

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
November 13, 2017 7:05 pm

Members Present: D. Cohen (DC); M. Peabody (MP); M. Jones (MJ); J. Green (JG); P. Schneider (PS)

Also Present: J. Senchyshyn (JS);

Step 2 Fire Grievance Prior to having the Fire representatives join the executive session, JS reported that the Fire Union approached him regarding a potential settlement of the [REDACTED] grievance. The union was seeking \$20K in back pay for educational incentives. Labor Counsel advised that [REDACTED]

[REDACTED] JS informed the Board that the parties had agreed upon settling the grievance at \$10K, pending Board approval. JS also noted that the facts of the case were not clear cut and an arbitrated settlement could be risky.

The Board discussed the merits of the grievance and weighed the cost of settling versus a potential arbitration. The consensus was to accept the settlement offer. JS and MJ would draft an agreement.

MP moved to authorize JS to settle the [REDACTED] grievance regarding payment of an educational incentive in the amount of \$10,000. PS seconded the motion. Roll Call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Green – Aye, Schneider - Aye. Five members having voted in the affirmative, the motion passed.

JS briefly left the meeting to inform the Fire representatives of the decision. Upon his return he confirmed the union’s acceptance of the settlement. The grievance hearing was cancelled.

Police Chief Contract

The Board reviewed the most recent edits to the proposed Police Chief’s employment contract. The Board made several additional edits. Upon completing the edits, JS said he would send the draft contract to Town Counsel for her review.

DC moved to recommend the draft contract for the Police Chief for the period of 2017 through 2020 and to forward the draft contract to Town Counsel for review. MP seconded the motion. Roll Call vote: Schneider – Aye, Peabody – Aye, Cohen – Aye, Jones – Aye, Green – Aye. Five members having voted in the affirmative, the motion passed.

Review of Executive Session Minutes of 10/16/17

The Board reviewed the draft executive session minutes of 10/16/17 and made the following amendments:

... Roll Call vote: Schneider – Aye, Peabody – Aye, Jones – Aye, **Cohen – Aye, Green – Aye.** ...

MP moved to approve the executive session minutes of 10/16/17. JG seconded the motion. Roll Call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Green – Aye, Schneider – Aye. Five members having voted in the affirmative, the motion passed.

DC moved to end Executive Session and return to Open Session. JG seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Green – Aye, Schneider – Aye. Five members having voted in the affirmative, the motion passed.

The executive session ended at 7:45 pm.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

November 13, 2017

Document:

Fire Grievance - Education Incentive
Ex Session Minutes Draft 10/16/17

