

TOWN OF FOXBOROUGH  
SELECTMEN'S MEETING  
EXECUTIVE SESSION MINUTES  
December 13, 2016

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

Others Present: William G. Keegan, Jr., Town Manager  
Ms. Mary Beth Bernard, Assistant Town Manager  
Katelyn O'Brien, Community Information Specialist

A motion to enter into Executive Session to discuss the Fire Chief Contract was made by Mark Elfman. Seconded by C. Mitchell. **The motion carried 5-0-0. Roll Call: Mark Elfman- yes, Christopher Mitchell – yes David Feldman – yes, James DeVellis – yes, Virginia Coppola – yes**

B. Keegan stated that he has met on two or three occasion with Chief Hatfield to negotiate a new contract with him beginning in January 2017. He said they have talked about a lot of different subjects but in the end they narrowed it down to 5 issues that he believes they can reach an agreement to finalize a new agreement for the contract duration of 1/1/2017-12/31/2019.

B. Keegan said the Chief would like to receive a cost of living adjustment for year two and year three of the three year agreement that would be equal to the adjustment offered during the same fiscal year(s) to other contract and non-union employees. He said he would also receive a pay for performance adjustment for year two and year three of the three year agreement that will be equal to a 2% base salary increase, all based on a satisfactory performance review.

B. Keegan said that for the Education Incentive, the Chief Hatfield's incentive would be consistent and equivalent to the education incentive payment that is presently provided to the members of the Fire Department.

B. Keegan stated that Chief Hatfield has agreed to perform the duties of Emergency Management Director under his new contract. He would be compensated with an annual stipend of \$5,000. He said such a stipend would be prorated and paid on a bi-weekly basis as part of the Chief's regular compensation. B. Keegan said that Chief Hatfield has been performing these duties already but they were never written into his job description. He also noted that typically the Emergency Management Director is the Fire Chief in municipalities. C. Mitchell and the Board agreed that Chief Hatfield has displayed his great skills in handling emergency situations in the town.

The Board expressed their concern regarding the lack of notice of upcoming contract negotiation periods and discussed finding a solution. M. Bernard suggested that the town look into seeing if Board Docs has an alert notification system and or calendar that the town can utilize.

Motion made by Mark Elfman to exit executive session and enter regular session at 7:00. The motion carried