

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
October 19, 2016 7:00 pm

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

Also Present: J. Senchyshyn (JS)

Executive Session Minutes of 7/18/16

The minutes were amended to accurately reflect JG’s participation as a non-voting member of the Board.

JG moved to amend the Executive Session minutes of 7/18/16 as discussed. MJ seconded the motion. Roll Call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed.

Executive Session 1 Minutes of 9/19/16

The minutes were amended as follows:

...~~Green – Aye. Five~~ Four ...

PS moved to approve the Executive Session 1 minutes of 9/19/16 as amended. MJ seconded the motion. Roll Call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye Green - Aye. Five members having voted in the affirmative, the motion passed.

Executive Session 2 Minutes of 9/19/16

The minutes were amended as follows:

... that ~~he~~ the ...

... change ~~and~~ should ...

... teachers settles. ...

PS moved to approve the Executive Session 2 minutes of 9/19/16 as amended. MJ seconded the motion. Roll Call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye Green - Aye. Five members having voted in the affirmative, the motion passed.

Release of Executive Session Minutes

JS presented 6 sets of minutes for potential release. The minutes were 4/26/16, 5/23/16 and 6/13/16, 7/18/16, 9/19/16-1 and 9/19/16-2. He noted some of the minutes were previously released with redactions, but now additional items could be released. The Board reviewed the minutes and discussed possible redactions.

PS moved to release the executive session minutes of 4/26/16 as redacted. MP seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed.

MJ moved to release the executive session minutes of 5/23/16 as redacted. PS seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed.

MJ moved to release the executive session minutes of 6/13/16 as redacted. PS seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed.

JG moved to release the executive session minutes of 7/18/16. MJ seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed.

MJ moved to release the executive session minutes of 9/19/16-1. PS seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed.

MJ moved to release the executive session minutes of 9/19/16-2 as redacted. PS seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed.

Civil Service Negotiations

JS updated the Board on negotiations with the Police union regarding withdrawing from Civil Service. JS reviewed the BOS' most recent proposal to the union. The offer was consistent with the union's request to compensate all the officers in the same manner. JS stated he thought there was agreement, but the Police then came back and wanted the Quinn educational incentive grandfathering reinstated into the MOA for certain officers. JS said he countered by reinstating the Quinn incentive but reduced the offer to the non-Quinn grandfathered officers. Over 4 years the total package was very similar the original offer. An MOA was drafted and taken to the membership for a vote. The union vote was tied and the MOA did not move forward. The union indicated that there were multiple reasons for the "no" votes, but a common theme was lack of promotional language in the MOA. JS stated that he did not know what would happen next.

Fire Grievance

JS reviewed a new Fire union grievance. At issue is returning to work after a long-term absence and working an overtime shift. Members asked several questions regarding the issues at hand. JS stated that the grievance would likely be scheduled for the November or December meeting.

MJ moved to end Executive Session and return to Open Session. PS seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye, Green - Aye. Five members having voted in the affirmative, the motion passed. The executive session ended at 7:30 pm.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

October 19, 2016

Document:

Draft Executive Session Minutes - 9/19/16-1, 9/19/16-2

Executive Session Minutes Review for Release

4/26/2016

5/23/2016

6/13/2016

7/18/2016