

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Meeting Minutes  
August 6, 2014 7:25 pm

Members Present:

J. Green (JG), M. Peabody (MP), P. Schneider (PS), M. Jones (MJ), D. Cohen (DC)

Also in attendance: J. Senchyshyn (JS)

Draft Employment Contract – N. Balmer (NB):

JS presented a draft employment contract to the Board. The contract was representative of the discussion amongst BOS Chair J. Nolan (JN), JS and NB.

Members discussed the provisions of the contract at length, with a particular focus on Article VII – Termination for Just Cause and Termination Without Cause and Severance Pay. Lengthy discussion ensued on the 12-month severance provision. A variety of lesser severance options were proposed and discussed. MP inquired as to the distribution of the draft. JS stated a draft copy had been provided to NB following discussion with NB, JS and JN.

Members made numerous suggestions and edits to the contract. JS said he would compile the edits into a revised draft. He requested a representative(s) of the Board review the edits to ensure that the Board’s comments were accurately captured. JG and MJ volunteered to proof read the edits.

Successor Bargaining Negotiations

JS informed the Board that scheduled negotiations with SEIU were postponed. The membership is considering breaking away from SEIU and becoming affiliated with AFSCME.

There has been no further contact from the Firefighters.

The Teamsters are holding on their COLA proposal of 5%. JS reported that he has a meeting scheduled with the FinCom on 9/2 to discuss COLA guidelines.

JS stated that there were no other significant developments to report in the balance of negotiations. At the next meeting, he would like to have a detailed review of negotiations to date.

JG took a roll call vote to exit executive session:

Member Schneider	Aye
Member Jones	Aye
Member Cohen	Aye
Vice Chair Peabody	Aye
Chair Green	Aye

The Board members having voted 5-0 to end Executive Session and return to Open Session, the motion carried.

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John Senchyshyn  
ATA/HRD

<b>Documents From Personnel Board Meeting</b>							
<b>Executive Session</b>							
<b>August 6, 2014</b>							
<u>Document:</u>							
Draft TA Employment Contract							