

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Minutes  
May 15, 2017 7:00 pm

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

Also Present: J. Senchyshyn (JS); M. Moore (MM)

DC called the meeting to order at 7:00 pm.

Public Comment

None.

Review of Background Checks

JS and MM reported on their meeting with Creative Services, Inc. Members asked several questions on processing the criminal background checks. JS stated that Wayland would conduct the CORI checks and forward the information to CSI, with the candidates’ approvals. DC raised a number of issues with the proposed contract. The language appeared one-sided with Town’s security obligations vs CSI’s security obligations. JS raised the question of indemnifying CSI. He didn’t see that provision as viable. JS and MM would contact CSI regarding the contractual provisions discussed and report back to the Board at the next meeting. It was suggested that the engagement should be on a 1-year trial basis rather than a 3-year contract.

MM left the meeting

Youth & Family Services (Y&FS) Proposed Restructuring

JS reviewed his discussion with the incumbents in the Y&FS Department. There is strong interest and support for the proposed departmental structure change. JS stated that he contacted the Town’s insurer. No insurance concerns were identified due to the proposed reorganization. JS discussed next steps with the Board. He will prepare revised job descriptions and wage projections for the next meeting.

Firefighter Vacation Carryover and Payment Requests

JS presented the Firefighter requests for 2016/2017 vacation carryover and vacation payments. He noted that the requests were consistent with past requests and contract language.

MJ moved to approve the Firefighter requests for 2016/2017 vacation carryover and vacation payments. PS seconded the motion. Five members having voted in the affirmative, the motion passed.

Executive Session Minutes of 12/19/16, 1/23/17, 2/13/17 and 3/6/17

JS noted that the Board voted the release of redacted executive session minutes at the last meeting’s executive session but did not take an open session vote.

MJ moved to release the redacted executive session minutes of 12/19/16, 1/23/17, 2/13/17 and 3/6/17. PS seconded the motion. Five members having voted in the affirmative, the motion passed.

Minutes of 4/24/17

The minutes were amended as follows:

...settled contracts at ...

MJ moved to approve the minutes of 4/24/17 as amended. PS seconded the motion. Five members having voted in the affirmative, the motion passed.

Executive Session

DC moved that the Personnel Board enter 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 Review a Memorandum of Agreement with Police Union regarding a Pending Arbitration; and to Potentially Vote to Approve Executive Session Minutes of 4/24/17.

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
Vice Chair Peabody	Aye
Chair Cohen	Aye

DC announced that the Board will reconvene in open session in approximately 25 minutes.

The Board entered Executive Session at approximately 7:45 pm.

The Board returned to Open Session at approximately 8:00 pm.

Topics Not Anticipated 48 Hours in Advance

JS distributed a client update from Labor Counsel regarding an SJC ruling pertaining to public employers presenting funding requests to legislative bodies for collective bargaining funding.

The Board scheduled its June meeting for 6/19/17 at 7:00 pm.

MJ moved to adjourn the meeting at 8:15 pm. PS seconded the motion. Five members having voted in the affirmative, the motion passed.

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John Senchyshyn  
ATA/HRD

**Documents From Personnel Board Meeting**

**Regular Session**

**May 15, 2017**

Document:

Creative Services Proposal and Documents

Draft Minutes of 04/24/17

DW Client Update

FF Vacation Carryover