

**ADVISORY COMMITTEE RECOMMENDATIONS
FOR THE
TOWN OF FOXBOROUGH'S
SPECIAL TOWN MEETING**

February 23, 2016

Foxborough Advisory Committee

Mission Statement

The Foxborough Advisory Committee (also known as AdCom) is responsible for providing recommendations to the Town residents on department budgets and Town Warrant articles as part of the Town Meeting process. In preparation for Town Meeting, the Advisory Committee reviews each department's budget and researches all Warrant Articles. This is done by meeting with each department head, holding public meetings for discussion and question opportunities and thoroughly researching each of the topics. Following this process, the committee then takes a vote and collectively puts forth a recommendation to the town residents at the Town Meeting.

Members

Term Expires

John Chlebek (Chairman)	June 2017
Kristin Papianou (Vice Chairman)	June 2017
Tracey Vasile	June 2017
Javed Hussain	June 2017
Larry Thomas	June 2016
Bernard Dumont	June 2018
Heidi Krockta	June 2016
Susan Dring	June 2016
Christopher Calnan	June 2016
Patrick Mosesso	June 2016

SUMMARY OF TOWN WARRANT RECOMMENDATIONS
SPECIAL TOWN MEETING
FEBRUARY 23, 2016

<u>Article No.</u>	<u>Article (AdCom Presenter)</u>	<u>Recommendation</u>
Article 1	Home Rule Petition for Child Abuse Prevention Training (Thomas)	Approval
Article 2	Liquor License Requests (Chlebek)	Approval
Article 3	Middle Managers, Department Heads, & Clerical Employees Contract (Krockta)	Approval
Article 4	Police Contract (Papianou)	Approval
Article 5	Boyden Library Employees Contract (Dring)	Approval
Article 6	Removal of Police Chief Position from Civil Service (Mosesso)	Approval
Article 7	CIP: Water Main (Calnan)	Approval
Article 8	Town Hall (Vasile)	Approval

ARTICLE 1: HOME RULE PETITION FOR CHILD ABUSE PREVENTION TRAINING

Board of Selectmen

THE ADVISORY COMMITTEE RECOMMENDS APPROVAL OF ARTICLE 2:

VOTE OF 8-2-0

If passed, Article 1 will allow a home rule petition to be submitted to the Massachusetts Legislature calling for an expansion of the definition of who falls into the category of Mandated Reporters of suspected child abuse and neglect. Current state law requires a fairly broad range of professionals, whose work brings them into contact with children, to notify the Massachusetts Department of Children and Families (DCF) if they suspect abuse or neglect of a child. Examples of Mandated Reporters under current law include physicians, EMT's, public and private school teachers and clergy members.

This article asks our legislators to expand the definition of Mandated Reporter in the Town of Foxboro to include all public and private school employees, all persons who care or work with children in a public or private child care facility, all employees of the Town of Foxboro and all volunteers such as coaches and Scout leaders who work with children.

Only those individuals who are age 18 or over would become Mandated Reporters.

All individuals who qualify as Mandated Reporters in the Town will be required to undergo training.

ARTICLE 2: LIQUOR LICENSE REQUESTS

Board of Selectmen

THE ADVISORY COMMITTEE RECOMMENDS APPROVAL OF ARTICLE 2:

VOTE OF 8-0-1

The approval of this article will allow for two site-specific liquor licenses to be made available for issuance at the future "Forbes Crossing" development (current Foxfield Plaza site). These licenses are intended to allow for the proposed restaurant components of the development, which also include a hotel and revisions to the existing buildings and structures.

This site is a major piece of economic development within Foxborough, and will serve to increase the Town's tax base. The licenses to be granted will be affiliated with the subject development site only, and thus are not of a type that is transferable to another site within the Town.

THE ADVISORY COMMITTEE RECOMMENDS APPROVAL OF ARTICLE 3:

VOTE OF 9-0-0

This article is requesting town funds to support a new collective bargaining unit 3 year contract between the Town of Foxboro and Middle Managers, Department Heads, and Clerical Employees represented by the United Steel Workers AFL-CIO. The contract terms run from July 1, 2014 - June 30, 2017. Prior to the recent contract negotiations this group did not have union representation (subject personnel were formerly covered by the Personnel Bylaw).

Main points negotiated in this contract include:

- Retention of significant management rights
- Grievance, Vacation, Personal and Holiday language mirror the former Personnel Bylaw
- FMLA, Bereavement, Jury Duty and Military leave language also mirrors the Personnel Bylaw
- Reduction of sick leave accrual to 1.75 days per month from 2 days per month
- Effective July 1, 2016, the longevity schedule will increase by \$25 at each level(per year)
- Recognition of employees working less than 20 hours a week (exempt seasonal/temp) 12 months a year to include prorated longevity pay, sick day accrual (1 day for every 2 months of service), and paid holidays if landing on a scheduled work day
- Defines process for out of grade compensation, overtime, reclassification, and reimbursement for professional certification (this is in line with personnel by law and DPW contract)
- Wages: FY15 2.5%, FY16 2% FY17 reopener for compensation study results
- Resolved department of labor case

The estimated 3 year incremental cost of the Steelworkers Contract for FY2015-2017 is \$341,244.

The purpose of this article is to secure the funding for the collective bargaining agreement negotiated by and between the Town of Foxborough and the Foxborough Police Department, Massachusetts Coalition of Police, Local 379 AFL-CIO.

The agreement was negotiated for a three-year term and will run from 7/1/15 to 6/30/18. The agreement includes the following changes and clarifications: Members of the bargaining unit assigned to Town and School details shall receive 1.5 times their base salary hourly rate, they shall also be compensated at 1.5 times the applicable detail rate for assignments to Labor Dispute Details; all other details shall be compensated at the hourly rate based on time and a half the Sergeants' base salary minus \$10.00 as follows:

Effective Date	Week Day Rate	Weekend Rate
7/1/15	\$47	\$52
7/1/16	\$48	\$53
6/30/18	\$49	\$54

The minimum compensation for all details is 4 (four) hours.

COLA increases negotiated as follows:

	FY2016	FY2017	FY 2018	3 Year Total
FY2016 2% COLA	\$58,581	\$58,581	\$58,581	\$175,742
FY2017 2% COLA		\$60,338	\$60,338	\$120,676
FY2018 2% COLA			\$62,148	\$62,148

Medicare	\$863	\$1,949	\$2,897	\$5,709
Education incentive		\$12,765	\$15,956	\$28,720
Working out of Grade (1hr of OT per shift)		\$1,841	\$1,841	\$3,682
Field Training Officer (1hr of OT per shift)	\$921	\$921	\$921	\$2,762

Also agreed upon: Uniform Allowance (\$625 – 725), Plainclothes Allowance (\$690 – 800), New Officer Uniform (\$675 – 900) and Cleaning Allowance (\$580 – 750).

Summary	FY2016	FY2017	FY2018	3 Year Total
Salary	\$59,501	\$134,445	\$199,785	\$393,731
Expense	\$10,515	\$10,515	\$10,515	\$31,545
Medicare	\$863	\$1,949	\$2,897	\$5,709
Total:	\$70,879	\$146,910	\$213,196	\$430,985

THE ADVISORY COMMITTEE RECOMMENDS APPROVAL OF ARTICLE 5:**VOTE OF 8-0-0**

If passed, this article will appropriate funding for the Fiscal Year 2016 and Fiscal Year 2017 Boyden Library Employees Contract. The most significant changes in this contract include:

- Reduction of Sick Leave accrual from 2 days per month to 1.75 days per month
- Acceptance of CORI Policy for all Library Employees
- Acceptance of Tuition Policy which includes:
 - Coursework must be related to the employee's position
 - Requires manager's recommendation and Trustees' approval
 - Maximum reimbursement \$1500 per semester/ \$3000 per fiscal year
 - Employees who leave Boyden Library within two years of receiving benefit are subject to a repayment plan.
- Wages are increased by 2% for Fiscal Year 2016 and by 2% for Fiscal Year 2017
- Recognition of Part Time - Library Assistants who work under 20 hours per week as members of the bargaining unit (two employees impacted) become eligible for limited benefits including:
 - Prorated longevity pay
 - Prorated holiday pay if the holiday falls on a day the employee is regularly scheduled to work
 - Sick leave accrual of .5 days per month with a maximum accrual of 30 days
 - Overtime on Sundays
- Other changes are noted in the Memorandum of Agreement between the Town Of Foxborough and the unions representing Boyden Library employees.

The incremental compensation percentage increases in this contract are consistent with the incremental compensation increases in other Town-Union contracts.

ADVISORY COMMITTEE RECOMMENDS APPROVAL:

VOTE OF 9-0-0

In anticipation of Police Chief O’Leary’s retirement in September of this year, this article is being presented to ensure that there is a strong and competent candidate pool for the position. The Chief of Police is the only position in the town subject to the Civil Service restrictions.

The primary purpose of Civil Service, adopted by Foxborough in 1931, was to protect the hiring process from patronage and political interference. Today, we have comprehensive policies and collective bargaining that provide these protections. As a result, and due to most Towns’ pursuit of an expanded candidate pool, there are only 56 police chiefs out of 351 remaining in Civil Service within Massachusetts.

In place of the Civil Service hiring guidelines, the Town will use a Professional Assessment guideline, under the jurisdiction of the Town Manager and the Board of Selectmen, to choose the best candidate.

ADVISORY COMMITTEE RECOMMENDS APPROVAL:

VOTE OF 9-0-0

The purpose of this article is to vote to secure funding for the construction of a 12-inch water main on Main Street from between Pierce Street and the Main Street Water Tank, and from Main Street to approximately 45 Lakeview Road.

The benefit to installing a new main is that it will tie into the main pressure line which will increase water pressure in the serviced area. Alternatively, the Town would need to spend in this area in order to rehab the aging Main Street water tank. Delaying this work will risk a moratorium from the State on performing any street work along Route 140.

The Advisory Committee recommends approval of this article to install the new water main because of the area benefits. There will be no taxpayer increase to fund the water main.

THE ADVISORY COMMITTEE RECOMMENDS APPROVAL OF ARTICLE 8:**VOTE OF 9-0-0**

The purpose of this article is to secure the funding for the construction of a new building for the Town Hall to be located in the parking lot of the current Town Hall location at 40 South Street

The topic of the Town Hall has been at the center of many discussions, meetings and committees over the past 5+ years. With the current building being in need of many and significant repairs, it has been a widely accepted fact that the current building would need extensive renovations as soon as possible or that a new Town Hall would need to be built in the very near future. The question that remained was how best to address this issue.

In the Fall of 2013, an article was on the Town Warrant requesting the transfer of soft costs (architectural and an owner's project manager (OPM)), to develop plans and specifications for a new Town Hall. At that time, the Advisory Committee recommended disapproval due to the size of the proposed building, the resulting hard dollars costs associated with the proposed new building design, concerns regarding project ownership given the absence, at the time, of a permanent Town Manager and the perceived lack of citizen input gathered during the assessment process. At the meeting, the Town residents followed the recommendation of the Advisory Committee and did not approve the transfer of these funds.

In preparation for the Special Town Meeting in the Fall of 2014 and in response to a second warrant article requesting the transfer of soft costs for a new Town Hall, the Advisory Committee once again vetted this topic. Following several presentations and lengthy discussions, the Committee concluded the previous concerns had been adequately researched and addressed by the Town Hall Working Group which was established by the Town Manager, comprised of both town officials and Foxborough resident, and fully vetted the main issues: new building versus rehabilitation of the current building, location of the new building, the size and hard dollar costs of the new building, project ownership and citizen input. As a result, the Advisory Committee recommended and the Town voted to approve the transfer of the necessary funds (approximately \$557,000) to pay for the soft costs associated with the construction of a new Town Hall.

For this Town Meeting, the Town Hall warrant article is requesting the funds needed to complete this project - construct a new Town Hall and demolish the existing one. As in past years, the Advisory Committee spent a great deal of time thoroughly vetting this article. The research and discussions culminated in the review of the general and subcontractor bids and finalization of the proposed funding plan. The winning bid of \$6,860,00 (which is an all-inclusive price and includes construction and demolition) came in approximately \$900,000 lower than anticipated. In addition, the cost will be able to be funded within the existing budget capacity without the need for a debt exclusion and without raising taxes beyond the limits of Proposition 2 ½.

At the conclusion of this extensive and multi-year vetting process, the Advisory Committee voted unanimously to support this article with a vote of 9-0-0. This article is also being supported and endorsed by the Board of Selectman as well as the Permanent Municipal Planning and Building Committee.