

Personnel Board Meeting
Wayland Town Building – Selectmen’s Office
Executive Session Minutes
October 16, 2017 9:40 pm

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

Also Present: J. Senchyshyn (JS);

Police MOA

Following the establishment of the first non-civil service list, the Police Union filed a grievance. The Civil Service MOA establishes parameters for promotional supervisory testing questions for both Lieutenants and Sergeants at 50% of the total test questions. The Police claimed that more than 50% of the questions were supervisory. The parties negotiated to preserve the results of the promotional test, resolve the grievance and amend the language to provide for a 50%-55% window for supervisory questions on future tests. The attached MOA accomplishes those goals. JS requested the Board’s approval for the MOA.

MP moved to approve the Memorandum with the Police union settling the grievance dated 7/11/17. 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.

Step 2 Fire Grievance

JS provided the Board with background information regarding the Fire grievance concerning educational incentive payments for [REDACTED] in accordance with the terms of the collective bargaining agreement. Recently the Fire Chief introduced a new software program for FFs to review their pay and benefits. Reportedly the new program made [REDACTED] aware that he had not been receiving his educational pay and the grievance was forthcoming. With respect to the grievance language, the contract states:

Any employee who feels he has a grievance may take the matter up with the Fire Chief in writing within thirty (30) days after the employee knew or should have known of the occurrence of the action or condition being grieved.

The grievance will come before the Board at the 10/30/17 meeting.

Police Chief Contract

JS reported that he had worked on a draft contract with MJ. Several details needed to be finalized. The Board reviewed the language and agreed upon additional and clarifying language. JS would make the edits and forward to MJ for a final review.

Review of Executive Session Minutes of 9/11/17

The Board reviewed the draft executive session minutes of 9/11/17.

PS moved to approve the executive session minutes of 9/11/17. 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.

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 10:35 pm.

John Senchyshyn
ATA/HRD

Documents From Personnel Board Meeting

Executive Session

October 16, 2017

Document:

Fire Grievance - Education Incentive
Police MOA - Grievance Promotions

[REDACTED]

Ex Session Minutes 9/11/17