

Personnel Board Meeting
Wayland Town Building - Selectmen's Office
Executive Session Minutes
October 20, 2014 7:50 pm

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

Also Present: John Senchyshyn

AFSCME Proposal

JS reported that negotiations stalled over the reduction of the maximum vacation accrual. JS stated that AFSCME requested the Board to consider a settlement without the vacation change. DC asked what else the Town might look to in place of the vacation reduction. The Board discussed several options including the re-structuring and re-grading of the IT position. This would facilitate the consolidation of IT services with the School. The Board directed JS to proceed with the IT option.

DPW Structure

JS shared an ongoing discussion at the staff level to look at a consolidation of the Parks and Highway Superintendents positions. The proposal was to set up a temporary consolidation for 1 year at a Grade G9. This would make the temporary position equivalent to the Water Superintendent. Parks Superintendent Mike Lindeman would be offered the opportunity. If the consolidation works, the vacancy might be filled by hiring an Engineer. The idea needs to be vetted with the BOPW. As the Superintendent positions are affiliated with AFSCME, the will be impact bargaining required. The Board was in agreement in approaching the union regarding the change.

Review of August 6, 2014 Executive Session Minutes

MP moved to approve the executive session minutes of August 6, 2014. 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

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

Review of August 11, 2014 Executive Session Minutes

The draft minutes were amended as follows:

Members Present: ... ~~D. Cohen (DC)~~

... to read **only termination for cause within the first year** ~~one-year guaranteed~~, nine months' severance **during the second year of service**, and ~~three years of service with a twelve-months' severance~~ **during the third year of service**. ...

Adopted 5 4-0.

... exit executive session ... ~~Member Cohen~~ ——— Aye

... members having voted 5 4-0 to end ...

MP moved to approve the executive session minutes of August 11, 2014 as amended. MJ 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

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

Review of September 15, 2014 Executive Session Minutes

The draft minutes were amended as follows:

... seek the **police** officers' agreement ...

MJ moved to approve the executive session minutes of September 15, 2014 as amended. 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

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

Review of Executive Session Minutes for Release

The Board reviewed and discussed previously approved minutes for release. During the review Town Counsel joined the meeting. The Board queried Counsel if their approach to addressing employees' privacy regarding grievance hearings was appropriate. Counsel stated that the Board's approach is appropriate.

MP moved to release the executive session minutes of May 29, 2012. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MP moved to release the executive session minutes of May 7, 2012 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of March 19, 2012 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of February 27, 2012. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of January 10, 2011. MP seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of September 10, 2012 as redacted. MP seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of August 13, 2012 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of July 13, 2012 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of January 23, 2012 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of October 17, 2011 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of September 19, 2011 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of August 1, 2011 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of March 21, 2011 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of February 28, 2011 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of September 21, 2009 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of June 8, 2009 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of May 18, 2009 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MP moved to release the executive session minutes of April 27, 2009 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of March 9, 2009 as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to release the executive session minutes of January 26, 2009 as redacted. MP seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MP moved to hold the executive session minutes of June 22, 2009. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to hold the executive session minutes of November 21, 2011. MP seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to hold the executive session minutes of December 12, 2011. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MP moved to hold the executive session minutes of July 9, 2012. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

MJ moved to hold the executive session minutes of October 15, 2012. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye, Green - Aye

JG moved to end Executive Session and return to Open Session. MP 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

October 20, 2014

Document:

AFSCME Settlement Proposal

Draft Executive Session Minutes

8/6/2014

8/11/2014

9/15/2014

Potential Release of Exec Session Minutes

1/26/2009

11/21/2011

3/9/2009

12/12/2011

4/27/2009

1/23/2012

5/18/2009

2/27/2012

6/8/2009

3/19/2012

6/22/2009

5/7/2012

9/21/2009

5/29/2012

1/10/2011

7/9/2012

2/28/2011

7/13/2012

3/21/2011

8/13/2012

8/1/2011

9/10/2012

9/19/2011

10/15/2012

10/17/2011