

TOWN OF FOXBOROUGH
SELECTMEN'S MEETING
EXECUTIVE SESSION MINUTES
April 23, 2013

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

Others Present: Town Manager Kevin Paicos
Labor Counsel Leo Peloquin

A motion to enter into Executive Session to discuss 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 7:57 p.m.

The minutes of March 13, 2012 were reviewed.

A motion to approve and release the Executive Session Minutes of March 13, 2012 was made by Ms. Brue and seconded by Mr. Sullivan. The motion carried 5-0-0.

The minutes of July 10, 2012 were previously reviewed.

A motion to release the Executive Session Minutes of July 10, 2012 was made by Ms. Brue and seconded by Mr. Sullivan. The motion carried 5-0-0.

The minutes of August 28, 2012 were reviewed.

A motion to approve and release the Executive Session Minutes of August 28, 2012 was made by Ms. Brue and seconded by Mr. Sullivan. The motion carried 5-0-0.

The minutes of September 4, 2012 were reviewed.

A motion to approve and release the Executive Session Minutes of September 4, 2012 was made by Ms. Brue and seconded by Ms. Walsh. The motion carried 5-0-0.

The minutes of September 18, 2012 were reviewed.

A motion to approve and release the Executive Session Minutes of September 18, 2012 as amended was made by Ms. Brue and seconded by Mr. Sullivan. The motion carried 5-0-0.

The minutes of September 25, 2012 were reviewed.

A motion to approve and release the Executive Session Minutes of September 25, 2012 was made by Ms. Brue and seconded by Ms. Walsh. The motion carried 5-0-0.

The minutes of October 2, 2012 were reviewed.

A motion to approve and release the Executive Session Minutes of October 2, 2012 was made by Ms. Brue and seconded by Ms. Walsh. The motion carried 5-0-0.

The minutes of October 30, 2012 were reviewed.

A motion to approve and release the Executive Session Minutes of October 30, 2012 was made by Ms. Brue and seconded by Mr. Sullivan. The motion carried 5-0-0.

The minutes of November 13, 2012 were reviewed.

A motion to approve but not release the Executive Session Minutes of November 13, 2012 as amended was made by Mr. Sullivan and seconded by Ms. Brue. The motion carried 5-0-0.

The minutes of December 4, 2012 were reviewed.

A motion to approve but not release the Executive Session Minutes of December 4, 2012 was made by Ms. Walsh and seconded by Ms. Brue. The motion carried 5-0-0.

The minutes of January 15, 2013 were reviewed.

A motion to approve but not release the Executive Session Minutes of January 15, 2013 was made by Mr. Sullivan and seconded by Ms. Walsh. The motion carried 5-0-0.

The minutes of January 22, 2013 were reviewed.

A motion to approve and release the Executive Session Minutes of January 22, 2013 was made by Mr. DeVellis and seconded by Mr. Sullivan. The motion carried 5-0-0.

The minutes of February 5, 2013 were reviewed.

A motion to approve and release the Executive Session Minutes of February 5, 2013 was made by Ms. Walsh and seconded by Ms. Brue. The motion carried 5-0-0.

The minutes of February 26, 2013 were reviewed.

A motion to approve and not release the Executive Session Minutes of February 26, 2013 was made by Mr. Sullivan and seconded by Ms. Walsh. The motion carried 5-0-0.

The minutes of March 5, 2013 were reviewed.

A motion to approve and not release the Executive Session Minutes of March 5, 2013 as amended was made by Mr. Sullivan and seconded by Ms. Walsh. The motion carried 5-0-0.

The minutes of March 12, 2013 were reviewed.

A motion to approve and not release the Executive Session Minutes of March 12, 2013 as amended was made by Mr. Sullivan and seconded by Ms. Brue. The motion carried 5-0-0.

The minutes of March 19, 2013 were reviewed.

A motion to approve and not release the Executive Session Minutes of March 19, 2013 as amended was made by Mr. Sullivan and seconded by Ms. Brue. The motion carried 5-0-0.

The minutes of March 26, 2013 were reviewed.

A motion to approve and not release the Executive Session Minutes of March 26, 2013 was made by Mr. Sullivan and seconded by Ms. Brue. The motion carried 5-0-0.

The minutes of April 2, 2013 were reviewed. Town Counsel will need to be consulted as to whether these minutes can be released or not.

A motion to approve and not release the Executive Session Minutes of April 2, 2013 was made by Mr. Sullivan and seconded by Ms. Brue. The motion carried 5-0-0.

The Board reviewed Fire Chief Roger Hatfield's proposed contract with Labor Counsel Leo Peloquin.

Chief Hatfield did not have an attorney write up this contract so the wording will be checked by Atty. Peloquin once the terms are decided upon. Atty. Peloquin did look up his previous contract for reference. He thinks terms should only be changed if something is not working in the current contract.

In regards to the length of the contract, it is the Board's decision as to whether it will be for three or five years, Chief Hatfield has stated that he feels the length of the contract is more important than the compensation. This contract will not go into effect until 2014; the Chief will still be in his position even if the contract expires; unless the Board feels that there is a reason to dismiss him. The Chief is under the impression that if he does not have a new contract, he is out of a job and this is not true.

Atty. Peloquin feels that the COLA provision is confusing. COLA is not mandated in the contract but he has been receiving COLA increases every year of the current contract and is expecting another one come July 1, 2013 of 2%. He would then like an increase of 2.5% when the new contract becomes effective on January 1, 2014. The Chief's goal is to have a salary of \$121,000 in total; he currently has a salary of \$115,523. The Board needs to decide a starting salary point for the new contract.

The Board feels that his performance is acceptable but not extraordinary. If he is given a 3.25% increase it would bring his salary to \$120,721.45. The Board would like to have the evaluation period coincide with the contract also, January instead of July.

The Board discussed whether the performance increase amount should be 1.25% or 2.5%. Atty. Peloquin stated that the new contract will be all performance based as of its start in January 2014, the Chief will still get his COLA increase on July 1, 2013 under his current contract.

The Board discussed the residency requirement. The current contract stated he must live within 15 miles of Foxboro and the Board would like that to stay the same.

Atty. Peloquin will prepare a draft contract based on tonight's input for the Board's review at a future meeting.

The Executive Session meeting was adjourned at 9:45 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