

Personnel Board Meeting  
Wayland Town Building – Large Hearing Room  
Meeting Minutes  
January 12, 2015 7:00 pm

Members Present:

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

Also Present: J. Senchyshyn (JS)

JG called the meeting to order at 7:00 pm

Executive Session

JG made a motion to enter executive session pursuant to MGL Ch30A, Sec 21(2) to discuss contract negotiations and employment agreements for the DPW Director, Police Chief, Asst. Town Administrator and Town Administrator; and pursuant to Massachusetts General Laws Chapter 30A, Section 21 (a)(3) to Discuss Collective Bargaining Negotiations with Library, SEIU, Police, Fire, Teamsters, AFSCME, Teachers, WESA, Custodian and Food Service Unions; Discuss SEIU, Teamster and AFSCME Grievances; Discuss an SEIU Wage Settlement; Discuss MOAs with SEIU, Teamsters; AFSCME, Police and Fire; Review and Potential Vote to Approve Executive Session Minutes of 10/20/14, 11/24/14 and 12/8/14 and to Review and Potentially Vote to Release the Following Executive Session Minutes:

11/21/11	6/24/13	2/24/14
12/12/11	8/5/13	3/31/14
10/15/12	11/1/13 (2)	5/5/14
2/11/13	12/16/13	6/2/14
3/18/13	1/15/14	8/6/14
4/19/13	1/27/14	8/11/14
4/22/13	2/10/14	

MJ seconded the motion.

JG took a roll call vote:

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

The Board having voted 5-0 to move into Executive Session, the motion carried. JG announced that the Board would be going into Executive Session for approximately 90 minutes for the stated purpose. The Board would be returning to Open Session.

The Board Entered Executive Session at approximately 7:05 pm.

The Board returned to Open Session at approximately 8:45 pm.

#### Public Comment

None.

#### Review of December 8, 2014 Meeting Minutes

The following amendments were made:

...where seasonal laborers ...

...comprehensive ~~plan~~ work plan ...

... an "Act Relative to Domestic Violence" ...

... the practice is ~~draconian and~~ does ...

... probation **often** lasts ...

... Library, SEIU ...

PS moved to approve the draft minutes of December 8, 2014 as amended. MJ seconded the motion. Five members having voted in the affirmative, the motion passed.

#### Starting Wage Rate and Service Credit for DPW Water Superintendent

JS informed the Board that Don Millette was offered the position of DPW Water Superintendent. Millette had worked for the Town previously as the DPW Water Superintendent. JS requested a starting wage rate of G9, Step 9. JS noted that Millette was compensated at Step 9 prior to leaving Wayland. Members inquired why he wanted to return. JS stated that the treatment aspect was of interest to him as his current employer is on the MWRA system and treatment is not a significant part of the job. MP inquired if he was Superintendent when the Water Department theft occurred. JS responded that he was not. JS also asked the Board to consider crediting Millette with his previous Wayland service for vacation accrual purposes. Millette has 8 years, 10 months of service in Wayland. DC inquired if there are any contractual provisions for previous service. JS stated there are not. DC noted that such an approval should not create a precedent or past practice.

MP moved to approve the starting rate for Don Millette as DPW Water Superintendent at G9, Step 9 and to approve crediting his previous service of 8 years, 10 months provided that AFSCME agrees that crediting the previous service will not create a precedent or past practice. MJ seconded the motion. Five members voting in the affirmative, the motion passed.

Topics Not Reasonably Anticipated by the Chair 48 Hours in Advance

JS reported that he met with the Town Administrator and Fire Chief earlier in the day regarding the search process for the next Fire Chief. He is requesting a representative from the Personnel Board serve on the interview committee that will be established. PS volunteered to represent the Board and the other members concurred.

Next Meeting

There was a discussion of potential topics for the next meeting. It appears to be a full agenda. The Board confirmed their plans to meet again on 1/26/15.

MJ moved to adjourn. DC seconded the motion. Five members voting in the affirmative, the motion passed. The Board adjourned at 9:05 pm.

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John Senchyshyn  
ATA/HRD

**Documents From Personnel Board Meeting**

**Regular Session**

**January 12, 2015**

Document:

Draft Minutes 12/8/14  
D. Millette Resume