

TOWN OF FOXBOROUGH
SELECTMEN'S MEETING
EXECUTIVE SESSION MINUTES
June 25, 2013

Members Present: Mark Sullivan, Chairman
Lorraine Brue, Vice Chairman
John Gray, Clerk
Ginny Coppola
Jim DeVellis

Others Present: Phil Collins – Labor Counsel

Documents: Town Manager Agreement
PEC Agreement

We need to vote on appointing Bob Cutler to be interim Town Manager

The chairman, with advice from counsel, ordered Kevin Paicos not to report to work based on information from Mr. Paicos' counsel about Mr. Paicos that called into question whether he has been cleared to return to work.

The Board needs to ratify the chairman's directive

The Board needs to get notes from counsel on conditions.

Independent of proposal
Until he gets full medical clearance. We can send to independent medical examination

A motion to appoint Robert Cutler to the position of Acting Town Manager was made by John Gray, Seconded by Lorraine Brue. The vote was unanimous. 5 in favor, 0 objecting, 0 abstaining.

After discussion about the information received from Mr. Paicos' counsel, a motion to ratify Chairman's directive to Mr. Paicos not to report to work pending receipt and evaluation of additional information. 5 in favor, 0 objecting, 0 abstaining.

Health Insurance

EXECUTIVE SESSION PART 2

Board of Selectmen
Robert Cutler
Phil Collins
Cindy DePina

Discuss mitigation funding health care
Any employee as of August 31st 2013 ...use cards like flex spending card \$250.

Process kick-off with binders/memo ready to go to subscribers before July 1, 2013.

Phil Collins – concerned amount of mitigation not uncommon for a three year agreement. Statute solves lots of problems. All about plan design changes. So statute has saved \$200 million. Time to do it. Obligates statute – 60 days advance notice. To be hand delivered. Cindy also plans to e-mail union representative. Terrific statute. Open enrollment in last two weeks of August. We are about a month late on transition. A lot of changes so Cindy wants to give an extra week. Teachers start before Labor Day. Bob Cutler “makes a lot of sense”. Unions were part of the process. \$250 per person, \$750 per family Health reimbursement for the first four years, crutch will go away after three years. Premiums savings.

Jim DeVellis “Board thought that it was a good thing” “what happened to the last couple of months so far as discussion?”

Cindy “we were saying that this is what we are doing”

Phil Collins “Let the unions make proposals on contribution rates. When town says we are going to do it, we can, and unions bargain on mitigation rates.

Cindy – “explained process, multi month notification to unions and membership. Todd Kaiser – 1st meeting in May “we’ve not been included”. Been meeting weekly in concentrated 30 day process...have delivered all books. Kevin was away and Bob Cutler sat through most meetings with Labor Counsel and Town Finance Director.

Ms. Coppola - Mitigation money came from where?

Cindy – “from changes in plan design 25% of future savings from plan design \$300,000.

Ms. Brue - “is everyone covered?...even non union personnel?”

Phil Collins – Yes...all employees are covered, union and non-union.

By approving this tonight allows this to go ahead of 60 day deadline. Break out sessions will take place. Motion by Lorraine Brue to approve, seconded by Jim DeVellis. Vote 5-0-0

Town Manager Agreement

Phil Collins to draft letter to be signed by Mark Sullivan to department heads and Board Chairman informing them that Bob Cutler is acting town manager and that all communications pertaining to the office of the town manager will be directed to Bob Cutler.

Ginny Coppola – “Does Bob Cutler have access to the TM’s schedule? Secretaries should have it.

Bob Cutler left meeting at 10:30.

Meeting on Kevin Paicos Agreement

An informal poll was taken on several items at issue in the Town Manager Agreement

	Yes	No	Maybe
1 Health insurance	5	0	0
2 Car Stipend	0	5	0
3 ICMA Membership			
No Conference in			
Boston	0	5	0
4 Life insurance	5	0	0
What, if any records exist...get an accounting			
5 Paid Vacation FY'13 / '14			
6 Cell Phone	0	5	0
7 Notebook Computer	0	5	0
8 Sick Leave BuyBack			
(Need accounting)			
9 personal leave 4 days	0	5	0
10 ICMA Conference	0	5	0
11 MMMA Meeting January	0	5	0
12 MMMA Spring Meeting	0	5	0
13 MMMA Monthly Meeting	0	5	0
14 Paid Military Leave 15 day5		0	0
15 MMPA Monthly and annual meetings	0	5	0
16 Attendance at trial			
(while on payroll)	0	5	0
17 Reimburse attorney fees	0	5	0

11:00 Motion made by Jim DeVellis to adjourn, seconded by Lorraine Brue 5-0-0

Respectfully Submitted,

John R. Gray
Clerk