

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
August 3, 2015 7:40 pm

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

Also Present: John Senchyshyn

Review of 6/22/15 Executive Session Minutes for Approval

Minutes were amended as follows:

... requesting payment to Keating under Article 25 ... settlement JS ~~acknowledged he agreed to~~ the retro-active ...

MJ moved to approve the 6/22/15 executive session minutes as amended. MP seconded the motion. Roll call vote: Roll call vote: Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 4 members having voted in the affirmative, the motion passed. Schneider abstained.

Review of 6/22/09, 2/28/11, 3/21/11, 9/19/11, 10/17/11, 1/23/12, 3/2/15, 3/23/15, 5/4/15 Executive Session Minutes for Potential Release

JS reviewed minutes for potential release. He noted several sets of minutes had redacted items. Some of those redactions, although not all, could be released at this time. The Board discussed the minutes.

MJ moved to release the 6/22/09 executive session minutes. DC seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

MJ moved to re-release the 2/28/11 executive session minutes with no redactions. DC seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

MP moved to re-release the 3/21/11 executive session minutes with no redactions. MJ seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

MP moved to re-release the 9/19/11 executive session minutes with reduced redactions. MJ seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

MP moved to re-release the 10/17/11 executive session minutes with reduced redactions. MJ seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

MJ moved to re-release the 1/23/12 executive session minutes with reduced redactions. DC seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

The Board discussed releasing minutes relating to the application of employment contract strategy.

MJ moved to release the 3/23/15 executive session minutes. MP seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

MJ moved to re-release the 5/4/15 executive session minutes with redactions. DC seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

The Board reviewed and discussed the executive session minutes of 3/2/15 and took no action.

Collective Bargaining

AFSCME/Clerks – JS reported on the last meeting. Little progress had been made. JS made a proposal to the union to remove the position of Finance Asst.-Benefits from the bargaining unit as the incumbent should be involved in crafting health insurance proposals for collective bargaining.

Fire – JS reviewed the 2 draft MOAs that were provided to the firefighters. There are 2 MOAs because the settlement exceeds the 3-year period as provided in M.G.L. Ch. 150E. The union held a membership meeting, but the follow-up meeting with the bargaining team had been cancelled. Members discussed the draft MOA and indicated they would support a settlement comparable to the draft.

Police – JS reviewed the last meeting with the Police. The union stated that under no circumstances would they agree to leave Civil Service. Following a lengthy caucus, the Police offered a package proposal. JS presented the approximate costs of the package. The Board reviewed the Police proposal and projected costs. Members would support the educational proposal, but rejected the proposal for expanded steps.

DPW Water Worker/Equipment Operator Job Description

JS reported that he met with the Teamsters regarding the job description. The final draft has the same duties and responsibilities, but the Minimum Entrance Requirements were adjusted to reflect a more definitive licensing path.

MP moved to authorize JS to complete negotiations on the draft job description for a DPW Water Worker/Equipment Operator. PS seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

AFSCME 1/ [REDACTED] Step 2 Grievance

AFSCME 1 submitted a grievance on behalf of [REDACTED] regarding [REDACTED] [REDACTED]. Per the language of the Settlement Agreement, the union and [REDACTED] waived any rights to grieve [REDACTED]. JS distributed a draft response to the union's grievance.

MJ moved to deny accepting the grievance in that the alleged offense is not grievable under the terms of [REDACTED]. PS seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

MP moved to end Executive Session and return to Open Session. MJ seconded the motion. Roll call vote: Schneider – Aye, Jones – Aye, Cohen – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

August 3, 2015

Document:

Police Package Proposals
Police Economics
Draft Fire MOA 7/01/13 - 6/30/14
Draft Fire MOA 7/01/14 - 6/30/17
Fire MOA Educational Incentive Pay
[REDACTED] Step 2 Grievance
Draft [REDACTED] Grievance Response
Executive Session Minutes

6/22/2009	1/23/2012
2/28/2011	3/2/2015
3/21/2011	3/23/2015
9/19/2011	5/4/2015
10/17/2011	6/22/2015