

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office/Selectmen’s Meeting Room
Executive Session Minutes
October 19, 2015 7:30 pm

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

Also Present: John Senchyshyn (JS) and Katelyn O’Brien (KO)

Review of 8/3/15 Executive Session Minutes for Approval

Minutes were amended as follows:

... discussed **releasing minutes relating to** the application ... ~~with respect to releasing minutes.~~

PS moved to approve the 8/3/15 executive session minutes as amended. MJ seconded the motion. Roll call vote: Roll call vote: Jones – Aye, Cohen – Aye, Schneider – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

Review of 9/21/15 Executive Session Minutes for Approval

MJ moved to approve the 9/21/15 executive session minutes. PS seconded the motion. Roll call vote: Roll call vote: Jones – Aye, Cohen – Aye, Schneider – Aye, Peabody – Aye, Green – Aye. 5 members having voted in the affirmative, the motion passed.

Review of 9/28/15 Executive Session Minutes for Approval

MP moved to approve the 9/28/15 executive session minutes. PS seconded the motion. Roll call vote: Roll call vote: Cohen – Aye, Schneider – Aye, Peabody – Aye. 3 members having voted in the affirmative, the motion passed. Jones and Green abstained.

Collective Bargaining

Police – JS reviewed Police’s package proposal to settle the contract. The Personnel Board had not agreed with the longevity portion of the proposal and that was conveyed to the Police during the next bargaining session. The Police at that point indicated that they may pursue arbitration. JS reported that he met off-line with the police representative in an attempt to identify alternatives.

JS reviewed the cost of the Town’s COLA proposal, the Union’s COLA proposal as well as alternative settlements an arbitrator might award.

JS presented a potential counter proposal to Police’s longevity proposal. The value of the counter proposal was similar to the Police proposal – both of which were less than the exposure in arbitration.

The Board was in agreement with the counter proposal and indicated it would support the counter proposal with the BOS.

Fire – JS stated there are 2 primary economic components in the fire negotiations: 1) to maintain the same economic deal as the school unions received – a 6% COLA over 4 years and 2) educational incentives which would move the bargaining unit to the middle of the Fire market in

total compensation. The Town is also seeking the removal of the Deputy Chief title from the union. The Town and union have been unable to agree upon this change in exchange for the economic package. PS commented that he was uncertain as to why the union was so adamant about the title, but did not believe it was a sufficient to warrant arbitration.

AFSCME/Clerks – JS reported he was close to settling with the clerks. There appear to be 2 remaining items: 1) the clerks are seeking a job description review and a wage study be performed prior to the end of the next contract, and 2) an exchange of a benefits eligible Finance Assistant-Payroll position in exchange for removing the Benefits Coordinator from the bargaining unit. JS stated that he was agreeable to the first item provided that it was done in-house and no commitment was made for a contractor to perform the work. JS said he support the second item. Following discussion, the Board was agreeable to both items, provided that a contractor would not be used.

The Board remained in executive session and left to join the Selectmen in a joint executive session. KO left the meeting.

The Selectmen entered executive session. C. Karlson (CK), M. Antes (MA), J. Nolan (JN), A. Boschetto (AB) and L. Anderson (LA) were present. Chief Irving (RI) joined the 2 Boards.

Police – JS reviewed Police’s package proposal to settle the contract. He noted the Personnel Board had not agreed with the longevity portion of the proposal and that was conveyed to the Police during the next bargaining session. The Police at that point indicated that they may pursue arbitration. JS reported that he met off-line with the police representative in an attempt to identify alternatives.

JS reviewed the cost of the Town’s COLA proposal, the Union’s COLA proposal as well as alternative settlements an arbitrator might award.

JS presented a potential counter proposal to Police’s longevity proposal. The value of the counter proposal was similar to the Police proposal – both of which were less than the exposure in arbitration.

Personnel Board members supported JS’s recommendation agreeing that the risk in arbitration was considerable. In addition, MJ noted arbitration costs for [REDACTED].

Following discussion, CK said the consensus of the Selectmen is to support the recommendation of JS and the Personnel Board. JS stated that if any further counter proposals were generated by the Police, he would bring the proposals back to the Board.

Police Chief Irving departed and Fire Chief Houghton (DH) joined the meeting.

JS stated there are 2 primary economic components in the fire negotiations: 1) to maintain the same economic deal as the school unions received – a 6% COLA over 4 years and 2) educational incentives which would move the bargaining unit to the middle of the Fire market in total compensation. The Town is also seeking the removal of the Deputy Chief title from the union. The Town and union have been unable to agree upon this change in exchange for the economic package. PS commented on how adamant the union was about not surrendering the title, but he did not believe it was a sufficient to warrant arbitration.

The Board discussed the duties and compensation of the Deputy Chief. AB noted that if successful in the negotiations another position would be added to the Department. JS acknowledge that was correct, the FinCom had approved the addition of the position in the last budget review. DH reviewed the operational differences between the Deputy Chief and the proposed Assistant Chief.

The BOS indicated that it was unlikely that they would approve the current economic package without movement on the Deputy Chief.

The joint executive session ended. DH departed. The Personnel Board returned to the Selectmen's Office to continue their executive session.

AFSCME 1 – JS reported that the Rec Department opted to move forward with the Assistant Director position. JS reviewed the draft job description and proposed grade. The second position Rec requested would follow the customary procedure for new positions. The Board authorized JS to negotiate with the union regarding the job.

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. The meeting adjourned at 9:55 pm.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

October 19, 2015

Document:

Draft Exec Session Minutes 08/03/15

Draft Exec Session Minutes 09/21/15

Draft Exec Session Minutes 09/28/15

Draft Job Description - Asst. Rec Director