

TOWN OF FOXBOROUGH
Board of Selectmen – Executive Session
September 14, 2010

Members Present: Lynda Walsh, Chairman
Larry Harrington, Vice Chairman
James J. DeVellis, Clerk
Lorraine Brue
Paul Mortenson

Others Present: Kevin Paicos, 21 Christopher Drive, South Easton, MA

Larry Harrington noted that the contract is fairly similar to contracts with Town Managers of other communities in the area; fairly “boiler plate”. Discussions have been held regarding base pay, deferred compensation, disability insurance or life insurance and car allowances which are all pretty much consistent. Kevin has chosen to keep life insurance in place of disability insurance. Kevin is eligible for \$144,000 salary. This is comparable with the salaries of Town Managers in the surrounding communities. The car allowance ranges from \$250 to \$300. One unique thing here is the two weeks per year of National Guard duty. Jim DeVellis pointed out that Kevin seems confident that he is not going to deploy.

Lorraine Brue pointed out that the contract should be consistent throughout regarding the use of the terms “gross misconduct” and “just cause”. She recommended the use of “just cause” throughout. She also mentioned the base salary line item in the budget, pointing out that care had to be taken not to exceed the appropriation on the line item in the 2011 budget. This may have to be considered by the Advisory Committee for an adjustment. Referring to health insurance premium payments; all employees have a 70/30 split. She asked if any consideration had been made to “nudge” that down a bit so that it would be less cost to the Town. It was suggested that the life insurance should be capped at \$2,000 per year.

Larry Harrington asked to vote tonight in open session to offer the job to Kevin Paicos with a 5-0-0 vote. He noted that there are some small changes that need to be made in the contract and he asked that Jim DeVellis work through those. Other items of discussion included questions about retirement from the service and professional development benefit. Jim DeVellis listed the areas that need to be worked out –

- A clearer definition of “just cause”
- Year to year evaluations made public.
- Life insurance – a cap on cost, 70/30 split.
- Annual military leave – vacation time.
- Professional Development.

Motion by Larry Harrington to exit Executive Session to return to the Open Session.
Seconded by Lorraine Brue.

A brief discussion was held. Larry Harrington felt it is important to get a unanimous vote and any reservations moving forward just try to work things out. Lorraine Brue said Kevin Paicos would make a fine Town Manager but she has reservations relating to the background check. It is her personal opinion. She has concerns about the conditions of the resume; it is

important for executives have a spotless record. Lorraine expressed concern about the driving record.

Kevin Paicos said he could have had the tickets fixed but he did not to do that because that is not who he is. He said he has made good decisions and some bad decisions. He just wants the public to see who he is.

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