

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
June 13, 2016 7:35 pm

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

Also Present: J. Senchyshyn (JS)

Fire Union Request to Bargain on Specialist Job Description

Fire Chief Houghton (DH) joined the meeting

JS provided a brief background. DH spoke to the Technical Support Specialist. Given the migration from wired fire boxes to wireless fire boxes, he believed certain specialist duties would be beneficial to the Department. He noted that he currently performed many of the functions, but saw a need for a member of the Department to be able to serve in this capacity. JS stated that he and DH had met with the IT Director who also supports the proposal and did not see a conflict between the departments. DH also noted that the amount of time required to accomplish the tasks is minimal. He recommended a stipend of \$2K rather than the creating a Specialist at a 3% base wage differential. DH referenced example of similar stipend arrangements in Sudbury and Concord.

DH then reviewed the EMC Coordinator. He also believed the duties needed were limited in scope. The Chief reviewed the Affiliation Agreement with the hospital and several requirements for training EMT-B and EMP-P levels. DH also recommended these duties be compensated via a stipend.

The Board agreed that DH and JS should meet with the Fire union on creating specialists as stipend positions as discussed.

DH left the meeting.

Civil Service Negotiations with the Police Union

JS shared the details of the 2 meetings he, Chief Irving and Lt. Swanick had with the Police union. He informed the Board of the union’s proposal for compensation and the Town’s counter offer. Indications are that the Police may make a counter proposal, but nothing is definite.

Health Insurance Negotiations

JS updated the Board on negotiations with the unions over an alternative to the GIC. To date the negotiations have proposed little results. The most recent exchange has been over Section 19 bargaining which the BOS approved this evening. However, the BOS also indicated that it would take a vote in mid-July to adopt Sections 21-23 should the Section 19 negotiations not prove to be fruitful. Members discussed the proposed sunset clause in the Section 19 negotiations.

Police Chief’s Employment Contract

JS informed the Board that the Police Chief Robert Irving was seeking a 1-year contract extension. The purpose for the 1-year period is for the Chief to hopefully complete the departure from Civil Service for the Police Department. JS provided a draft employment agreement with several modifications to accommodate the 1-year period. JS noted that the BOS had voted the previous week to support a 1-year extension for Chief Irving. Members reviewed the proposed changes, and agreed with the edits.

MJ moved to recommend the employment agreement for a 1-year extension for Chief Irving beginning September 20, 2016 and continuing through September 19, 2017. PS seconded the motion. Roll Call

vote: Cohen – Aye, Jones – Aye, Schneider – Aye, Peabody - Aye. Four members having voted in the affirmative the motion passed.

#### AFSCME 2 Negotiations – DPW Cameras

JS stated that he had sent a draft MOU to AFSCME 2 for the installation of DPW security cameras. He had a brief conversation with the AFSCME 2 rep regarding the MOU. There did not appear to be any significant issues with the draft.

#### Position Elimination – Sr. Clerk

JS reported he spoke with the AFSCME 2 rep on the status of the proposed [REDACTED]. He raised with the rep a potential MOU which would delay the position elimination due to the [REDACTED], move forward with replacing the position with a PT Department Assistant, but specify that the Town will move forward with the position elimination if the [REDACTED] is not executed. There was no disagreement from the union with this approach.

#### Police Grievance/Arbitration

JS notified the Board that the American Arbitration Association (AAA) had forwarded a list of potential arbitrators to the BOS Chair for the pending arbitration. The document was forwarded to Labor Counsel. Counsel provided notice to AAA and the Police counsel that Deutsch Williams was intervening on the Town's behalf. Members discussed the merits of the filing.

#### Executive Session Minutes of 05/23/16

MJ moved to approve the Executive Session minutes of 4/26/16. PS seconded the motion. Roll Call vote: Cohen – Aye, Jones – Aye, Schneider – Aye. Three members having voted in the affirmative the motion passed. MP abstained as she did not attend the meeting.

MJ moved to end Executive Session and return to Open Session. PS seconded the motion. Roll call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye. Four members having voted in the affirmative, the motion passed. The executive session ended at 8:35 pm.

---

John Senchyshyn  
ATA/HRD

### **Documents From Personnel Board Meeting**

#### **Executive Session**

**June 13, 2016**

#### Document:

Draft Executive Session Minutes - 5/23/16  
Draft Employment Contract Extension - Police Chief  
Health Insurance Bargaining Update  
Fire Specialist Documents