

TOWN OF FOXBOROUGH
Board of Selectmen – Executive Session
February 8, 2011

Joint Executive Session with The School Department

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

Others Present: Kevin Paicos Town Manager
Randy Scollins, Finance Director
Dr. Christopher Martes, School Superintendent
Paul Jackson, Business Administrator, School Dept.
School Committee Members – Martha Slattery, Kate Kominsky, Katie Adair,
Bruce Gardner

The purpose of this Executive Session is to discuss Collective Bargaining and to exit from Executive Session to return to scheduled open session.

At 7:30 p.m. Kevin Paicos, Town Manager, opened the Executive Session by outlining the objectives for contract negotiations with Town labor unions and the Teachers Union to make sure everyone is on the same page. Major issues are a 3% COLA once in the next two fiscal years (FY '11 and '12) and changes in health insurance co-pays. The MIIA renewal rate is estimated at 7%. Kevin said the Town would be in a much better position in a couple of weeks after meeting with the consultant and the MIIA representative. He said a lot of things are still up in the air. A few comments were made relative to comparing MIIA with the State policy (GIC). Dr. Martes noted that this is going to be difficult since all non union employees have 3% in their contract. He pointed out that he has not had to lay off any employees. This would be hard to quantify to get a two year agreement; the School Dept. might have to give something in year two of the contract. Randy Scollins noted that in past years the Town has been in "lock step" with most of the union contracts. He does not see much relief in the next couple of years. Kevin Paicos noted that the savings in premiums going with MIIA is more than the out of pocket costs for most employees.

Martha Slattery said that asking the employees to accept no increases as well as increased co-pays is going to be a difficult "sell". She also pointed out that a better job has to be done in explaining the use of mail order prescriptions and other areas that would mean savings. Further brief comments were made on labor parameters. Lorraine Brue asked if any consideration had been given to a flexible spending account. Jim DeVellis asked what the incentive might be for employees to accept a pay cut. Kevin Paicos pointed out that the Town cannot sustain keeping all of our current employees over an indefinite period of time, unless some concessions are made in the area o health plan design. Kate Kominsky said they would have to "create a picture" to put everything into perspective. Dr. Martes suggested waiting for the next couple of months and see what can be put on the table as some kind of incentive. Randy Scollins pointed out that 2-1/2% does not keep up with inflation.

Motion by Martha Slattery to exit the School Committee Executive Session. Seconded by Kate Kominsky.

Vote: 4-0-0	Martha Slattery	Yes
	Katie Adair	Yes
	Kate Kominsky	Yes
	Bruce Gardener	Yes

Motion by Paul Mortenson to exit Executive Session for the sole purpose of returning to the regularly scheduled meeting. Seconded by Lorraine Brue.

Vote: 4-0-0	Lynda Walsh, Chairperson	Yes
	Jim DeVellis, Clerk	Yes
	Lorraine Brue	Yes
	Paul Mortenson	Yes

Executive Session adjourned at 9:00 p.m.