



# TOWN OF WAYLAND

41 COCHITUATE ROAD  
WAYLAND, MASSACHUSETTS 01778

BOARD OF SELECTMEN

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DOUGLAS A. LEVINE

[www.wayland.ma.us](http://www.wayland.ma.us)

**Board of Selectmen  
Meeting Minutes  
Executive Session  
July 31, 2019  
8:15am**

**Wayland Town Building, Selectmen's Meeting Room  
41 Cochituate Road, Wayland**

**Attendance:** Lea Anderson, Mary Antes, Tom Fay, Cherry Karlson, Doug Levine

**Absent:** None

**Also Present:** Louise Miller, Town Administrator; Steve Dunne, legal intern; Jeanne Downs, School Committee chair.

**Purpose:** At 8:19 a.m., C. Karlson called the session to order in the Selectmen's Meeting Room, Wayland Town Building by unanimous roll call vote of the Board (YEA: L. Anderson, M. Antes, T. Fay, C. Karlson. ABSENT: D. Levine. ABSTAIN: None. Adopted 4-0.) in open session as permitted by Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) to discuss strategy with respect to collective bargaining with the Wayland Teachers Association, Wayland Educational Secretaries Association, Wayland Food Service Association, Custodians & Maintenance Local 116 regarding health insurance payroll deduction, and pursuant to Massachusetts General laws, Chapter 30A, Section 21 (a) (3) to discuss strategy with respect to collective bargaining with the New England Police Benevolent Association (NEPBA)/Wayland Police Officers Union (WPOU) Local 176, and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a) (6) to consider the purchase, exchange, taking, lease or value of real estate in regard to the Rivers Edge Project at 484-490 Boston Post Road, and pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) to discuss strategy with respect to litigation Ordway v. Town of Wayland pending with the Massachusetts Commission Against Discrimination, and pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (6) to discuss the purchase, exchange, lease or value of real estate with respect to the Town's agreement with Twenty Wayland, LLC, relative to property and development located off 400-440 Boston Post Road, and pursuant to Massachusetts General Laws Chapter 30A, Section 21(a) (6) to consider the purchase, exchange, taking, lease or value of real estate in regard to 61B Rod and Gun Club Property change in use of approximately 20,000 square feet at 4 Meadow View Road, Wayland, MA, and pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) to discuss strategy with respect to litigation related to Kenneth Nelson v. Town of Wayland, et al., and pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) and (6) to review and approve the executive session minutes of June 26 and July 15, 2019 with a vote to approve and hold the Executive Session minutes of June 26 and July 15, 2019, and pursuant to Massachusetts General Laws, Chapter 30A, Section 21 (a) (3) review and consider for potential release the following executive session minutes: October 29, 2018; December 17, 2018; January 7, 2019; February 4, 2019; March 25, 2019; April 8, 2019, May 6, 2019; and May 13, 2019. Vote to approve and potentially release with redactions the executive sessions minutes of October 29, 2018; December 17, 2018; January 7, 2019; February 4, 2019; March 25, 2019; April 8, 2019, May 6, 2019; and May 13, 2019.

**Ordway v. Town of Wayland:** The grievance hearing with the Personnel Board is being rescheduled from July 30 to a date in August due to Personnel Board quorum, grievant and union availability. [REDACTED]

[REDACTED]  
[REDACTED] The MCAD hearing is in the discovery phase and the Town has supplied documentation. [REDACTED]  
[REDACTED] L. Miller hopes that the issue can be mediated. A conciliator/workplace mediator may be appropriate in this situation. L. Miller reported that HR Director Kathleen Buckley is also involved.

D. Levine joined the meeting at 8:27am.

**Police Union Collective Bargaining:** The union reached out to open collective bargaining negotiations on the contract expiring June 30, 2020. L. Miller met with the Police Chief to identify potential negotiation issues, e.g. simplifying contract terms for stipends, compensatory time and the number of administrative days. L. Miller requested assistance from Personnel Board member Phil Schneider. T. Fay questioned [REDACTED]  
[REDACTED] M. Antes asked [REDACTED] C. Karlson reminded all to work with the School Dept. and Personnel Board to determine [REDACTED] to also work with the Finance Committee [REDACTED]

L. Anderson moved, seconded by M. Antes, to authorize the Town Administrator to begin negotiations with the Police union and to request the assistance of Personnel Board member Phil Schneider. Roll call vote of the Board. YEA: L. Anderson, M. Antes, T. Fay, C. Karlson, D. Levine. NAY: none. ABSENT: none. ABSTAIN: none. Adopted 5-0.

**School unions' health insurance payroll deductions:** [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]

- I [REDACTED]  
[REDACTED]
- I [REDACTED]  
[REDACTED]
- I [REDACTED]
- I [REDACTED]

[REDACTED]  
I [REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



negotiating strategy to put additional pressure on Twenty Wayland. T. Fay said he would meet with the management company, National Development, to explore options.

**Wayland Rod and Gun Club, 61B Right of Refusal:** There was no discussion on this topic.

**Nelson v. Town of Wayland:** [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

L. Anderson left the meeting at 9:55am.

**Executive Session Minutes on the topic of PEC (Public Employee Committee):** The Board reviewed eight sets of executive session minutes related to PEC negotiations for potential release. M. Antes moved, seconded by T. Fay, to approve and release with redactions the executive session minutes of October 29, 2018; December 17, 2018; January 7, 2019; February 4, 2019; March 25, 2019; April 8, 2019, May 6, 2019; and May 13, 2019. Roll call vote of the Board. YEA: M. Antes, T. Fay, C. Karlson, D. Levine. NAY: none. ABSENT: L. Anderson. ABSTAIN: none. Adopted 4-0.

**Executive Session Minutes:** The Board reviewed the draft executive session minutes of June 26, 2019 and July 15, 2019. T. Fay moved, seconded by M. Antes, to approve as amended and hold the executive session minutes of June 26 and July 15, 2019. Roll call vote of the Board. YEA: M. Antes, T. Fay, C. Karlson, D. Levine. NAY: none. ABSENT: L. Anderson. ABSTAIN: none. Adopted 4-0.

**Exit Executive Session:** At 10:00am, D. Levine moved, seconded by M. Antes, to exit Executive Session. Roll call vote of the Board. YEA: M. Antes, T. Fay, C. Karlson, D. Levine. NAY: none. ABSENT: L. Anderson. ABSTAIN: none. Adopted 4-0.

**Documents provided:**

1. Draft executive session minutes of June 26, 2019 and July 15, 2019
2. Executive session minutes of October 29, 2018; December 17, 2018; January 7, 2019; February 4, 2019; March 25, 2019; April 8, 2019, May 6, 2019; and May 13, 2019, with redactions.