

TOWN OF FOXBOROUGH  
BOARD OF SELECTMEN'S MEETING  
Andrew Gala Meeting Room  
Foxborough Town Hall  
40 South Street, Foxborough, MA 02035

EXECUTIVE SESSION MINUTES  
April 3, 2018

Members Present: David S. Feldman, Chairman  
Christopher P. Mitchell, Vice Chairman  
Mark Elfman, Clerk  
Virginia M. Coppola  
James J. DeVellis

Others Present: William Keegan, Jr., Town Manager  
Mary Beth Bernard, Assistant Town Manager  
Amanda Smith, Community Information Specialist

**Motion to go into executive session To Conduct Strategy Sessions in Preparation for Negotiations for Contract Renewal with Non Union Personnel - Finance Director Randy Scollins; To Conduct Strategy Sessions in Preparation for Negotiations for Contract Renewal with Union AFSCME – DPW; and To Conduct Strategy Sessions Relative to Pending Litigation and will not be returning to regular session made by M. Elfman, motion made second by C. Mitchell.**

No further discussion

Final Result: Motion carries 5-0-0

Roll Call – V. Coppola – Yes; J. DeVellis – Yes; D. Feldman – Yes; C. Mitchell – Yes; M. Elfman - Yes

**To Conduct Strategy Sessions in Preparation for Negotiations for Contract Renewal with Non Union Personnel - Finance Director Randy Scollins**

D. Feldman stated there was no feedback regarding his contract. There still needs to be a discussion about what has happened in the past and he thought it best to officially notice Randy to get it all out and address it once and for all. He said he would leave it to the Board, but he thinks this is best. C. Mitchell added that is the only way to resolve anything. D. Feldman asked that Randy be noticed and to plan on having him come to the next Board meeting. B. Keegan acknowledged the request. He asked the Board if it was their intent to act on his contract after that. D. Feldman responded yes. C. Mitchell said it always seems like Randy's name comes up with perceived issues. D. Feldman added that is a discussion for another day and to plan on noticing Randy for the next meeting.

**To Conduct Strategy Sessions in Preparation for Negotiations for Contract Renewal with Union AFSCME – DPW**

Town Council, Jack Dolan, briefly explained the approach to drafting the MOA and said that a small document with many attachments seemed the least cumbersome approach. M. Bernard told the Board to review the document at their leisure and she planned to give this to the Board tonight to given them an idea of where the Town is with the AFSCME contract. This included 3 years, FY19 to FY21. The next step is to clarify handling workers compensation the way the State wants it done across the board; only used once in 3.5 years. The Town started incorporating sick banks into contracts because a lot of employees asked for it; set up a mechanism for employees to donate their time to another employee who may need it. There is no short-term disability plan in Town. They created template language for court leave, bereavement leave, etc. Changed the grievance process for this group to line up with a lot of others so there is no question how to proceed. Finance asked to assist

them in getting the remaining employees to enroll in direct deposit. The Town added a new light-duty provision for the DPW. MIAA encouraged M. Bernard at the start of her employment with the Town that if the Town could get light duty into contracts they would give 2% off insurance. There were many people involved to get to this point and Jack came in to advise on final steps and write up the MOA. B. Keegan said there is a significant shortage of mechanics across the state. M. Bernard said everyone agreed you need a good mechanic. The Town is giving two supervisors a stipend for cell phone as it is a requirement for their job and they added an asbestos stipend for certification. There are now two mechanics that are eligible for a welding stipend. Standby pay for seasonal rotation increased by \$25. Weekend duty for Water Dept. employees now get an 18-hour payment for their duty; different than with DPW structure for weekend duty. Additional \$50 was added in for work attire reimbursement as required by OSHA for gear. The employee can purchase up to \$575 and includes things like shoelaces, but it all must be documented for Town to pay back. First view of this tonight and hoping to vote in open session on April 17th to then go to Advisory Committee.

D. Feldman asked to clarify that an employee is eligible for 2% COLA plus a step based on performance IF he/she is not already at top of pay plan. M. Bernard confirmed yes and this second contract now includes evaluations. D. Feldman asked if there were issues from the first contract. M. Bernard responded there were a number of people on performance plans and served as a good measure to see what is going on. Allows for supervisors to give notice to an employee if he/she is not likely to pass the evaluation and provide time to improve. C. Mitchell asked where if all town policies could be uploaded to Boarddocs and A. Smith said she is working on that and will update the Board when all are available.

**14.03 To Conduct Strategy Sessions Relative to Pending Litigation**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



[REDACTED]

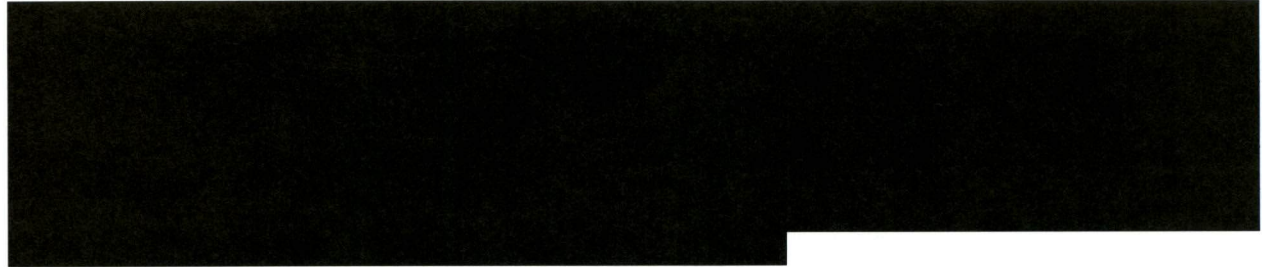
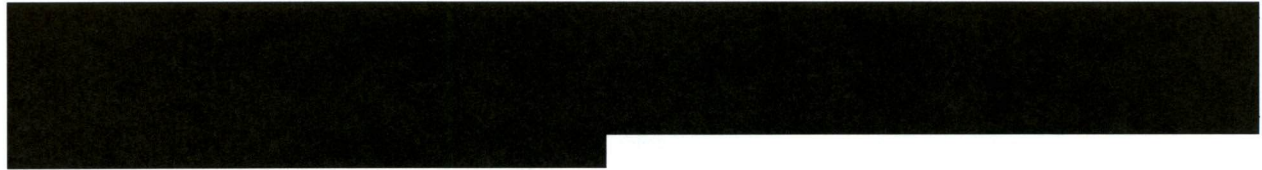
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



**Motion to adjourn made by M. Elfman, motion made second by C. Mitchell**

No further discussion

Final Result: Motion carries 5-0-0

Roll Call – V. Coppola – Yes; J. DeVellis – Yes; D. Feldman – Yes; C. Mitchell – Yes; M. Elfman - Yes