

TOWN OF FOXBOROUGH
SELECTMEN'S MEETING
EXECUTIVE SESSION MINUTES
APRIL 12, 2016

Members Present: James J. DeVellis, Chairman
David S. Feldman, Vice Chairman
John R. Gray
Virginia M. Coppola

Others Present: William G. Keegan, Jr., Town Manager
Ms. Mary Beth Bernard, Assistant Town Manager
Chief O'Leary

Christopher Mitchell was not present for this meeting.

Motion to enter into Executive Session to conduct strategy sessions on the Dispatchers MassCop Local 440, AFL-CIO contract and return to open session after to take the appropriate action.

The Motion Carried 4-0-0. Roll Call John Gray - yes, David Feldman – yes, Virginia Coppola – yes, James DeVellis yes

Ms. Bernard stated the talking points were given to the Board. This group is the Dispatchers and they are at full staff, which is 9 people. They met with them to discuss contract terms. The first contract they basically took the bylaw and slapped the word "contract" on it. Ms. Bernard stated that they retained their management rights in FY15. The Dispatchers didn't receive any step increase like all the other unions did so FY16 will be retroactive and FY17 and FY18 will be 2% steps. A provision step increase will be on July 1, 2016 along with a Performance Evaluation document which will be completed by their supervisor and Lt. Noonan.

Ms. Bernard stated that they did a salary survey on shift differentials and they were in the lower tier at \$2.50 for the 4:00pm-12:00pm shift and \$3.50 for the other shifts or \$3.00 for the midnight to 8:00am shift. They will only get this when they work it; then they will get the extra money. Mr. Keegan stated that this rings closer to the median.

Mr. DeVellis asked Ms. Bernard to explain the shift differential. Ms. Bernard stated that if you are on the late shift, they would get \$4.50 extra for the entire shift. Mr. Gray asked if most towns do that in which Ms. Bernard stated that most towns do a flat percentage rate but this is the way to go. There was a 50/50 split on towns that do differentials. Foxborough is still pretty low. They offered them \$4.00 and they came back at \$4.50 which they accepted. They offered them \$5.00 and they came back at \$5.50 which they also accepted.

Mr. Feldman asked what the hourly rate for Dispatchers was. Chief O'Leary stated there are different steps but it is about \$23 now. Ms. Bernard stated that it is a \$22/hr. starting rate and the highest is \$27 for this fiscal year. Mr. Keegan stated that it is not big money.

Ms. Bernard stated that they would be spending time training dispatchers besides multitasking and in other contracts they would get anywhere from \$5-\$15 for training per shift and they took \$4 for training because they had nothing.

Ms. Coppola asked how this compares to Mansfield and Easton. Ms. Bernard stated that Foxborough is not the highest paid but they are in the 50%-70% percentile. They have one supervisor who skews the rate. They are at 50% for a regular dispatch position. They lost a round of hires last year because of it. Ms. Bernard stated that if you average in the Senior Dispatcher that makes it a little higher. Mr. Keegan stated that they are not overpaying for these jobs. Ms. Coppola stated that she is thinking when they do the Regional Dispatch (people in town now are objecting) but if they get the job in Regional their salary will go up so that is an incentive. Ms. Bernard stated that Westwood's starting amount was \$27 and they had 300 applicants apply for a job where Foxborough only got 30 people. Chief O'Leary stated that the last two hired were very experienced.

Chief O'Leary stated the Chief in Mansfield is responsible for the Dispatchers there and his budget is over \$900,000; Foxborough is \$500,000. We don't factor in the cost of benefits; you would add another \$70,000-\$80,000 to get the equivalent of 14%. Foxborough is able to provide the same level of service Mansfield is doing at a more competitive rate. Mr. Gray asked if we have the same number of dispatchers in which Chief O'Leary stated yes, they have had nine all along and Foxborough just transitioned to that number.

Ms. Bernard stated that open shifts filling in would be at \$22 instead of a Sergeant filling in. That "9" model worked well in the survey. Mr. Feldman asked what the average call volume per shift was. Chief O'Leary stated that everyone is different. Mr. Feldman asked if roughly it was 100 calls during the day shift and 25 calls on the Midnight to 8:00am shift. Chief O'Leary stated that it is less during the hours of 2:00-6:00 in terms of differences but they mandated to have two people on duty for instances such as multiple runs and fire service as well as police responding to other calls at the same time and they decided early on to have that staffing once they went into the new building. Those are just calls entered on the log you might have a lost motorist or they are taking information and transferring a call to voice mail. The first study done was of Norwood, Medfield and Foxborough transmissions as well as radio transmissions and telephone transmissions. Foxborough was 1,000 calls less than Norwood; way ahead of Walpole and Westfield wasn't even in the hunt. Mr. Keegan stated that routine calls are not recorded where other places record every call (directions, a lost cat, etc.). Mansfield might record them all. Mr. Gray stated that when you call Foxborough they say the call is being recorded. Chief O'Leary stated that it is recorded but not logged in. Ms. Bernard stated that the volume is completely 25/25/25 for Mansfield, Easton and Norton. Foxborough is 21% and Norton and everyone else is 24-25%.

