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TOWN OF WAYLAND

41 COCHITUATE ROAD
WAYLAND, MASSACHUSETTS 01778

BOARD OF SELECTMEN
THOMAS J. FAY
ADAM G. GUTBEZAHL
CHERRY C. KARLSON
CAROL B. MARTIN
DAVID V. WATKINS

BOARD OF SELECTMEN

Meeting Minutes
Executive Session

March 14, 2022

7:00 p.m.

ZOOM

41 Cochituate Road, Wayland, MA

Released with
Redactions

Attendance: Tom Fay, Cherry Karlson, Dave Watkins, Carol Martin, Adam Gutbezah

Absent: none.

Also Present: Stephen Crane, Acting Town Administrator; John Bugbee, Assistant Town Administrator

Purpose: At 7:05 p.m. T. Fay called the session to order by unanimous roll call vote of the Board (YEA: D. Watkins, C. Martin, A. Gutbezah, C. Karlson, T. Fay. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0-0.) in open session pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a)(3) to discuss strategy with respect to collective bargaining with all bargaining units pursuant to the Public Employee Committee (PEC) agreement; pursuant to Massachusetts General Laws, Chapter 30A, Section 21(a) (3) to discuss strategy with respect to litigation related to Trustees of the Residences of Oxbow v. Town of Wayland; pursuant to Massachusetts General Laws, Chapter 30A, Section 21(a) (3) to discuss strategy with respect to collective bargaining with:

- International Association of Firefighters, AFL-CIO Local 178
- Local 690 Wayland-1 American Federation of State, County and Municipal Employees (AFSCME 690 Wayland -1)
- Local 690 Wayland – 2 American Federation of State, County, and Municipal Employees (AFSCME 690 – 2); and

pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a)(2), (3), and (6) to review and approve the executive session minutes of February 28, 2022 with the intent to hold said minutes.

All members and attendees participated remotely and confirmed they could discuss confidential matters in private.

PEC: S. Crane and J. Bugbee reported that a couple of negotiating sessions had been held. The Town has presented the FY23 rates, looked ahead to Fallon's exit, and is developing a proposal based on feedback and guidance from the consultant. Discussion has been about managing rates going forward. The union has raised the issue of bargaining the Health Insurance Incentive Waiver (HIIW); the Town stated that it is a Board of Selectmen policy and is not subject to collective bargaining.

J. Bugbee

. C. Karlson noted that the topic has not been bargained in the past and that past policy adjustments have occurred based on a Board vote. S. Crane noted that Donna Lemoyne, Benefits Manager, has been key to the negotiations. J. Bugbee read parts of the HIIW language. S. Crane

reported to the union this was a policy program to incentivize a mutually beneficial approach to health insurance costs.

C. Martin [REDACTED] S. Crane said that was not on the table. C. Karlson noted that at a prior meeting before negotiations started and before the consultant was involved, [REDACTED]
[REDACTED]

C. Martin noted the Odyssey report on OPEB in the February 16 packet (page 71) and asked what was being done with the recommendation regarding 19 retirees who are not Medicare eligible which may save \$4 million. S. Crane explained that this issue had not come up and was not related to PEC negotiations. It can be followed up outside of the PEC process. T. Fay requested that C. Martin forward the relevant information to staff.

AFSCME 1 and 2: S. Crane reviewed that while the two sides are very close in principle, both are running numbers before finalizing a verbal agreement. He has negotiated based on prior talks and goals [REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] The union wants it to be retroactive. Finance Director Brian Keveny and S. Crane met with PEC to explain FY22 and FY23 budget pressures. S. Crane explained that the union is looking for a 10% market adjustment in the successor agreement for FYs 24, 25 and 26. He estimates that this may cost \$650,000 over the three years based on B. Keveny's analysis. [REDACTED]
[REDACTED]

AFSCME is meeting tomorrow and next Monday. The draft compensation study was received last week, reviewed for accuracy of Town data and is anticipated in final form this week. C. Martin said this was too expensive for the Town. A. Gutbezahl asked that the Board recognize that Wayland needs a competitive wage to attract and retain talent and reminded the Board that it has previously been informed that wages are significantly below market. S. Crane noted that Teamsters have already had a compensation study and started adjustments and that Fire is in arbitration over wages. T. Fay confirmed that in going to arbitration, the Town does not control the risk. C. Karlson agreed with A. Gutbezahl's statements. S. Crane opined that Wayland's issues of turnover and lack of ability to attract talent are tied to low wages. The Town hires and trains employees that then leave for higher paying communities, thereby losing talent. AFSCME is being pragmatic in understanding the FY23 budget is formed and is asking for a commitment for change in the successor agreement.

D. Watkins asked if the catch up could be done over more than 3 years and if the market changes could be targeted by job. S. Crane explained that all AFSCME wages come off the same salary chart rather than based on the job. He stated that he needed to understand the Board's position on moving forward with negotiations. C. Martin stated she needed to see the compensation study. After discussion, C. Karlson moved, seconded by A. Gutbezahl, to support the Acting Town Administrator moving forward on a path to complete negotiations and to state the Board's support of entertaining salary movement in the successor agreement. [REDACTED]
[REDACTED]

[REDACTED] Roll call vote of the Board: YEA: A. Gutbezahl, D. Watkins, C. Karlson, T. Fay. NAY: none. ABSENT: none. ABSTAIN: C. Martin. Adopted 4-0-1.

C. Karlson clarified the timeline to include the potential AFSCME settlement in the Warrant. S. Crane reported that a session will be held on March 21.

Fire: [REDACTED]
[REDACTED]

Oxbow: [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
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[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Minutes: The Board reviewed the draft executive session minutes of February 28, 2022. C. Martin moved, seconded by D. Watkins, to approve and hold the executive session minutes of February 28, 2022. Roll call vote of the Board: YEA: D. Watkins, C. Karlson, C. Martin, T. Fay. NAY: none. ABSENT: none. ABSTAIN: Gutbezah. Adopted 4-0-1.

Exit Executive Session: At 8:29 p.m., C. Karlson moved, seconded by D. Watkins, to exit Executive Session. Roll call vote of the Board: YEA: D. Watkins, A. Gutbezah, C. Karlson, C. Martin, T. Fay. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

Documents provided:

1. Draft executive session minutes of February 28, 2022.