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TOWN OF WAYLAND

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BOARD OF SELECTMEN

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

Board of Selectmen Meeting Minutes Executive Session January 25, 2016

Attendance: Lea T. Anderson, Mary M. Antes, Cherry C. Karlson, Joseph F. Nolan

Also Present: Town Administrator Nan Balmer, Assistant Town Administrator/Human Resources Director John Senchyshyn, Police Chief Robert Irving, Fire Chief David Houghton and Executive Assistant MaryAnn DiNapoli

Purpose: The session was called at 6:01 p.m. in the Selectmen's Meeting Room, Wayland Town Building, by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 4-0) in open session as permitted by Massachusetts General Laws Chapter 30A, Section 21a(6), to discuss the exchange, lease or value of real estate in regard to 4 and 8 Sycamore Road, and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a)(3), to discuss strategy with respect to collective bargaining pertaining to the Police Union, formerly known as the New England Police Benevolent Association, Inc., Local 176 and the Fire Union, formerly known as Local 178 of the IAFF, AFL/CIO. The Chair declares that a public discussion of these matters may have a detrimental effect on the bargaining, litigating, or negotiating position of the Town.

Discussion: J. Senchyshyn presented the Memorandum of Agreement (MOA) with the New England Police Benevolent Association, Inc, Local 176, which he signed on December 21, 2015. He said the MOA includes a three-year COLA (cost of living allowance) of 4.5%, consistent with the other town three-year settlements. He said sick leave was capped at 125 days, vacation for new hires is capped at a maximum of 20 days, and shift differentials are increased by .5%. He also noted that the contractual updates from previous agreements regarding the DashCam negotiation are included. L. Anderson noted a typographical error that caps the vacation days to a maximum of 21 days instead of 20 days. J. Senchyshyn said he will make the correction. J. Nolan moved, seconded by M. Antes, to approve the Memorandum of Agreement between the Town of Wayland and the New England Police Benevolent Association, Inc., Local 176, dated 12/21/15 for a successor collective bargaining agreement for the period of 7/1/14 through 6/30/17, with a correction to the vacation cap to 20 days. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 4-0.

Police Chief Robert Irving appeared before the Board to review negotiations with the police union regarding the withdrawal from civil service. He said the town will have to pursue withdrawal from civil service without the support of the union, as negotiations over the past five years have been unsuccessful. He suggested making an offer to the union to keep the Quinn Bill in place for those officers from 2009 to the present, in exchange for their agreement to not oppose the article. J. Senchyshyn reviewed the costs, and the Board debated whether the cost is offset by no longer paying the cost of civil service. The Board tabled the conversation until the Town of Sudbury makes a decision on the issue.

J. Senchyshyn presented the two Memoranda of Agreement with the fire union; the first is a one-year contract to return to the regular cycle, and the second is the standard three-year agreement. He reviewed the highlights of the contracts, and said they are closely aligned to the police union contract.

M. Antes moved, seconded by L. Anderson, to approve the Memorandum of Agreement between the Town of Wayland and Local 178 of IAFF, AFL/CIO dated 1/11/16 for a successor collective bargaining agreement for the period of 7/1/13 through 6/30/14. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 4-0

M. Antes moved, seconded by L. Anderson, to approve the Memorandum of Agreement between the Town of Wayland and Local 178 of IAFF, AFL/CIO dated 1/11/16 for a successor collective bargaining agreement for the period of 7/1/14 through 6/30/17. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 4-0

N. Balmer said that town resident Michael and Karen Lowery have asked to buy town land at 4 and 8 Sycamore Road for septic purposes. She said the 2006 Annual Town Meeting authorized the town to sell the property, and asked if the Board would like to begin the process. She noted that a new appraisal must be done, at an approximate cost of \$1,000. M. Antes said the Board must declare the land surplus. She also asked that the Board of Health be consulted as to whether a larger septic system would help more homes. J. Nolan said the Building Commissioner should also be consulted.

M. Antes moved, seconded by J. Nolan, to exit executive session at 6:33 p.m. Roll call vote: YEA: L. Anderson, M. Antes, C. Karlson, J. Nolan. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 4-0.

Items Distributed for Information and Use by the Board of Selectmen at the January 25, 2016, Executive Session Meeting

1. Memorandum of 1/25/16 from John Senchyshyn, Assistant Town Administrator/Human Resources Director, to Board of Selectmen, re: Police Memorandum of Agreement
2. Memorandum of 1/25/16 from John Senchyshyn, Assistant Town Administrator/Human Resources Director, to Board of Selectmen, re: Fire Memorandum of Agreement
3. Memorandum from Nan Balmer, Town Administrator, to Board of Selectmen, re: Offer to Purchase Town Land on 4 and 8 Sycamore Road for \$20,714.20
4. Letter of 10/2/15 from Michael and Karen Lowery to Nan Balmer, Town Administrator, re: Offer to Purchase Town-Owned Land in Dudley Pond Area
5. Land Appraisal Reports on 4 Sycamore Road and 8 Sycamore Road