Ms. Coppola stated that these four towns are the same compared to the other towns; Walpole and Westwood are more routine. Mr. Keegan stated yes, Mansfield has the Xfinity Center, Norton has Wheaton College and Easton has Stonehill College. You have events in those communities and it is a pretty good comparison.

Ms. Bernard stated they integrated new grievance language with an informal discussion before the process takes place and the union agreed. The back page is the cost out in which Mr. Scollins calculated the FY16, FY17 and FY18 figures. If the Board approves this tonight; Adcom tomorrow night and town meeting the retroactive payment for FY16 would be July 1, 2016. Mr. Scollins' sheet includes total costs. This could be the very last contract for this group if they go regional.

Mr. Gray stated that Foxborough still would have our share of the cost. Ms. Bernard stated that Mr. Keegan is predicting similar costs. They may join another health insurance entity. Mr. Keegan stated that they need to get down to the nitty gritty. There would be the difference of Mansfield is Bristol County rather than Norfolk County. MIIA might be the most affordable so there would be no change for our people there. Mansfield and Foxborough will look at the structural things and job descriptions for comparability. There are real questions and concerns from all four communities so they need to be responsive to that.

Mr. Feldman stated that the biggest concern is what happens to that face at the station. Mr. Keegan stated that they will still have someone there. Who that person is going to be is the question. Ms. Bernard stated they have ideas on structure. Mr. Keegan stated that they are looking at using Reserve Officers. Mr. Gray asked if you could have a dispatcher out of Mansfield in which Ms. Bernard stated no. Mr. Keegan stated that if they don't take all the dispatchers Foxborough could keep one or two. Mr. Feldman asked if they would define that function as more of an admin function in which Mr. Keegan stated yes.

Ms. Bernard stated that they didn't accept the vacation policy and that is why it is missing from the document. They did a presentation on this and the two new people are the only ones that would benefit from it. They accepted the tuition policy. They put language from PEC negotiations for collective health insurance and they wanted language regarding regional dispatch; how they slotted spots for Foxborough. They explained to them that this ceases to exist as a bargaining unit but we promised to keep them updated. Mr. Gray asked what happens where they didn't accept the vacation in which Ms. Bernard stated that it defaults to the bylaw. New people accrual they would take in real time accrual. Ms. Bernard stated that they want old school. Mr. Keegan stated that it will come about but you can't force feed they need to see a few success stories first. Ms. Bernard stated that it is an unfunded liability; if you worked six months or got fired then the town would owe you 6 months' vacation time. The old policy they could not take it until after six months (1 year). That is the only benefit if you quit or terminate the town owes it to them. They even did spreadsheets for every hire date and showed the old and new policy. There is a slight benefit to the new policy where they get an extra day in a year. They didn't believe it. Ms. Bernard stated that other towns paid time off banks but that would never work here.

Mr. DeVellis asked Mr. Keegan what his comfort level was for the Regional Dispatch to go forward in which Mr. Keegan responded that he thinks it will have a good chance. Mr. DeVellis asked if there was any pushback from employees. Mr. Keegan stated that conceptually four towns are talking about it and getting down to the details. Ms. Coppola stated that she thinks employees would push back in which Mr. Keegan stated that they are to a degree and they don't understand it. They need to explain it to them and they are also worried about job security. He

has been very upfront about it stating that people who don't perform as well aren't going to end up in the same spot and if you do a good job you will do well over there. Ms. Coppola stated that she would think towns would be for it. Mr. Keegan stated that the towns are for it for better service. There would be more supervision; oversight of the entire operation and more opportunity to fill in spots because there are more resources. Ms. Bernard stated that the State is going to give incentives. Ms. Coppola stated plus you have a building. Mr. Keegan stated that it looks like the state will pay for most of it. Mr. Keegan stated that the four towns are at the same point in technology; they want to upgrade. He thinks it has a 60/40 chance at this point. Ms. Coppola stated that she feels comfortable with these four towns.

Chief O'Leary stated that Attleboro dropping out was really beneficial, that wouldn't work in the mix.

Mr. Keegan stated that they still have firefighters serving in dispatch and that isn't going to work. The Chief in Norwood went through this process with them in 2011 and 2012 and backed out because they have firefighters on the desk.

Ms. Bernard stated that the holdup was because they were nervous about dispatch. Mr. Gray stated that it is completely apart from that at this point. Ms. Bernard stated that is what they told them and they would be reasonable.

Mr. Gray asked if it was going to Adcom tomorrow night in which Ms. Bernard stated yes.

Motion to close Executive Session at 6:28pm. **The motion carried 4-0-0. Roll Call John Gray - yes, James DeVellis - yes, David Feldman - yes, Virginia Coppola - yes**