



NAN BALMER
TOWN ADMINISTRATOR
TEL. (508) 358-7755
www.wayland.ma.us

TOWN OF WAYLAND

41 COCHITUATE ROAD
WAYLAND, MASSACHUSETTS 01778

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 December 19, 2016

Attendance: Lea T. Anderson, Mary M. Antes, Louis M. Jurist, Cherry C. Karlson, Joseph F. Nolan
Also Present: Town Administrator Nan Balmer, School Committee members (Ellen Grieco, Barbara Fletcher, Kim Reichelt, and Kathie Steinberg), Personnel Board members (Deborah Cohen, Jessica Green, Miranda Jones, Maryanne Peabody, and Philip Schneider), Finance Committee members (David Watkins, Carol Martin, Gordon Cliff, Nancy Funkhouser, Jen Gorke, Klaus Shigley and George Uveges), Superintendent of Schools Paul Stein, Assistant Superintendent of Schools Brad Crozier, Assistant Town Administrator/Human Resources Director John Senchyshyn, Finance Director Brian Keveny, and Labor Counsel Liz Valerio

Purpose: The session was called at 6:57 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 and in preparation for collective bargaining with Police, Fire, AFSCME 1, AFSCME 2, Library, Teamsters, WTA, WESA, Custodial and Food Service Unions representing town and school employees; and pursuant to Massachusetts General Laws Chapter 30A, Section 21 (a)(7), to review and consider for approval the potential release of the following executive session minutes: 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)(3), regarding a discussion of strategy with respect to health insurance negotiations with the Police, Fire, AFSCME 1, AFSCME 2, Library, Teamsters, Custodians, WTA, WESA, Food Service Unions and the School Custodians Union; and to discuss Civil Service with respect to the Police Union; and to discuss an arbitration filing with respect to the Police Union, and to discuss strategy with respect to a pending action regarding Bernstein, et al, v. Planning Board; and Boelter et al v. Wayland Board of Selectmen, and 150 Main Street LLC v. Zoning Board of Appeals, Nelson v. Conservation Commission (two cases), Moss et al v. Lingleys and Town, West Beit Olam Corporation v. Board of Assessors, and Brigham et al v. Greenaway; and pursuant to Massachusetts General Laws Chapter 30A, Section 21a(6), to discuss the exchange, lease or value of real estate in regard to the municipal parcel at the Town Center Project, 8 Glezen Lane, and 107 Old Sudbury Road: APPROVE FOR RELEASE: January 25, 2016, February 22, 2016, June 13, 2016, October 17, 2016, October 24, 2016, and November 15, 2016; and APPROVE FOR RELEASE WITH REDACTIONS: June 6, 2016, July 25, 2016, and September 26, 2016; and APPROVE AND HOLD: November 21, 2016, and December 5, 2016. The Chair declares that a public discussion of these matters may have a detrimental effect on the litigating, bargaining or negotiating position of the town.

The Board moved to the School Committee Room to join the other boards in executive session.

Discussion: [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

The Board remained in executive session and returned to the Selectmen's Meeting Room at 8:15 pm.

The Board reviewed the executive session minutes.

Executive Session

December 19, 2016

Personnel Board, School Committee, Board of Selectmen, Finance Committee
Strategy Discussion for CBA

1. Introductions
2. Outline meeting
3. Liz Valerio, Deutsch Williams, Town's labor counsel
 - a. Roles of the boards in developing financial strategy and bargaining language adjustments
 - b. Healthcare settlement
 - i. what role might that play in upcoming negotiations
 - ii. understanding what happens if we do not reach settlement
 - c. Update on other settlements – what the market is bearing
 - d. Questions for Liz
3. Timeline and Status update for collective bargaining negotiation: Town (John), Schools (Brad)
5. ATM Article on Non-union personnel increases a. Strategy on impact of non-union increases on on-going collective bargaining negotiation
6. January negotiations – what information is needed and when
 - a. Financial impact: Run scenarios based on market settlements
 - b. When do we need our first financial offer?
 - c. What are the considerations going into this?
7. Wrap-up