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BOARD OF SELECTMEN

LEA T. ANDERSON
MARY M. ANTES
LOUIS M. JURIST
CHERRY C. KARLSON
JOSEPH F. NOLAN

Board of Selectmen Meeting Minutes Executive Session June 6, 2016

Attendance: Lea T. Anderson, Mary M. Antes, Louis M. Jurist, Cherry C. Karlson, Joseph F. Nolan
Also Present: Town Administrator Nan Balmer, Assistant Town Administrator/Human Resources Director John Senchyshyn, Benefits Manager Donna Lemoyne, Chief of Police Robert Irving, Police Lieutenant Patrick Swanick, Town Counsel Mark Lanza, and Executive Assistant MaryAnn DiNapoli
Absent: Assistant Superintendent of Schools Brad Crozier

Purpose: The session was called at 6:03 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. 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 discuss strategy with respect to health insurance in regard to the AFSCME Clerical Union, the AFSCME Professional Union, the Teamsters, the Library Association, the Police Union, the Fire Union, the Wayland Teachers Association, the Wayland Educational Secretarial Association, the School Custodians Union, and the Food Service Association; and to discuss Civil Service with respect to the Police Union; and to discuss an arbitration filing with respect to the Police Union; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(2) to discuss strategy with respect to negotiations with Non-Union Personnel, the Police Chief contract; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(7), to review and consider for approval the potential release of the following minutes pertaining to the following subjects: pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(6) to consider the purchase, exchange, taking, lease or value of real property in regard to the Municipal Parcel at the Town Center Project; and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(3), to discuss strategy with respect to pending action regarding Bernstein, et al v. Planning Board: May 23, 2016, because a public discussion of these matters will have a detrimental effect on the bargaining, negotiating, or litigating position of the town.

Discussion: J. Senchyshyn and D. Lemoyne provided an update to the Board on the current status of discussions with the unions regarding health insurance. J. Senchyshyn reviewed the progress to date; he said that while considerable time has passed, there is little to show for results. He reviewed the union proposal from the May 17 meeting and his response. At the May 25 meeting, the unions focused on Section 19 bargaining. J. Senchyshyn reviewed the differences between Chapter 32B, Section 19, and Chapter 150E, and Chapter 32B, Sections 21-23 bargaining. Discussion ensued on a Section 19 agreement from Natick which included a sunset clause. Labor Counsel opined that such a provision should be enforceable. J. Senchyshyn said he advised the unions that he only saw three options for discussion: staying within the WSHG until June 30, 2018, moving to MIIA, or moving to the GIC. He noted that the unions were not willing to engage in any discussion until their Section 19 proposal was addressed. The unions focused on Section 19 because there was discussion on changes to contribution rates.

J. Senchyshyn also requested direction on the Board's savings expectations for changing health insurance. A number of scenarios and outcomes were discussed. The Board believed a Town savings between \$700,000 to \$800,000 was a reasonable offer to make to the unions. He said he will meet with the unions again on June 8.

He noted that there would likely be two rounds of bargaining; one that covers the period from now until June 30, 2018, and the next phase which begins on July 1, 2018. The Board was supportive of proceeding with Section 19 bargaining, provided that a sunset clause was in place.

C. Karlson suggested considering a vote on Chapter 32B, Sections 21-23. J. Senchyshyn suggested waiting until the next meeting in order to gauge the tenor of the discussions with the unions, and said he would report back next week.

D. Lemoyne left at 6:48 p.m., and the Board was joined by R. Irving and P. Swanick.

J. Senchyshyn reported on negotiations last week with the police union regarding withdrawing from civil service. The town sought the cooperation of the police union in withdrawing. He said that in return for its support, the police union requested a 5% salary increase, longevity bonuses, and a guarantee that the next two promotions for a sergeant and a lieutenant be made from the existing civil service lists. J. Senchyshyn suggested countering with a proposal that grandfather the Quinn Bill for current officers, and offers a one-time stipend. R. Irving suggested offering the currently grandfathered officers a one-time stipend of \$2,500. Members discussed the limits of acceptable mitigation measures.

R. Irving and P. Swanick left at 7:05 p.m..

J. Senchyshyn reviewed R. Irving's request for a one-year contract extension beginning in September 2016. He explained the basis for the Chief's request. J. Senchyshyn noted the request would be on the June 13 Personnel Board agenda. Before taking the item to the Personnel Board, he wanted to confirm that the Board of Selectmen was supportive of the extension. L. Anderson moved, seconded by J. Nolan, to support the one-year contract extension for Chief Robert Irving beginning in September 2016. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

J. Senchyshyn reported that the Police union filed for arbitration on the [REDACTED] Step 3 grievance denial. A list of potential arbitrators was forwarded to Labor Counsel. Labor Counsel sent notification that the firm of Deutsch Williams entered the matter on the Town's behalf, and that all future correspondence be forwarded to them as Wayland's counsel.

The Board reviewed the executive session minutes of May 23, 2016. J. Nolan moved, seconded by M. Antes, to approve and release with redactions the executive session minutes of May 23, 2016. YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

M. Antes moved, seconded by L. Jurist, to exit the executive session at 7:15 p.m. Roll call vote: YEA: L. Anderson, M. Antes, L. Jurist, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

Items Distributed for Information and Use by the Board of Selectmen at the June 6, 2016, Executive Session Meetings

1. Memorandum of 6/6/16 from John Senchyshyn, Assistant Town Administrator/Human Resources Director, to Board of Selectmen, re: Health Insurance Discussions with the Unions
2. Draft Executive Session Minutes of May 23, 2016