 3-0 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**

**January 15, 2014**

Document:

COLA Proposal