

**TOWN OF FOXBOROUGH
SELECTMEN'S MEETING
Executive Meeting Minutes
6:30 p.m.
10/31/17, 2017**

Selectmen's Meeting Agenda (Tuesday, 10/31/17)

1. 6:30pm Executive Session

M. Elfman moved to enter into Executive Session to conduct strategy sessions in preparation for negotiations with union personnel or to conduct collective bargaining sessions or contract negotiations with union personnel

The motion carried 5-0-0. Roll Call: Mark Elfman- yes, Christopher Mitchell – yes David Feldman – yes, Virginia Coppola – yes, J. DeVellis - yes

Foxborough Professional Firefighters Association, Local 2252

M. Bernard went over the details of the pay plan. The Board members looked at the materials. B. Keegan said that putting them on the pay plan is something we all agree upon. M. Bernard said it is her duty to bring this to the Board so she can understand if they have pushbacks or comments. If possible the Board can meet Wednesday in the morning before AdCom to vote to approve it so the Board has more time to digest this. J. DeVellis confirmed if this is a 2% percent and it puts everyone on a new pay plan for 2018. D. Feldman said there's a lot of positives in the pay plan and he's okay with it. He said the Town is in a much better place now. J. DeVellis briefly went over the history of this contract. He said he feels people in this union are well paid and feel they are well paid. He said he's against it. B. Keegan said it should be 11-steps. R. Scollins passed out the new pay plan. R. Scollins discussed his understanding of it and how it accomplishes the best the Town can possibly do with this group. Counsel Jack Dolan described the negotiations about the pay plan and what they would do going forward. J. Dolan noted that if the Board comes back with two changes, it might be harder to sell. He said the Union said they will not agree to a lump sum payment. The Board discussed the possibility of going to arbitration. B. Keegan and M. Bernard said the morale is a lot better with the union since negotiations have started. J. DeVellis said he needs more time and wants to read it and talk to R. Scollins and reconvene on Monday morning. C. Mitchell said he's bothered that a negotiation was done off the record and brought to them. J. DeVellis asked R. Scollins if he has an opinion on this. R. Scollins expressed his opinion and said he fully supports the 11-step plan because it's the closest the town is going to get. J. Dolan said the 11-step has the potential to being successful.

M. Elfman motioned to close the executive session. **The motion carried 5-0-0. Roll Call: Mark Elfman- yes, Christopher Mitchell – yes David Feldman – yes, Virginia Coppola – yes Jim DeVellis-yes.**