

# **TOWN OF FOXBOROUGH**

## **Board of Selectmen – Executive Session**

**July 13, 2010**

Executive Session for the purpose of discussing Collective Bargaining and to exit from Executive Session for the sole purpose of adjournment..

Those Present: Lynda Walsh, Chairman                      Andy Gala, Town Manager  
Larry Harrington, Vice Chairman              Fire Chief Roger Hatfield  
Jim DeVellis, Clerk  
Lorraine Brue  
Paul Mortenson

Andy Gala explained that this session was to discuss the issue of the educational stipend in the employment contract with Chief Hatfield. He pointed out that at the time of signing the contract \$8,000 was the amount budgeted. A discussion was also held regarding increases over several years. The Quinn Bill provides a mechanism to determine educational stipends for the Police Dept. including the Police Chief. It has never been used as a basis for an educational stipend for the Fire Chief.

Chief Hatfield expressed his concern regarding the length of his contract. He said he wants to be sure the contract is for five years. He also is looking “for parity” with the Chief of Police. He explained that he was willing to accept the \$8,000 that was offered when he signed the contract with the idea of revisiting that in the second year. He said he would not take a job for less than five years and that he has made his commitment to Foxborough. When he signed the contract he felt he had a very clear understanding of a five year contract. Chief Hatfield is concerned about the terms of the contract pertaining to automatic extension for a two-year term after only three years of the contract. This is of particular concern because Andy Gala is retiring and a new Town Manager would be in a position not to honor the two year automatic extension. There are two issues for clarification:

- 1) A five-year contract or a three-year contract with automatic extension of two years.
- 2) Being on a “parity” with Police Chief – Closing the \$22,000 gap between Fire & Police Chiefs’ compensation.

A general discussion ensued. Andy Gala said he intended it to be a five-year contract. The Board discussed the possibility of removing from the contract the language pertaining to automatic extension after three years and to revisit the educational stipend at the end of three years (2012). Chief Hatfield agreed to that. Chief Hatfield further explained his position regarding the educational stipend and the \$22,000 gap between compensation for the Police Chief and himself. It was pointed out that in comparison to surrounding towns of similar size and population Foxborough pays higher than most. The Chief again stated that he is looking only for “parity” with the Police Chief and what is fair in his opinion. He asked why both Chiefs could not be on the same scale for salary. When it comes to compensation for details at the Stadium in comparison to the educational incentive there is “a huge spike” and he feels everybody should be treated equally. It was pointed out that Chief Hatfield has proposed what he wants for educational incentive compensation to close the “gap”. It was made clear that the Board would not agree to this proposal.

- 1) The Board agreed to strike Section 2 Terms of Contract, Clause B from the Contract, ensuring a five-year contract.
- 2) The Board would be willing to look at the educational incentive at the end of three years.

A discussion was held regarding an interim Town Manager. Lynda Walsh read a contract submitted by Andy Gala. Starting August 2, 2010 Andy would be willing to work Tuesday, Wednesday and Thursday of each week until a permanent Town Manager is hired. He would not work nights or

attend nightly committee meetings. The pay would be \$100 per hour for 20 to 25 hours per week. A brief discussion was held.

Motion by Paul Mortenson to approve the Interim Town Manager contract as submitted by Andy Gala, starting August 2, 2010. Seconded by Lorraine Brue.

Larry Harrington pointed out the need for someone to act as Interim Town Manager on Monday and Friday until a new Town Manager is hired. The Board agreed to ask Bob Cutler, Town Clerk to assume the responsibility of acting Interim Town Manager on Mondays and Fridays until the position of Town Manager is filled.

<b>Vote: 5-0-0</b>	Lynda Walsh, Chairman	Yes
	Larry Harrington, Vice Chairman	Yes
	Jim DeVellis, Clerk	Yes
	Lorraine Brue	Yes
	Paul Mortenson	Yes

Motion by Larry Harrington to exit Executive Session for the sole purpose of adjournment. Seconded by Paul Mortenson..

<b>Vote: 5-0-0</b>	Lynda Walsh, Chairman	Yes
	Larry Harrington, Vice Chairman	Yes
	Jim DeVellis, Clerk	Yes
	Lorraine Brue	Yes
	Paul Mortenson	Yes

Meeting adjourned at 10:15 p.m.