

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Executive Session Minutes  
April 26, 2016 7:25 pm

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

Also Present: J. Senchyshyn (JS)

Fire Union Request to Bargain

JS reviewed the Fire Unions email and memo to Chief Houghton. JS related the background to the proposed job description as it had been withdrawn by the Town during contract negotiations. Board members were not inclined to reopen any portions of the contract given the recent settlement. JS said he and Chief Houghton were willing to listen to the union, but would only engage them if the conversation included all specialist positions. The Board authorized JS and the Chief to speak with the union but was not formally agreeing to reopening any portions of the contract at this time.

Teamster Negotiations – DPW Cameras

JS reviewed his status to date with regards to negotiations over the installation of DPW security cameras. He discussed with the Board the last 2 draft versions of the MOA. Members expressed concern over any limitations to discipline resulting from violations caught on camera. A number of potential disciplinary scenarios were discussed. Of prime concern were safety violations which may be recorded. Failure to act could be a liability to the Town. Members noted that the Police Chief had no disciplinary limitations for DashCam videos. JS said he would further discuss with the Teamsters.

Position Elimination – Sr. Clerk

JS reported the PT Sr. Clerk incumbent is supposedly [REDACTED]. He told the AFSCME 2 union that he would hold on any actions until more information was available on the [REDACTED].

Executive Session Minutes for Potential Release

The Board continued its review of executive session minutes for potential release. The Board reviewed and discussed 19 sets of minutes.

MP moved to release the Executive Session minutes of 2/23/15. DC seconded the motion. Roll call vote: Green – Aye, Peabody – Aye, Jones – Aye, Cohen – Aye, Schneider – Aye. Five members having voted in the affirmative, the motion passed.

MJ moved to release as redacted the Executive Session minutes of 10/19/15, 9/28/15, 8/3/15, 6/22/15, 3/2/15, 9/15/14, 6/2/14, 5/5/14, 2/24/14, 2/10/14, 1/15/14, 8/5/13, 2/11/13, 10/15/12, 9/10/12, 8/13/12, 7/13/12, 1/23/12. PS seconded the motion. Roll call vote: Green – Aye, Peabody – Aye, Jones – Aye, Cohen – Aye, Schneider – Aye. Five members having voted in the affirmative, the motion passed.

DC moved to end Executive Session and return to Open Session. MJ seconded the motion. Roll call vote: Green – Aye, Peabody – Aye, Jones – Aye, Cohen – Aye, Schneider – Aye. Five members having voted in the affirmative, the motion passed. The executive session ended at 8:40 pm.

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John Senchyshyn  
ATA/HRD

## **Documents From Personnel Board Meeting**

### **Executive Session**

**April 26, 2016**

Document:

Standards of Conduct Policy

Draft Security Camera MOA (2)

Fire Union Email and Request to Bargain

Executive Session Minutes Reviewed for Release:

10/19/15	06/02/14	02/11/13
09/28/15	05/05/14	10/15/12
08/03/15	02/24/15	09/10/12
06/22/15	02/10/14	08/13/12
03/02/15	01/15/14	07/13/12
02/23/15	08/05/13	01/23/12
09/15/14		