

Personnel Board Meeting  
Wayland Town Building – Selectmen’s Office  
Draft Executive Session Minutes  
December 18, 2017 7:05 pm

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

Also Present: J. Senchyshyn (JS);

Step 2 Police Grievance

JS reviewed the Step 2 grievance regarding the termination of employment of [REDACTED]. Prior to the termination the Town engaged a Hearings Officer to review the facts. Following the hearing, the Hearings Officer recommended termination, which was executed by the Town Administrator. As a tenured Civil Service appointee, [REDACTED] had [REDACTED] option under the collective bargaining agreement of pursuing a Civil Service appeal or following an arbitration path. [REDACTED] opted for the latter. The Step 1 grievance was denied and it now moves to Step 2 for a hearing before the Personnel Board. A hearing was scheduled for this evening’s meeting, but [REDACTED] was not available to attend. The hearing will likely be scheduled for the January meeting.

Fire Negotiations

JS reported that an agreement was reached with the Fire union on a successor contract. An MOA has been signed. JS reviewed his discussions with the BOS in crafting an economic proposal. The economic proposal was built around the agreed upon parameters with the BOS and presented to the union. JS reviewed the specifics of the economic package. The Board reviewed the MOA and asked questions regarding several provisions. JS presented a timeline for potential completion of the contract, pending union ratification.

DC moved to recommend the MOA with the Fire union for a successor collective bargaining agreement for the period of July 1, 2017 through June 30, 2020. PS seconded the motion. Roll Call vote: Schneider – Aye, Peabody – Aye, Cohen – Aye, Jones – Aye. Four members having voted in the affirmative, the motion passed.

Review of Executive Session Minutes of 11/13/17

The Board reviewed the draft executive session minutes of 11/13/17.

PS moved to approve the executive session minutes of 11/13/17. DC seconded the motion. Roll Call vote: Peabody – Aye, Cohen – Aye, Jones – Aye, Schneider – Aye. Four members having voted in the affirmative, the motion passed.

DC 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 7:30 pm.

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John Senchyshyn  
ATA/HRD

**Documents From Personnel Board Meeting**

**Executive Session**

**December 18, 2017**

Document:

Ex Session Minutes Draft 11/13/17

Draft Firefighter MOA 2017-2020

Draft Firefighter MOA - Revised 2017-2020

CBA Comparisons - Firefighter Collaborative Template