

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
September 28, 2015 7:55 pm

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

Also Present: John Senchyshyn

Newly Proposed Recreation Job Descriptions

Rec Committee members Brud Wright (BW) and Asa Foster (AF) and Recreation Director Jessica Brodie (JB) joined the meeting.

JS began the discussion by reviewing the reason this was an executive session item. The Rec proposal will have bargaining implications with the AFSCME 1 union.

JB began by noting that there is a temporary employee filling the Rec Program Administrator function. This was Valerie Comeau’s position prior to her retirement and is part of the AFSCME bargaining unit. Recreation would like to eliminate this position and create 2 positions: a Recreation Program Coordinator and an Asst. Director. MP inquired into the difference between the positions. JB responded that the Asst. Director would assist her in managing the department and scheduling fields, as well as focusing on the Town Beach. The Program Coordinator would be more directed towards program development with a focus on the Summer Camps. There would be some overlap on various program items. BW commented on the background to operations and the Committee’s goals moving forward. JB noted that programs should receive more in-depth supervision than is currently in place. The potential affiliation of the positions with the AFSCME union was mentioned. PS inquired into the extent that fees covered costs. BW and AF responded and referenced a current surplus within the Rec funds. The spending cap imposed on Rec at a past Town Meeting, its effect on operations and a pending proposal to alter the type of Rec fund to be used in the future were discussed. JS noted that there were only sufficient funds approved in the FY 16 budget to fund one of the two positions. The other would become an FY 17 position if approved. JS inquired as to which position Rec would opt to fill. JB said she was inclined to hire a Program Coordinator first. The pros and cons of which position should move forward first were reviewed. DC noted that if Rec were to fund the positions out of fees, the proposition might be better received when the budget is presented at Town Meeting.

BW, AF and JB left the meeting.

The members further discussed the Recreation proposal. The Board asked JS to have Recreation decide which position they want to move forward with now, submit a final job description and the board will review at the next meeting.

Collective Bargaining

AFSCME/Clerks – JS reported another meeting is scheduled for 10/6/15. There are no other new developments.

Fire – The union membership declined removing the Deputy Chief’s title. JS reported that he told the union he did not expect the Board would approve an agreement without the Deputy Chief’s removal. The union contacted their attorney who in turn called JS. The attorney stated

that all items in the off-the-record proposal were agreed upon except the removal of the Deputy Chief. JS did not agree. He then contacted Labor Counsel. [REDACTED]

[REDACTED]. As the union attorney will be joining negotiations, JS requested Labor Counsel also join the negotiations. The counsels are attempting to schedule a negotiating session.

Police – JS reviewed the items in the package proposal presented by the Police and discussed by the Board at a previous executive session. At the 9/25/15 meeting with the union JS advised the union that the Board was not accepting of their step proposal. The union indicated that they were considering arbitration given the differences in the economic proposals. JS reported he had discussions with the police rep in an effort to keep the negotiations moving forward. The parties discussed an alternative step proposal. Members discussed the pros and cons of the original proposal and the revised step proposal. The Board determined that an executive session meeting with the BOS would be in order. JS would set-up the meeting and inform the union.

DC moved to end Executive Session and return to Open Session. PS seconded the motion. Roll call vote: Schneider – Aye, Cohen – Aye, Peabody – Aye. 3 members having voted in the affirmative, the motion passed.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

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Document:

Police Educational Incentive

Police Package Proposal 06-30-15