

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Meeting Minutes
May 5, 2014 7:00 pm

Members Present:

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

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

Public Comment:

None

Review of Minutes:

None

Update on Interim DPW Director and Meeting BOPW Representatives:

PS and JG updated the Board on the outcome of the 5/1 meeting with BOPW representatives M. Lowery, R. Goldsmith and Interim TA R. Mercier and Acting TA J. Senchyshyn. The parties had agreed to an approach for the appointment pending confirmation with the BOPW.

J. Senchyshyn (JS) joined the meeting at 7:15 pm.

Reopening Town Administrator (TA) Search:

JS briefed the Board on the reopening of the Town Administrator search. He noted that the ad would close this weekend and MRI had committed to provide an update by the end of the week. He also commented that S. Kadlik had been offered and accepted the Interim DPW Director position. NM asked why the advertising list did not include a site in New Hampshire. JS did not know.

Creation of Wayland Cares Position:

JS reported that he had met with B. Meindel and L. Dowd, Y&F Services Director earlier in the day to discuss the job description. The goal was to bring a completed job description to the Board at the June meeting.

Review and Update of Patrol Officer and Patrol Sergeant Job Descriptions:

JS presented and reviewed draft job descriptions for the stated positions. Members asked several questions. Chief Irving joined the meeting via telephone to clarify several of the Board’s questions specifically related to medical certifications and inspections. Following clarification the Board suggested amending the draft job descriptions to incorporate the additional information.

MP moved to approve the job descriptions for Patrol Officer and Patrol Sergeant as amended. JG seconded the motion. Four members having voted in the affirmative, the motion passed.

Executive Session:

MP made a motion to move into Executive Session under M.G.L. c. 30a, Sec. 21(3) for the purpose of collective bargaining discussions regarding SEIU personnel negotiations regarding back wages; collective bargaining negotiations with the Police Union on DashCams; successor collective bargaining negotiations with Fire, Teamsters, and AFSCME; and under M.G.L. c. 30a, Sec. 21(2) for the purpose of negotiations with the Asst. Town Administrator on a successor employment agreement as a discussion in an open meeting may have a detrimental effect on the Board's position. PS seconded the motion.

NM took a roll call vote:

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

The Board members having voted 4-0 to move into Executive Session, the motion carried. NM announced that the Board would be going into Executive Session for approximately 40 minutes for the stated purposes. The Board would be returning to Open Session.

The Board entered Executive Session at 7:40 pm.

The Board returned to Open Session at 8:30 pm.

Update – Personnel Board Vacancy

JS stated that Mary Ellen Castagno submitted a letter of interest to the BOS for the vacancy on the Board. JS expressed concern that her son was a Wayland Police Officer. The Board discussed that the relationship, and expressed a concern that it could cause conflicts in matters pertaining to collective bargaining. Members also noted her background was not focused on human resources related matters.

NM announced that she was intending to resign from the Board. The next meeting would likely be her last. Fellow Board members expressed their sorrow for her departure and thanked her for her leadership and service over the years.

Topics not Anticipated 48 Hours in Advance of the Agenda

JS stated that he had received 2 items following the posting of the meeting. Police Officer Tyler Castagno requested carrying 1 additional vacation day forward, and Fire Chief Smith had submitted a list of firefighter carryover requests consistent with the collective bargaining agreement. JS reviewed both items with the Board.

PS moved to approve the 1 day vacation request for Officer Castagno on a non-precedent setting basis with the union. MP seconded the motion. Four members having voted in the affirmative, the motion passed.

PS moved to approve the vacation carryover requests for the firefighters as identified by Chief Smith. MP seconded the motion. Four members having voted in the affirmative, the motion passed.

Next Meeting:

The Board discussed options for its next meeting. A specific date was not determined, but would likely be during the last 2 weeks of May.

JG moved to adjourn the meeting. PS seconded the motion. Four members having voted in the affirmative, the motion passed. The Board adjourned at 8:50 pm.

John Senchyshyn
ATA/HRD