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# TOWN OF WAYLAND

41 COCHITUATE ROAD  
WAYLAND, MASSACHUSETTS 01778

Approve and Release  
with Redactions

## BOARD OF SELECTMEN

LEA T. ANDERSON  
MARY M. ANTES  
THOMAS J. FAY  
CHERRY C. KARLSON  
DOUGLAS A. LEVINE

### Board of Selectmen

#### Meeting Minutes

#### Executive Session

February 10, 2020

5:00pm

Wayland Town Building, Selectmen's Meeting Room  
41 Cochituate Road, Wayland

**Attendance:** Lea Anderson, Mary Antes, Tom Fay, Cherry Karlson, Doug Levine

**Absent:** None

**Also Present:** Louise Miller, Town Administrator; Elizabeth Doucette, Assistant Town Administrator; Brian Keveny, Finance Director; Arthur Unobskey, Superintendent of Schools; Parry Graham, Assistant Superintendent of Schools; and Diane Marobella, Administrative Assistant. Members of the Personnel Board: Jessica Green, Phil Schneider, Maryanne Peabody. Members of the School Committee: Jeanne Downs, Ellen Grieco, Kathie Steinberg, Kim Reichelt, Nate Buffum. Members of the Finance Committee: Carol Martin, Steve Correia, Dave Watkins, Kelly Lappin, Adam Gutbezahl.

**Purpose:** At 6:52 p.m. C. Karlson called the session to order in the Selectmen's Meeting Room, Wayland Town Building by unanimous roll call vote of the Board (YEA: T. Fay, M. Antes, C. Karlson, D. Levine, L. Anderson. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0) in open session as permitted by Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) to join the School Committee, Personnel Board and Finance Committee in executive session to discuss strategy with respect to collective bargaining with:

- Local 690 Wayland-1 American Federation of State, County and Municipal Employees (AFSCME 690 Wayland -1);
- Local 690 Wayland – 2 American Federation of State, County, and Municipal Employees (AFSCME 690 – 2);
- Wayland DPW Association, Teamsters Local 170;
- International Association of Firefighters, AFL-CIO Local 178;
- The Wayland Library Staff Association MFT, AFT, AFL-CIO;
- The New England Police Benevolent Association (NEPBA)/Wayland Police Officers Union (WPOU) Local 176;
- Wayland Teachers Association (WTA);
- Wayland Educational Secretaries' Association;
- The Massachusetts Laborers' District Council Laborers' International Union of North America, AFL-CIO on behalf of Public Employees' Local Union 1116 Custodians and Maintenance; and
- Wayland Food Service Association.

The Board moved to the School Committee meeting room.

**Negotiation Strategy:** C. Karlson confirmed that all boards were in executive session, distributed an agenda, and led introductions. She reviewed that all discussions were on executive session materials and should only be discussed in executive session.

Following the agenda, C. Karlson reviewed Town Code Chp 43-2, section B (3) requiring the Personnel Board to meet with the Board of Selectmen and Finance Committee to discuss forthcoming negotiations. She recapped a September 19, 2019 meeting of staff and committee chairs following the Financial Summit. It was understood that as negotiations proceeded, the Finance Committee would be apprised if settlements were outside the scope [REDACTED] The other chairs (C. Martin, J. Downs, J. Green) concurred with the meeting summary.

L. Miller reviewed the status of negotiations for the Town unions. P. Schneider has participated for the Personnel Board.

1. Police: this union is ready to settle on a three year contract and it will likely happen this week or next. There are many language changes, some with financial impact, others without direct financial impact. A salary review of selected positions was conducted with comparable communities. Agreement is close on a COLA of FY21 2%, FY22 2% and FY23 2.5%. The settlement will be funded within the budgeted amount. When agreement is reached, the terms will be documented in an MOU (memorandum of understanding) which becomes a public document. The Personnel Board will review the terms on February 20.
2. Fire: [REDACTED]  
[REDACTED] Earliest anticipated start date is March.
3. Library: preparation for negotiations has started with a classification and compensation study underway as funded in the FY20 budget.
4. Teamsters: similarly, a classification and compensation study for the Water Department workers is underway as funded in the FY20 budget.
5. AFSMCE I: initial discussions have occurred; [REDACTED]  
[REDACTED]
6. AFSMCE II: initial discussions have occurred; [REDACTED]  
[REDACTED]

L. Miller noted that when the Police settle, we may not want to release the strategy behind some of the language changes as they may be important in the other union negotiations. Therefore, identifying and publishing cost savings may not be appropriate. All attendees were offered the chance to ask questions.

A. Unobskey reviewed the status of negotiations for the School unions. P. Graham and E. Grieco added perspective on the discussions.

1. WTA: all would like to settle before Town Meeting; [REDACTED]  
[REDACTED] They have had three meetings to lay ground rules and trade proposals. The next meeting is tomorrow, February 11. Staff are costing the WTA proposals, [REDACTED]  
[REDACTED]
2. WESA: [REDACTED]
3. Custodians: [REDACTED]. It was noted that the custodians work on both Town and School buildings. [REDACTED]  
[REDACTED]
4. Food Services: [REDACTED]

[REDACTED]

[REDACTED]

D. Watkins asked how the Finance Committee understands the financial cost. C. Karlson reported that the MOU would be a public document and contain the terms of the agreement. L. Miller reiterated that we may not want to release the strategy and costing behind some of the settlement items because of other negotiations. E. Grieco noted that the ground rules for negotiating included that all discussions are confidential, so financial information related to settlements cannot be released prior to the MOU. C. Martin requested that attention be paid to non-COLA items that have ongoing budget impact.

C. Karlson requested that if the Police settle before the Warrant goes to print that the funds be moved from the Reserve for Salary Settlement line to the Police salary line in the printed budget. C. Martin understood the request. E. Grieco and J. Downs understood that the WTA would not likely settle before the Warrant goes to print and a settlement would require a budget amendment on town meeting floor.

[REDACTED] K. Steinberg reminded all that to bargain in good faith, there cannot be set financial parameters.

[REDACTED]

[REDACTED]

C. Karlson collected the agendas. All boards returned to their own meetings.

**Exit Executive Session:** At 7:47 pm, L. Anderson moved, seconded by M. Antes, to exit Executive Session. Roll call vote of the Board. YEA: M. Antes, T. Fay, C. Karlson, D. Levine, L. Anderson. NAY: none. ABSENT: None. ABSTAIN: none. Adopted 5-0.

**Documents provided:**

[REDACTED]