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TOWN OF WAYLAND

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BOARD OF SELECTMEN

LEA T. ANDERSON
MARY M. ANTES
THOMAS J. FAY
CHERRY C. KARLSON
DAVID V. WATKINS

BOARD OF SELECTMEN

Meeting Minutes
Executive Session
December 14, 2020
5:00 p.m.

Wayland Town Building, Council on Aging Room
41 Cochituate Road, Wayland, MA

APPROVED AND
RELEASED WITH
REDACTIONS

Attendance: Lea Anderson, Mary Antes, Tom Fay, Cherry Karlson, Dave Watkins

Absent: None.

Also Present: Louise Miller, Town Administrator; John Bugbee, Assistant Town Administrator; Seath Crandall, Management Analyst

Purpose: At 8:42 p.m. C. Karlson called the session to order in the Council on Aging Room, Wayland Town Building by unanimous roll call vote of the Board (YEA: M. Antes, L. Anderson, T. Fay, D. Watkins, C. Karlson. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0-0.) in open session as permitted by Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) to discuss strategy with respect to litigation Ordway v. Town of Wayland pending with the Massachusetts Commission Against Discrimination; pursuant to Massachusetts General Laws Chapter 30A, Section 21 (a) (6) to consider the purchase, exchange, taking, lease or value of real estate in regard to the final purchase price, payment details related to the wastewater connection, and the twelfth amendment to the Land Disposition Agreement pertaining to the Rivers Edge Project at 484-490 Boston Post Road; pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) to discuss strategy with respect to collective bargaining with Wayland DPW Association, Teamsters Local 170; pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (2), (3), and (6), to review and approve the executive session minutes of December 3, 2020 and December 7, 2020 with the intent to approve and hold said minutes; and pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a)(3) to discuss strategy with respect to litigation Stephen Cass v. John Ritchie.

All members participated remotely via Zoom and confirmed that they were alone and could discuss confidential matters in privacy. S. Crandall left the meeting once all members were present.

Ordway: There was no update on this case.

River's Edge: L. Miller reviewed the conversation with Wood Partners on Thursday, December 10th following the executive session on December 7th. The attorneys are drafting documents related to the access road easement, wastewater access easement, 12th Amendment to the LDA with negotiated business and financial points (including value of additional units, soil removal, demolition of septage facility), a development agreement for the wastewater connection (funded by

the MassWorks grant) and an escrow agreement (amounts and release still being negotiated). The Board will be able to review draft documents at a meeting later in December or early January.

Teamsters: L. Miller explained that significant progress was made in these negotiations, and there is agreement in principle on terms of a contract. The Teamsters are made up of three groups of employees – Water; Highway/Parks/Mechanics; and Transfer Station. A complete compensation classification to develop a compensation for Water workers is needed now. Then studies will need to be done on the other employment groups to determine the market pay rates.

L. Miller reviewed the components of the agreement and will bring bulleted terms to the next meeting. Topics which were negotiated include the overall increase (2%, 2%, 2.5%), the compensation table (fewer steps earlier, include steps at years 15 and 25), changes to the promotion and evaluation processes, and filling shifts at the wastewater treatment plant (perhaps a stipend or per hour increase for time worked at the plant). Discussion time was spent on qualitative issues rather than just monetary items. Examples include snow and ice removal coverage (rest periods, meal allowances), unifying vacation across staff, notices regarding changes to schedules and length of workday at the Transfer Station. L. Miller plans to have a draft contract/bulleted items for the Board to review at its January 4th meeting. The Teamsters next meet the second week of January.

Minutes: T. Fay moved, seconded by L. Anderson, to approve the executive session minutes of December 3, 2020 and December 7, 2020 as amended and to hold said minutes. Roll call vote of the Board: YEA: M. Antes, T. Fay, C. Karlson, L. Anderson, D. Watkins. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

Cass v. Ritchie:

Exit Executive Session: At 9:11 pm, T. Fay moved, seconded by L. Anderson to exit Executive Session and adjourn the meeting. Roll call vote of the Board: YEA: M. Antes, T. Fay, C. Karlson, L. Anderson, D. Watkins. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

Documents provided: