

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
March 23, 2015 7:11 pm

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

Also Present: John Senchyshyn

Review AFSCME (professional staff) Memorandum of Agreement (MOA) for Successor Contract
JS presented an MOA for a successor collective bargaining agreement for the period of 7/1/14 through 6/30/17. JS stated that the agreement was essentially the same as the draft presented at the last meeting; however, there are changes to the vacation accrual reduction. Members asked several questions regarding the terms of the agreement. JS indicated that he was seeking the Board’s recommendation to support the MOA. If the Board recommends, then the Union will hold a ratification meeting this week with the goal of presenting the MOA to the BOS the following Monday, 3/30/15.

PS moved to recommend the MOA for a successor collective bargaining agreement with AFSCME (professional staff) for the period of 7/1/14 through 6/30/17 to the BOS. MJ seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

S. Kadlik, DPW Director Draft Employment Contract

JS present the draft employment contract for the DPW Director. He noted that it contained the new provisions established in the Police Chief’s contract, the Town Administrator’s contract and the Asst. Town Administrator’s contract. He stated that since the incumbent has in excess of 30 years of service, the severance payment was not changed. The Board previously discussed amending severance provisions when new employees were negotiating initial contracts. The Board discussed various provisions of the termination clauses. It was decided to add the term “substandard performance” to the termination for Just Cause clause. The Board opted to use the termination language from the Town Administrator’s contract. Board also refined the language in the “Reappointment/Contract Renewal” clause.

MJ moved to recommend the DPW Director’s employment contract as amended to the Town Administrator’s contract for execution. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

D. Houghton, Fire Chief Draft Employment Contract

JS present the draft employment contract for the Fire Chief. He noted that the provisions in the draft were identical to the provisions DPW Director’s contract with the exception of several compensation items particular to the Fire Chief. The Board discussed making the same revisions to the Fire Chief’s contract as were made to the DPW Director’s contract.

MJ moved to recommend the Fire Chief’s employment contract as amended to the Town Administrator’s contract for execution. PS seconded the motion. Roll call vote: Cohen – Aye, Jones

– Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

Review of Executive Session Minutes for Approval and Potential Release

The Board amended the 3/2/15 minutes as follows:

... employee **is terminated before receiving severance pay** ~~receives a lump sum payment~~, rather ...

PS moved to approve the 3/2/15 executive session minutes as amended. MJ seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

PS moved to approve the 2/23/15 executive session minutes. MJ seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

PS moved to approve the 1/12/15 executive session minutes. MJ seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

MJ moved to release the 1/12/15 executive session minutes. DC seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

PS moved to release the 12/8/14 executive session minutes. MJ seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

MJ moved to release the 11/24/14 executive session minutes. DC seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

MJ moved to release the 10/20/14 executive session minutes as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

MJ moved to release the 9/15/14 executive session minutes as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

MJ moved to release the 6/2/14 executive session minutes as amended as redacted. PS seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

MJ moved to release the 5/5/14 executive session minutes as redacted. DC seconded the motion. Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

MJ moved to end Executive Session and return to Open Session. DC seconded the motion.

Roll call vote: Cohen – Aye, Jones – Aye, Schneider - Aye, Peabody – Aye. Four members having voted in the affirmative, the motion passed.

The Board members having voted 4-0 to end Executive Session and return to Open Session, the motion passed.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

March 23, 2015

Document:

AFSCME MOA - CBA
DPW Director Draft Employment Contract
Fire Chief Draft Employment Contract
Exec Session Minutes

5/5/2014	10/20/2014	1/12/2015
6/2/2014	11/24/2014	2/23/2015
9/15/2014	12/8/2014	3/2/2015