

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Minutes
February 13, 2017 7:15 pm

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

Also Present: J. Senchyshyn (JS)

DC called the meeting to order at 7:15 pm.

Public Comment

None

Recreation Seasonal Positions

Rec Director J. Brodie (JB), Rec Program Coor K. Brenna (KB) and Rec Board Member A. Foster (AF) joined the meeting. JS provided introductory background. The change in the minimum wage will increase seasonal expenses by approximately \$20K. Proposed operational changes will increase approximately another \$39K. JB spoke to the Department’s goal of having their recreation programs certified by the state. Certification will increase staff due to the ratio of counselors to campers. KB spoke to the difficulty of hiring lifeguards, particularly in a beach setting. Discussion ensued on funding the positions from the revolving fund, peer towns and Wayland’s unique facilities.

MJ moved to approve the proposed seasonal pay rates for the summer 2017 recreation programs. PS seconded the motion. Four members having voted in the affirmative, the motion passed.

Executive Session

DC moved that the Personnel Board go into executive session pursuant to Massachusetts General Laws Chapter 30A, Section 21 (a)(3) to Discuss Strategy for Upcoming Collective Bargaining Negotiations for the Police, Fire, AFSCME 1, AFSCME 2, Library and Teamsters Unions; to Discuss Strategy with Respect to Non-union Wage Increases; and to Review and Potentially Approve Executive Session Minutes of 1/23/17.

The Chair declared that a public discussion of these items will have a detrimental effect on the bargaining position of the Town.

MJ seconded the motion.

DC took a roll call vote:

Member Schneider	Aye
Member Jones	Aye
Member Green	Aye
Chair Cohen	Aye

DC announced that the Board will reconvene in open session in approximately 20 minutes.

The Board entered Executive Session at approximately 7:30 pm.

The Board returned to Open Session at approximately 7:40 pm.

Vote to Revise the Wage and Classification Article

JS reviewed 2 draft revisions with the Board. One had a comments section, the other did not. The Board discussed the level of detail for the comments. JS prepared the revision for the Chair's signature.

JS also inquired if the Board wanted to keep the wage charts in the warrant appendices with the 7/1/16 wage information.

MJ moved to approve the warrant article revision for the Wage and Classification article and to include the wage scales in the appendices with the 7/1/16 wage information where applicable. PS seconded the motion. Four members having voted in the affirmative, the motion passed.

Minutes of 1/23/17

PS moved to approve the minutes of 1/23/17. MJ seconded the motion. Four members having voted in the affirmative, the motion passed.

Topics Not Anticipated 48 Hours in Advance

None.

The Board set its next meeting for 3/6/17 at 7:00 pm.

MJ moved to adjourn at 7:55 pm. PS seconded the motion. Four members having voted in the affirmative, the motion passed.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Regular Session

February 13, 2017

Document:

2017-01-23 Draft Minutes

Warrant Article Revision 1

Warrant Article Revision 2

Warrant Article Revision 3

Rec Seasonal Proposal