

Personnel Board Meeting  
Wayland Town Building – Large Hearing Room/Selectmen’s Meeting Room  
Meeting Minutes  
September 21, 2015 7:10 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 7:15 pm.

Public Comment

None

Review of the 8/3/15 Minutes

The minutes were amended as follows:

... GIC would **not** solve ...

... past February, **ED, given that she has an IT background**, has been ~~servicing as the unofficial project manager for IT security~~, working with ...

... ~~P. Schneider (PS) joined the executive session at 8:15 pm~~ ...

MJ moved to approve the minutes of 8/3/15 as amended. MP seconded the motion. Five members having voted in the affirmative, the motion passed.

Release of Minutes

JS stated that at the 8/3/2015 meeting, the Board had released a number of executive session minutes in executive session, but had not taken an open session vote to release the minutes.

MP moved to release the executive minutes of 6/22/09, 2/28/11, 3/21/11, 9/19/11 and 3/23/15 with no redactions and to release the executive session minutes of 10/17/11, 1/23/12, and 5/4/15 with redactions. PS seconded the motion. Five members having voted in the affirmative, the motion passed.

Annual Report

JS presented a draft FY 15 Annual Report for the Board. Members suggested several edits.

MP moved to approve the Personnel Board’s FY 15 Annual Report as amended. DC seconded the motion. Five members having voted in the affirmative, the motion passed.

Health Insurance – GIC Recommendation

JS reviewed the background leading to the BOS' scheduled vote on Sections 21-23 later in the evening, as well as the 9/8/15 presentation from Sue Shillue/Cook and Company. JS stated that he hoped the Board could make a recommendation to the Selectmen on a potential GIC migration. JG inquired if a vote is necessary. JS stated that he believed a consensus of the Board would suffice.

MP inquired about the mention of M.G.L. Ch. 32A contained in Section 23 referencing contribution rates for retirees should a municipality leave the GIC. JS stated he was not familiar with 32A, but believed all Wayland retirees received benefits under Ch. 32B.

Members discussed several of the saving scenarios contained in the Cook and Company report. They also discussed a number of the plan design differences between the WSHG and the GIC. The issue of lack of control within the GIC was a concern. Members considered the effect a GIC move would have on future collective bargaining negotiations.

The consensus of the Board was that the advantages of a move to the GIC outweighed the disadvantages. The recommendation to the Board of Selectmen would be to support a move to the GIC.

#### Executive Session

JG moved the Personnel Board enter executive session pursuant to MGL Ch30A, Sec 21(3) to Discuss Collective Bargaining Negotiations and strategy with the Police, Fire, and AFSCME Clerical unions, to Review and Discuss a Newly Proposed DPW Job Description; to Review and Discuss Newly Proposed AFSCME Job Descriptions as an open discussion might have a detrimental effect on the Town's negotiating position.

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

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 40 minutes for the stated purpose. The Board would be returning to Open Session.

The Board Entered Executive Session at approximately 7:40 pm.

The Board returned to Open Session at approximately 9:10 pm.

The Personnel Board joined the Board of Selectmen. Present for the Selectmen: Cherry Karlson (CK), Joe Nolan (JN), Mary Antes (MA)

JS gave a brief overview of the agenda item. D. Watkins represented the Finance Committee (FC). The FC wanted to see the Town maximize its health care dollars. While not actually taking a vote, the FC supported a move to the GIC. Barb Fletcher (BF) spoke for the School Committee (SC). The SC did not take a vote but had discussed the potential move. While there was not a strong opinion from the SC, they did believe the advantages outweighed the disadvantages. The SC heard from the Wayland Teachers Association. There is concern on the part of the teachers. The SC requests that if the Board moves forward that time is taken to educate employees. BF inquired if mitigation funds could help support that effort. Jessica Green (JG) spoke on behalf of the Personnel Board. They also discussed the pros and cons. A major concern was giving up control and having a voice. On the other hand the uncertain status of the WSHG and probable WSHG plan design changes would support the GIC option. Under the GIC, plan design changes would no longer need to be negotiated. JS stated that the WSHG would be meeting later in the week and addressing its plan designs.

JN stated that he was not at the previous week's presentation and that he has his health insurance through the GIC. JN then inquired into the status of WSHG. The Selectmen discussed a number of the facts pertinent to the GIC as presented by Cook and Company at the previous meeting. Questions were posed on contribution rates. JS noted that contribution rates remained negotiable with the unions, but plan design would not be. A question was posed on the reference in Section 23 to Ch. 32A. JS stated that he was not familiar with the specifics of 32A. CK asked for an opinion from labor counsel.

CK opened the discussion to employees in attendance. Employees expressed concerns about such a move and inquired if other alternatives were an option.

JN indicated that the he believed the question of a GIC move needed further discussion. He questioned why the vote needed to be taken now. He preferred to wait until the results of the upcoming WSHG meeting were known. CK noted that health insurance is considerable expense to the Town. JN stated that he was not comfortable with making the decision at the current time. MA asked if waiting for additional information would jeopardize the 12/1/15 notice date required by the GIC. JS replied that Sue Shillue from Cook and Company noted the previous week that the schedule was very tight for a 12/1/15 notification. CK stated that the Board will not be taking action tonight, but there is a financial implication to the decision. JN suggested that the other boards involved might want to take a vote on a recommendation other than just having just a sense of the board.

The discussion concluded.

PS moved to adjourn. DC seconded the motion. Five members having voted in the affirmative, the motion passed.

---

John Senchyshyn  
ATA/HRD

**Regular Session**

**September 21, 2015**

Document:

Draft FY 15 Annual Report

Draft Minutes - 08/3/15

9/8/15 Cook and Company Report