

Personnel Board Meeting
Wayland Town Building - Selectmen's Office
Executive Session Minutes
September 15, 2014 7:55 pm

Members Present: J. Green (JG); M. Peabody (MP); P. Schneider (PS); D. Cohen (DC);
M. Jones (MJ)

Also Present: John Senchyshyn

FinCom Meeting

JS reviewed his 9/2 meeting with the FinCom regarding COLA's. The FinCom agreed to support an increase in the 3-year COLA being negotiated from 4.0% to 4.5%. The additional .5% would be added to the 3rd year.

Library MOA

Based on the change in the COLA, JS reported that he had reached agreement with the Library Union on a successor 3-year contract. He reviewed the MOA with the Board. JS also reviewed the cost of the agreement. He noted that if the MOA is recommended for approval by the Board, then the union would hold a ratification meeting with the intent of presenting the MOA to the BOS on 9/29. JS stated that he supports the MOA.

Teamsters MOA

In addition to the Library MOA, JS also reported that he reached agreement with the Teamsters on a successor 3-year contract. It also includes the 4.5% COLA. He reviewed the MOA with the Board. JS also reviewed the cost of the agreement. He noted that if the MOA is recommended for approval by the Board, then the union would hold a ratification meeting with the intent of presenting the MOA to the BOS on 9/29. JS stated that he supports the MOA. Having 2 settlements should provide the impetus for additional union settlements.

AFSCME Negotiations

JS reviewed Tentative Agreements to date. JS highlighted items that were still at issue, one being a rearrangement of the 4.5% COLA payout and another being the addition of new relationships under the bereavement clause. The Board would not support a COLA that differed from the FinCom's guidelines, nor was it willing to extend the relationships that qualify for bereavement leave. JS also reported on the union's concern about becoming uncompetitive with other communities if the vacation benefit was reduced. The Board wanted to maintain the proposal to prospectively reduce vacation accrual for new hires.

Police Union Negotiations

Initial proposals had been exchanged. JS reviewed the officer's initial proposals. JS queried the Board on withdrawing from Civil Service. Should the Town offer an incentive for the union's cooperation? Labor Counsel had indicated [REDACTED]

[REDACTED] JS noted that that was not the approach of most communities thus far. The Board agreed that it prefers to seek the police officers' agreement on withdrawing from Civil Service.

Fire Union Negotiations

JS stated that he had exchanged emails with the president of the Fire union. It appears that the union may finally be ready to resume negotiations.

Executive Session Meeting Minutes:

Review of February 10, 2014 Executive Session Minutes

February 10, 2014 7:35 pm —~~8:35 pm~~

... It can very difficult ~~not~~ to use all ...

PS moved to approve the executive session minutes of February 10, 2014 as amended. MP seconded the motion. JG took a roll call vote:

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

Three members having voted in the affirmative, the motion passed.

Review of February 24, 2014 Executive Session Minutes

PS moved to approve the executive session minutes of February 24, 2014. MP seconded the motion. JG took a roll call vote:

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

Three members having voted in the affirmative, the motion passed.

Review of March 31, 2014 Executive Session Minutes

Also in attendance: J. Senchyshyn (JS) **and R. Irving (RI)**

... ~~NB~~ NM opened ...

... for all dispatchers **whether they worked that day or not.** ...

PS moved to approve the executive session minutes of March 31, 2014 as amended. MP seconded the motion. JG took a roll call vote:

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

Three members having voted in the affirmative, the motion passed.

Review of May 5, 2014 Executive Session Minutes

... union ~~contends~~ **says** it will ... lack **of** communication ...

... for all dispatchers **whether they worked that day or not.** ...

PS moved to approve the executive session minutes of May 5, 2014 as amended. MP seconded the motion. JG took a roll call vote:

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

Three members having voted in the affirmative, the motion passed.

Review of June 2, 2014 Executive Session Minutes

... While no formal records **were kept** ~~keeping procedure was done~~ ...

... being time and one half **of her regular rate of pay.** ...

... has the authority **to** offer or change ...

PS moved to approve the executive session minutes of June 2, 2014 as amended. MP seconded the motion. JG took a roll call vote:

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

Three members having voted in the affirmative, the motion passed

JG moved to end Executive Session and return to Open Session. PS seconded the motion.

JG took a roll call vote:

Member Cohen Aye
Member Jones Aye
Member Schneider 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 passed.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting									
Executive Session									
September 15, 2014									
<u>Document:</u>									
AFSCME TAs to Date									
Draft Library MOA									
Cost of Library Settlement									
Draft Teamsters MOA									
Cost of Teamsters Settlement									
Draft Executive Session Minutes									
2/10/2014									
2/24/2014									
3/31/2014									
5/5/2014									
6/2/2014									