

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
May 23, 2016 8:15 pm

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

Also Present: J. Senchyshyn (JS); K. O’Brien (KO)

Executive Session Minutes of 03/21/16

The Executive Session minutes of 3/21/16 were amended as follows:

... necessary to offer ...

MJ moved to approve the Executive Session minutes of 3/21/16 as amended. PS seconded the motion. Roll Call vote: Green – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye. Four members having voted in the affirmative the motion passed.

Executive Session Minutes of 04/26/16

MJ moved to approve the Executive Session minutes of 4/26/16. PS seconded the motion. Roll Call vote: Green – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye. Four members having voted in the affirmative the motion passed.

Fire Union Request to Bargain on Specialist Job Description

JS stated he and the Chief had met with the Fire union. The union is seeking a side letter to establish an EMS Coordinator as a specialist position. JS discussed the impact of creating the position with the Board. The Board requested the following information for a follow-up discussion: the fully loaded cost of creating another specialist position, the amount of work time involved with the suggested duties and the change from the current structure of EMS Coordination.

The Board briefly discussed the proposed change of the Fire Alarm Superintendent to a Technology Coordinator. JS noted that there are likely implications with the IT Department in such a change.

Teamster Negotiations – DPW Cameras

JS reviewed the revised draft document on DPW security cameras. It changed from an MOA to an MOU, identifies the union’s rights under the CBA, and preserves the Town’s disciplinary rights. He indicated that union would likely agree to the changes. JS noted that if the Teamsters sign the agreement as anticipated, then he will draft a version for AFSCME 2.

PS moved to authorize JS to enter into the MOU as presented on Security Cameras with the Teamsters. MJ seconded the motion. Roll Call vote: Green – Aye; Schneider Aye; Cohen – Aye; Jones – Aye. Four members having voted in the affirmative the motion passed.

Position Elimination – Sr. Clerk

JS reported that there is nothing new to report on the supposed [REDACTED] of the incumbent. He suggested drafting an MOU with AFSCME 2 which would delay the position elimination due to the

pending [REDACTED], move forward with replacing the position with a PT Department Assistant, but specify that the Town will move forward with the position elimination if the [REDACTED] is not executed. JS asked if one of the members would review the document. The Board concurred with the approach.

Police Grievance/Arbitration

JS notified the Board that the union had filed for arbitration regarding the Step 3 denial of the [REDACTED] grievance. The notice of the arbitration filing was forwarded to Labor Counsel. No other details are available at the present time. JS stated that he would keep the Board apprised of further developments.

DC moved to end Executive Session and return to Open Session. MJ seconded the motion. Roll call vote: Green – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye. Four members having voted in the affirmative, the motion passed. The executive session ended at 8:30 pm.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

May 23, 2016

Document:

Draft Executive Session Minutes - 3/21/16

Draft Executive Session Minutes - 4/26/16

Draft Teamster MOU - Security Cameras

Firefighters Request to Bargain