

TOWN OF FOXBOROUGH
SELECTMEN'S MEETING
EXECUTIVE SESSION MINUTES
March 26, 2013

Members Present: James DeVellis, Chairman
Mark Sullivan, Vice Chairman
Lorraine Brue, Clerk
Lynda Walsh
Ginny Coppola

Others Present: Town Manager Kevin Paicos
Finance Officer Randy Scollins
HR Director Cindy DePina

A motion to enter into Executive Session to discuss Strategy for Collective Bargaining, Negotiations with Non-Union Personnel and to review Executive Session minutes was approved by role call vote, L. Walsh – yes, G. Coppola – yes, L. Brue – yes. M. Sullivan – yes, J. DeVellis – yes at 8:45 p.m.

Mr. Paicos stated that the DPW contract has been negotiated. They have agreed to the health reform language and elimination of the POS plan.

The Town will start to have educational meetings with all employees to explain the GIC health plans. Ms. DePina already had a meeting to explain Health Care Reform in February.

The DPW agreed to eliminate sick leave buyback for all new hires; biweekly pay for all employees, a 2.5% wage increase and either receiving uniform pants or funds to buy their own pants. They will also have two months of an altered schedule of nine hour days Monday – Thursday and four hours on Friday to take advantage of daylight hours. An additional \$25 was added to Longevity also.

No vote is needed at this time. A Memorandum of Agreement will be prepared to be voted on.

The Police contract is within the Board's parameters at this time, they are trying to get to 65% pay and this will be done over three years. The \$2800 educational incentive has been taken out as not all received this benefit. There is an option of adding a fourth year with overtime concessions.

The three years will have a 1/1 split the first year and 2% for the next two years.

The Town will get the removal of three of the health days per year, the removal of the reloading sick leave policy will be replaced with 15 days per year, the POS health care will be eliminated and they will go to bi-weekly pay.

A sick leave pool will be created and a wellness provision will be included not to exceed two times at week for 45 minutes if the station is not busy.

Accountability of the employees is being taken into consideration. The police salary was always lower than the surrounding towns because it was felt that they could supplement their

income by working at the stadium. However, now other towns are also employed by the stadium with higher base wages.

Ms. Walsh asked if the Police Department could have sick leave buyback like the DPW. No they were not given this option.

Mr. Paicos liked having Mr. Sullivan present during the negotiations. Mr. Scollins stated that the town has unique challenges for the department due to Patriot Place which require above average qualifications for personnel.

No vote is needed at this time. The Board needs to decide if they would like to pursue the fourth year of the contract. They feel that it would be hard to get it through the Advisory Committee and Town Meeting.

A memorandum of understanding will be prepared which will be voted on by the Police, the Board and the Advisory Committee.

Mr. Scollins and Ms. DePina left at 9:30 p.m.

Mr. Paicos updated the Board on the Fire Chief's contract. He has spoken with the Chief; he is willing to give up the \$4500 if the rest of the items can remain.

He is asking for a five year contract. He would receive a raise in July 2013 or January 2014 depending on when he has his review. The contract does not include any other guaranteed increases in it.

Ms. Brue would like provision #12 in the existing contract in regards to performing other duties as required put back into the new contract.

The Board would rather have a three year contract instead of a five year contract.

The Board discussed the COLA and steps that the Chief receives. He gets the COLA automatically and it cannot be tied to a merit increase.

The Police Chief and the Fire Chief are both at Grade 13 but at different steps. The COLA increase is automatic, but step increases can be granted for merit. This contract includes one step increase and then additional steps could only be received depending on annual review. Each step is a 2.5% increase.

Ms Walsh questioned the annual education amount. Mr. Paicos explained that this is an amount in recognition for his education and not for him to take additional classes. This is the equivalent to the Police Quinn Bill.

The Chief is trying to get an overall increase from \$127,000 to \$144,000.

The Board is agreeable to the COLA increase of 2% as well as one step increase of 2.5%, the longevity amount, the \$1000 increase for educational, the cleaning allowance and for the term to be three years instead of five.

The Board would like the \$4500 and \$2500 amounts removed.

The Board discussed the residency requirement, the Board would like the miles to remain within 15 and not increased to 24.

The vacation time needs to be in days not weeks.

A motion to amend the contract for Fire Chief Roger Hatfield to three years instead of five, to grant an increase of 2% on July 1, 2013 and 2.5% on January 14, 2014, to increase the educational amount by \$1,000, to increase the cleaning allowance by \$200 and to keep the residency requirement within 15 miles was made by Mr. Sullivan and seconded by Ms. Brue. The motion carried 5-0-0.

The Board would like to see the contract reviewed by the HR Director.

The minutes need a spreadsheet to show which ones have been reviewed already.

The Executive Session meeting was adjourned at 10:55 p.m. by role call vote, L. Walsh – yes, G. Coppola – yes, L. Brue – yes. M. Sullivan – yes, J. DeVellis - yes.

Respectfully Submitted,

Diana Gray