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TOWN OF WAYLAND

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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 24, 2020
6:30pm**

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

Attendance: Lea Anderson, Mary Antes, Tom Fay, Cherry Karlson, Doug Levine (joined at 6:41pm)

Absent: None

Also Present: Louise Miller, Town Administrator; Elizabeth Doucette, Assistant Town Administrator

Purpose: At 6:32 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, L. Anderson. NAY: none. ABSENT: D. Levine. ABSTAIN: none. Adopted 4-0) in open session as permitted by Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) to discuss strategy with respect to collective bargaining with the New England Police Benevolent Association (NEPBA)/Wayland Police Officers Union (WPOU) Local 176, and pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (2), (3), and (6), to review and approve the executive session minutes of February 3, 2020, and February 10, 2020. It is anticipated that said minutes will be approved and held.

Minutes: The Board reviewed the draft minutes of February 3 and 10, 2020. T. Fay moved, seconded by M. Antes, to approve and hold the minutes of February 3 and 10, 2020, as prepared. Roll call vote of the Board. YEA: M. Antes, T. Fay, C. Karlson, L. Anderson. NAY: none. ABSENT: D. Levine. ABSTAIN: none. Adopted 4-0.

Police Negotiations: L. Miller reported that the Town reached agreement with the Police union at a meeting last Friday. The terms of the agreement are to be reviewed and ratified with the Selectmen and the union, and L. Miller will review the contract terms with the Finance Committee later tonight in executive session.

D. Levine joined the executive session.

The four key financial drivers are number of holidays, calculation of overtime, redistribution of other items within the Police salary line item, and the COLA of 2%, 2% and 2.5%. A number of language changes are proposed to improve administration, simplify paperwork and eliminate categories for overtime pay. The changes are anticipated to be accomplished within the proposed FY21 Police salary and expense line items.

The Board expressed its continued support for the proposed terms. No vote will be taken until the Police union has accepted and ratified the terms; therefore, no action will be taken under agenda item 4 in open session. The Board supported L. Miller reporting the proposed terms to the Finance Committee and asked that she remind them of the importance of these strategies in the Police negotiation to all the other upcoming negotiations.

Exit Executive Session: At 6:51 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:

