

TOWN OF FOXBOROUGH
SELECTMEN'S MEETING
APRIL 5, 2016

Members Present: James J. DeVellis, Chairman
David S. Feldman, Vice Chairman
Christopher P. Mitchell, Clerk
John R. Gray
Virginia M. Coppola

Others Present: William G. Keegan, Jr., Town Manager
Mary Beth Bernard, Assistant Town Manager
Mr. Randy Scollins, Finance Director
Ms. Patricia Stevens, 63 Mechanic Street
Mr. Mark Sullivan, 24 Spruce Street
Mr. Richard Parker, 79 West Street
Chief O'Leary
Laura Schaefer Newman, President, H.U.G.S. Foxborough
Chris Gallagher, Town Engineer
Chief Hatfield
PJ Belham, Fire Department
Brian Foley, Fire Department
Tim Bailey, Fire Department
Parker Merritt, Fire Department
Dave Laracy, Fire Department
Andrew Putini, Fire Department
James Grenier, Fire Department
Lt. John Hannon, Police Department
Lt. Richard Noonan, Police Department
Ms. Newman, H.U.G.S. Foxborough
Mr. Michael Middleton, Blue Fin Lounge
Mr. Edward Cuthbertson, Blue Fin Lounge

The meeting was brought to order at 7:00 p.m. by James DeVellis. Mr. DeVellis read the agenda.

7:00pm – Citizen's Input

Ms. Patricia Stevens, 63 Mechanic Street – Ms. Stevens stated that she came in two weeks ago about the traffic and she was wondering if anything had been done as she doesn't know what the process is. Mr. DeVellis asked if this was on the traffic on Mechanic Street in which Ms. Stevens stated yes. She stated it was about traffic in general around town but also Mechanic Street because that is where she lives. She stated that she didn't know what came next. Mr. Keegan stated that following the meeting the other night he turned that information over to their

Public Works Director, Roger Hill and he has conferred with the Town Engineer and they are now doing an inventory of the signs along Mechanic Street and they are actually ordering new ones so they can place them in those locations. He agrees the signs need to be replaced and some of them are in pretty rough shape. That action is being taken care of right now and obviously the snow has slowed things down a little bit. He will check with him again tomorrow and if she wants to give him a call tomorrow he will give her the full status. Ms. Stevens asked what about the traffic itself. Mr. DeVellis stated that it was good that she brought in those pictures because you drive by the signs all the time and he did not realize how worn a lot of those signs are. Ms. Stevens stated it has been since Cumberland Farms has gotten bigger and all the buildings on Chestnut Street (old State Hospital apartments, etc.). She has been in town since 1987 and she liked living on Mechanic Street until recently with the expansion of the YMCA; 191 cars in 45 minutes is a lot of cars. She has had two accidents in front of her house. Mr. DeVellis stated that he can't offer her a quick answer. With development, towns grow and traffic is a byproduct of that. They can control the speed with their officers and they can address it when new applicants come in to the Planning Board and with traffic studies but the day to day traffic in a town and through it, it is what it is but they can try to address it from a traffic safety position. Ms. Stevens stated that she has seen that the Chief has had police cars out there and thanked him publicly. Mr. Keegan stated that is probably the best that they can do; they can't stop traffic, they can only regulate it and that is the process they are using right now. Ms. Stevens asked if she should be at the Planning Board then. Mr. DeVellis stated no, that unless there is an application in front of them that they are controlling the density of a development or looking at specific traffic, he can say go to the Planning Board but he doesn't think that is really going to help. Mr. Keegan stated that unfortunately this same type of pattern is turning up pretty much everywhere that he has seen across the Commonwealth. Towns aren't small towns anymore and he thinks that the reality is that there is a lot of pass through traffic because sometimes people don't like to travel on Route 95 so they will drive on the local roads to avoid it and as a result they do see step ups in increased traffic at certain times during the day, it is not all day long but he will tell her that there are peak times particularly in the mornings and afternoons you will see increased levels of traffic. Mr. DeVellis stated that what he could suggest is their Town Planner, Paige Duncan, she is somewhat new to the town and she has her hands on a lot of things that are up and coming into town and things that are going through the Planning Board so that would be a worthwhile effort to sit with her and express her concern and maybe that would pick something in her mind the next time a project comes through.

Mark Sullivan – 24 Spruce St. – Mr. Sullivan stated that Saturday at Mass Premier Courts they had another large venue there, they always have tournaments and thousands of people go through the building during a day and he has been to many of them before. Unfortunately, this Saturday at 10:00am his nephew's leg was snapped almost in half and it took 25 minutes for their public safety to get there and not through any fault of those gentlemen, but because of Dispatch. The calls from the cell phones went to Framingham and it took 18 minutes for Foxborough to get the call; 8 minutes for them to arrive from the other side of town to the Mansfield line into a traffic jam out in front of the building and he brought pictures to show the Board. The apparatus to get into the building was ridiculous. There was a child in shock on the floor for 25 minutes with no help. There was a venue of 2,500-3,000 people in that building at one time coming and going as the different towns played. He got the call from Stop & Shop and he heard the sirens start to go off and he followed them up to the event. The situation is this; everyone there called on their cell

phone, he called Dispatch after his sister called him and they said they were on their way. It is a flawed system. A venue like that should have a paramedic detail on duty at all times. At our sporting events, any basketball game, there is a police officer there for a detail and typically football there is always an ambulance present. 25 minutes is just not working for a child and he is now at Children's Hospital and he doesn't know if he will ever be able to walk right again. His suggestion to the Board is to call Mass Premier Courts into a meeting in the future to understand the problem. Their parking is atrocious, they couldn't get the apparatus in and there are rear-end collisions in front of the place all the time. You have venues that are large and there has to be a paramedic there; there has to be an officer there. Their people are not trained to handle the situation at all and then on top of that they have no direct line; everything was a cell phone and he would suggest an emergency phone in every court that is red that people can use in case of an emergency to speed up the process. His mother was also there and his sister was trying to get to his mother at the same time who has dementia so you can imagine how frantic the situation was. He would appreciate the Board bringing the owners of this venue in and have a discussion. In this town we have bylaws for liquor licenses and if there is over 300-500 people there is a police detail there. When you have a sporting venue of that size, and there is no public safety there and you are trying to get out of the parking lot, it is a hazard. Mr. Gray asked if they had fire lanes. Mr. Sullivan stated that there were people parked in front of the building and fire lanes and they were trying to drop off/pick up their children. Public Safety did a wonderful job; Officer Foscaldo was on the scene trying to get the crowd out of the way but people were so self-centered and so concerned with their own issues they were in the way of the gurney trying to get out of the building. They had saw horses in the way where you can't pull in and out and when you go in, it is a dead end and now you can't get out because they have a barrier in the way so it was just a cluster when everyone is going in different directions trying to back up. Mr. DeVellis stated that he has young kids and he is up there often and to put it in better terms, it is a habitrail of cars trying to get in and out with classic jersey barriers and parking and abutting properties and that is something they can address with the Building Inspector and Planning Board, looking at the site plans because they do have an officer on Route 106 but it is a free-for-all in the parking lot and the vehicular traffic comes to a standstill because they put up jersey barriers so something is not right at that facility. Mr. Sullivan stated that there was no officer on Route 106 this time and he has been there many times and there never is. He has had conversations with the Chiefs and he is sure they can address that and if they could also be at the meeting he would appreciate it. Mr. DeVellis stated that were it is under Citizen's Input, there is not a lot of discussion they can have tonight on it, but he wanted to have a follow up with Public Safety and Planning because this isn't the first time he has heard it and a lot of people come out of there saying "how does this happen".

Mr. Sullivan stated that he doesn't know where the process can start of addressing the 9-1-1 Dispatch because 18 minutes for a cell phone call before it gets to the public safety building is inexcusable. How many times have our paramedics gone to Pub 99 or other restaurants and there has been a heart attack and they revived the person and brought them back. Every minute counts; this is the 21st century and this is ridiculous. Mr. DeVellis stated that topic was on their agenda at the last meeting and Chief O'Leary came in with his staff and presented what it is now with the 9-1-1 calls and where they go and what the plans are in the future. That one is being addressed.

Richard Parker 79 West St. – Mr. Parker stated that he just wanted to touch on a subject that was going around and it was first brought up, three and a half years ago and now it is going around again. Basically, back in July 2012 and he knows some the Board members and the Town Manager and Assistant Town Manager weren't around, but it is about Regional Dispatch. Back in July 2012 the then town manager announced to the Board of Selectmen that Foxborough was granted a \$100,000 grant for a feasibility study for a Regional Dispatch Center with Walpole, Medfield and Norwood. Money was granted and the study was done for \$88,000. At the Selectmen's meeting in 2013 the Board of Selectmen decided to table the concept; part of it was because only four communities showed an interest and the study recommended five. Some communities in the study weren't ready to proceed and then at the end "Chief O'Leary stated that the public safety facility for Foxborough was designed to have police and fire at one location with the thought of regionalization with other towns. The current staff can handle the call volume the town has and Chief O'Leary supports the recommendation to table the concept at this time." His question now is, where they are pursuing this again when did the Town of Foxborough decide to actively pursue the Regional Dispatch with Mansfield, Norton, Easton and Attleboro which now has dropped out. Was there a feasibility study; who conducted it; how much did it cost; who did they talk to; was it for four or five towns; and how does he go about getting a copy of that study if there was one. Further, back on March 8th Captain Kelleher and Chief O'Leary did a very vague presentation about the Regional Dispatch and they basically didn't answer any questions so he is wondering when will a comprehensive plan be presented to the Board because it sounded like the Board didn't know much about it on March 8th as well as to the citizens of the Town of Foxborough and when will the citizens be able to have comments about this concept because it appears that this has been going on for almost two years, the whole concept and the first that anyone has heard about it was on March 8th. He is just trying to get some answers that no one seems to have.

Mr. Keegan stated that the concept of Regional Dispatch and he is not familiar with the ones that were done previously but he can tell them that the concept of Regional Dispatch has been here for a while now and it is actually being looked at by multiple communities across the Commonwealth, not just this community but several others as well. The communities being looked at originally were Attleboro, Foxborough, Mansfield, Easton and Norton. Right now it looks like Easton, Mansfield, Norton and Foxborough are probably the best combinations of communities to look at this process.

The Regional 9-1-1 funding comes from the state and it is actually a funding source that is on each of our phone bills and it is funding that is set aside to help support the concept of Regional Dispatch and 9-1-1 services. As a result of that, there was a study that had been done 1 ½ - 2 years ago which he was not part of. He had a meeting as early as last Friday with the four town managers to discuss it for the first time collectively so there are a lot of ways to go in terms of this process. Mr. Keegan stated that he had also communicated this to Mr. Parker previously so he knows that this is nothing new and they were meeting as of last Friday so he knew that was happening. He also asked the dispatchers to identify what their concerns were about this process because they certainly want to consider those as part of the overall discussion. In due respect to anything that does happen there will be a full discussion and disclosure of everything that is going to be put forth. This is not something that is going to be done behind closed doors, it is going to be done and presented in its proper format and there are a lot of unanswered questions

even at their level at this point in order for them to present something that makes sense to the Board for the Board to consider and for the rest of the community to consider. They are looking at all of the administrative issues and organizational structures and how the actual dispatch situation would be set up from the four communities. There appears to be a location in Mansfield that is being considered as a possibility because they are moving to a new facility; the new construction of their new facility was just approved this past year so that construction will take a couple of years before that is completed. They are a ways away before that happens but you know that time can pass quickly and they will certainly keep everyone here informed as to the progress being made. He does have an update for the Dispatchers Union and he will provide that to them at their next conversation/discussion. Based on the conversation he had with the other four towns, those other four towns have the same concerns from the Dispatch Union as well that are being shared with them so it is a very similar type of concern. Mr. Parker stated that he was not there and it has nothing to do with the Dispatch Union, he is here as a resident of the Town of Foxborough.

Mr. DeVellis stated that if anyone else is interested, he would suggest going to the cable access website, he knows that was a robust discussion of over a half hour. Watch the tape and if they have any further questions feel free to call on Mr. Keegan.

7:20pm – H.U.G.S. – Sexual Assault Awareness Month – Chief O’Leary

Chief O’Leary stated that Foxborough Police have been partnered for years with both New Hope who provides services for the victims of domestic violence as well as H.U.G.S. Foxborough and through the leadership team from H.U.G.S. Foxborough he presented a proclamation and he would like to have their President, Laura Schaefer Newman come up and address a few issues to the Board and then the Board can read the proclamation.

Ms. Newman stated that H.U.G.S. is an acronym for “Help Us Get Safe” and this is their 15th year and they are a nonprofit, all volunteer organization. Their main mission is to help women, children and families who have been affected by domestic violence with the Foxborough area community. This proclamation is important and they appreciate their support for this because April is National Sexual Assault Awareness Month. In light of that, because it is this month, one of the things that they do is to provide from fund raising efforts educational programs within the Foxborough area community particularly geared toward the youth in our school systems. This month they are sponsoring two plays presented by Deana’s Educational Theater and they are very well known for doing this. There will be two plays at the Ahern School for sixth grade and seventh grade on April 25, 2016 and that is the play called “Doing the Right Thing”.

Another play that they are doing is the Yellow Dress on April 28, 2016; one at the Foxborough High School and one at the Foxborough Regional Charter School. The Yellow Dress is a very poignant, powerful film about sexual assault and violence and this is geared to high schoolers who may be going to the prom so it is timed appropriately. That is what they are about. She also wants to acknowledge not only Chief O’Leary who is one of their founding members, but also Ruth Karacek and Joe Sheehan who is a Board member and their Treasurer and she wanted to thank Mr. DeVellis and the entire Board for the proclamation.

Mr. DeVellis thanked Ms. Newman for coming in front of the Board stating that they do tremendous work. Ms. Newman stated that they are all volunteers and are all on the same mission to protect their children and their families.

Mr. Mitchell read the proclamation.

“WHEREAS, the Town of Foxborough recognizes that sexual violence is widespread and impacts every person in this community;

WHEREAS, rape, sexual assault, and sexual harassment harm our community, and statistics show one in five women and one in 71 men will be raped at some point in their lives (Black et al., 2011); and

WHEREAS, child sexual abuse prevention must be a priority to confront the reality that one in six boys and one in four girls will experience a sexual assault before the age 18 (Dube et al., 2005); and

WHEREAS, the Town of Foxborough recognizes that sexual abuse awareness and prevention is a high priority and has created the **Foxborough Child Sexual Abuse Awareness Committee** into our bylaws with the purpose to educate, train and provide awareness on a continuing basis; and

WHEREAS, young people experience heightened rates of sexual violence, and youth ages 12-17 were 2.5 times as likely to be victims of rape or sexual assault (Snyder & Sickmund, 2006).; and

WHEREAS, we must work together to educate our community about sexual violence prevention, supporting survivors, and speaking out against harmful attitudes and actions; and

WHEREAS, with leadership and dedication, we can be successful in preventing sexual violence in Foxborough by increasing education, awareness, and community involvement; and

WHEREAS, Foxborough strongly supports the efforts of national, state, and local partners, and of every citizen, to actively engage in public and private efforts to prevent sexual violence. It is necessary to take steps to create a safer environment for all.

NOW, THEREFORE, BE IT RESOLVED by the Board of Selectmen to join advocates and communities across the country in taking action to prevent sexual violence and recognize April is **Sexual Assault Awareness Month**.

In witness whereof, we have set our hand and caused the seal of the Town of Foxborough to be affixed on this 5th day of April 2016.”

Ms. Newman thanked the Board for their continued support.

7:28pm – Pinning Ceremony – Chief Hatfield

Chief Hatfield stated he wanted to thank the Board of Selectmen and Town Manager for allowing them to be here and more importantly he wanted to thank the families and the Foxborough Fire Rescue family for being here for an important night so that they can do the swearing in and pinning ceremonies for four of their new firefighters along with their three new lieutenants. Chief Hatfield stated that he owes them all an apology because some of this has been long overdue and it has been delayed because they have had quite a bit of activity in the fire department. When all is said and done, this should have been done a long time ago so he wanted to apologize to everyone for that delay. Chief Hatfield also wanted to thank Bob Cutler, Town Clerk that will be assisting him this evening in doing the actual swearing in and he can guarantee for all of them that this will be a special night and something that they never will ever forget.

Chief Hatfield brought up the new firefighters. They are all firefighter/paramedics and they have been working in the area of Foxborough and the Commonwealth for quite some time and they have a real strong understanding of our community and what they expect from them as firefighter/paramedics in our community. Chief Hatfield stated at this point, they have been shining and he is very proud of all of them.

PJ Belham
Brian Foley
Tim Bailey
Parker Merritt

Mr. Cutler swore them in.

Chief Hatfield stated in the last contract negotiations they were able to finally promote their Acting Captains to the next level. The first step of any type of management criteria is the Lieutenant in the Fire Service and then Captain, Deputy Chief and then Chief. They are part of his new management team and he is very proud of them. They have been in these positions as Acting Captains in the past and have now made it to the rank of Lieutenant. Chief Hatfield called the following Lieutenants up:

Dave Laracy
Andrew Putini
James Grenier

Mr. Cutler swore them in.

Chief Hatfield stated that they normally would be pinning Lieutenant Mike Kelleher but he had a previous engagement this evening. Chief Hatfield thanked Mr. Cutler for helping them on this; this is very special to them all and from Foxborough Fire and Rescue, they wanted to congratulate Lieutenant John Hannon and Lieutenant Richard Noonan.

Mr. DeVellis stated on behalf of the Board he wanted to thank Chief Hatfield for being willing to share this with the Board; this is one of the times that makes their job very nice to be there. To the pinning recipients, they are very proud that they are wearing the Foxborough patch. They are

very proud of them and he thanked them. The families that are there this evening, you can see the pride in their faces and that is what this is about.

7:42pm – Introduction of New Lieutenants – Lt. John Hannon, Lt. Richard Noonan, Chief O’Leary

Chief O’Leary thanked the Board and Mr. Keegan for having them join them tonight. Chief O’Leary called forth Lieutenant John Hannon and Lieutenant Richard Noonan. Chief O’Leary stated that Lieutenant Hannon joined the department in 1986 and he is a graduate of Suffolk University and has his Master’s Degree from Boston University and he is also a graduate from the FBI National Academy. Lieutenant Richard Noonan graduated from Foxborough High School and has his Bachelor’s Degree from Northeastern University and has also earned a Master’s Degree from Western New England. They are both very talented people and he is proud to have them introduced to the community as well as to members of the Board for the service they have provided in the past and will continue to provide in the future. They are also going to have a pinning ceremony tonight. Ordinarily as patrolmen, officers are pinned by family members at the graduation from a police academy so they can have full time police status.

Chief O’Leary thanked the Board as well as the public on behalf of the police department for allowing them to be there this evening.

Mr. DeVellis thanked them for sharing and stated it was nice to be part of that.

7:50pm Selectmen’s Update

Mr. DeVellis stated that the Board should have received by E-Mail the Town Manager’s review. Mr. Keegan has been there for almost two years now. What Mr. Keegan got was a self-evaluation which is a public document and they will put that in their packets next week. They will send out the contracts so the Board will all have Mr. Keegan’s contract. Look at it, there are some dates and logistics that they need to understand and then they will do a review at the next meeting two weeks from now. Over the next two weeks they will send out something and the Board can look at Mr. Keegan’s self-evaluation and at the next meeting they will talk about his evaluation. It is a performance evaluation, a salary review and the third part is that contract is good for two years so it will extend into a third year and there is a process should he want to continue as their town manager. Mr. Keegan stated that they will be signing the third year so it is his obligation to notify the Board that the contract has one year left and the process should begin to negotiate a new contract. Mr. DeVellis stated that they have been working with Mr. Keegan for a series of years but if there is anyone out there in the public that wants to reach out to any of the Selectmen and grab their ear if they have concerns or praise or suggestions within the next two weeks. It is uncomfortable to have a review in public but because he is public, that is what they need to do so everyone is going to hear. Mr. Keegan stated that Ms. Bernard will try and coordinate the process with all of the board members so she will collect all of the information and reviews from each of them and then she will tabulate that information and provide it back to the Board.

Mr. DeVellis stated that they have been working towards replacing the flagpole so according to Mr. Hill, DPW Director, it is a two week process and they are waiting for the ground to harden up and hopefully by the end of April or close to it, they will have a new flagpole. They are shooting to get this all done by Memorial Day. What they have in front of them is a color graphic Mr. DeVellis put together that shows the stamped concrete circular pattern around the flagpole. If they could take a look at it, they are going to try and set up a meeting sometime next week with Roger Hill, Dave Laliberte and people from the Flagpole Committee to look at some of the logistics on how to get all of that that done so if they have any suggestions on what they would like to see out there or not see out there they can send out an E-Mail and figure out a date to do that. Mr. Keegan stated that work has already begun to a degree and they have actually removed the stone that is located around the pole and that is the first initial phase of the process; they need to remove that first before they can begin construction of the new pole. Mr. DeVellis stated that is all clean and looks a little different. The next step is once they agree, is to remove the cement walkways in that general area, dig the hole, put it in and then put it back up. Mr. Mitchell asked if they could shoot for either Thursday or Friday of next week. Mr. DeVellis stated that there is actually a North, South, East and West emblem a little further out.

The Board of Selectmen were lucky enough to attend the groundbreaking ceremony for the town hall. It was a nice crowd and State Representative Jay Barrows attended, Mr. Keegan, Board of Selectmen, Advisory Committee, Permanent Building Committee, Adhoc Committee and other people that just came because they wanted to see. There were a lot of thanks. The town hall to him and the Board represents probably 15 years of effort by various boards and different Selectmen and went all the way through, architects and design review committees and a lot of public debate so the people that were there, a lot of the volunteers on the different boards that came together and the end thank you went to the voters that showed up at town meeting and voted for a capital expense that addresses the professional staff that they have there, the businesses and families that come in and do business so it was nice to see. It was a long road to get there and they gave Bill and his group kudos because it has been tried and failed over the years and he thinks the approach that they had was reaching out to every board and every home through Cable Access, coffees, public broadcasting to get people's input and they also mentioned Dick Heydecker that his Adhoc committee was instrumental in waking them and shaking them to look at the bigger picture. Now we have a maintenance program for all of our buildings in town. The town hall is very tight and very refined because of his efforts and all of the volunteer boards. Ground breaking was today and how it usually goes is the ground breaking is an impromptu thing after the paperwork and the effort has been done. They will focus on a nice ribbon cutting ceremony to include a broader group once the time comes.

7:57pm – Personnel Wage Board Bylaw Article – Personnel Wage Board – Mary Beth Bernard, Joe Sheehan

Ms. Bernard stated that they were there tonight to present a warrant article that has taken shape over the last 15-18 months since she started there, they reconvened the Personnel Wage Board which had been dormant for a few years and they have done a lot of work on the Personnel Bylaw. Mr. Sheehan is with Ms. Bernard tonight to give the Board an update on what the changes are. The Board has in their packet an item marked "Article 8" which will be on the warrant at the Annual Town Meeting and every year the Personnel Bylaw comes before the

Selectmen in the form of a policy handbook. This year the Personnel Wage Board spent a lot of time working on separating out the bylaw from the policy handbook. There has been a few changes that have made this a good idea to happen now. Many people who used to be covered by this are now covered by collective bargaining agreements. They have two new Steelworkers Units and a Dispatching Unit and it was also time redefining the federal, state and different laws were changing and every year they would have to come forward with this policy manual as a bylaw to address, review and change. They sought the help of legal counsel and with the Board's and Town Manager's endorsement, they decided to create just a personnel bylaw that does state that it will establish a personnel bylaw to establish fair and equitable personnel policies, promote a system of personnel administration and ensure a uniform, fair and efficient application of personnel policies. This will establish that there will be policies and the policy handbook would be kept as something different. They have HR Counsel working with them now and reviewing each and every one of the policies. They have brought before them in the last year and half several new policy revisions that as they revised them they would come to the Board for adoption. This policy does apply to all of the nonunion and seasonal employees and it does not apply to people with personal contracts, members of the school department or elected officers. If a collective bargaining agreement is silent on an issue, the bylaw will take precedence. It also establishes something the other bylaw did not have; it clarifies the Act of 2004 with the Town Manager position and the Strong Town Manager position but also defines the members of the Board. There will be five members, four appointed by the Board of Selectmen for two years; there will be someone as a representative from the Advisory Committee and they have also been asked in this new policy to have an alternate member so in the case that a Personnel Wage Board member can't be at a meeting an alternate could always take their place and vote.

What this does is outline a personnel system that there will be policies and it is going to make use of current concepts of personnel management and make sure that they have a plan and administration according to policies. It is also going to a governing compensation plan which comes before the Board as warrant articles every year and sound recruitment, personnel administration policies and also it outlines a procedure which any group of employees, the Town Manager, the Board of Selectmen, Personnel Wage Board can bring forth any new policy ideas and there is a whole vetting and hearing policy that goes with it that is in that policy. In essence the Board has done this for the purpose of addressing the concerns and drawbacks of the current bylaw to make changes where the policies currently reside in the bylaw itself and resulting in a long delay when they have to bring things to town meeting for example with wording changes. It also provides clarity where there is ambiguity in some of the policies and it is cleaned up so they have one single cohesive document that addresses the existing personnel policies. They are hard at work on the handbook and they are looking for feedback on each and every one of the policies as they come before the Board and they are asking for the Board's support of this so that this proposed bylaw will exist and not have to come before the Board every year.

Mr. Feldman asked if they were considering the fringe benefits as part of the compensation plan or will that be held as a separate item. Ms. Bernard stated similar to the previous bylaw what they are trying to get away from is having nonunion people have contract language in this policy handbook so they will outline some of the certifications, stipends, holidays, sick accrual and

those types of things. While they are still developing those, the present bylaw will still be the fallback for administering those things.

Mr. Gray stated that he was on the Personnel Wage Board for about twelve years and it is interesting to see it condensed down to what she gave the Board. He read through it and it is very comprehensive and he thinks it was a difficult task to get it down to this. He agreed with the concept of having this as the overriding bylaw and having policies function beneath it. He thinks it is the best approach and saves the Board a lot of work.

Ms. Coppola asked when the new policy book would be ready. Ms. Bernard stated that they probably have one third of the policies revised and they are taking them one at a time. They brought forward to the Board a vacation policy, CORI policy, vehicle policy and they are doing them one at a time so as they bring them forward; the tuition policy is just about ready; they are bringing them to the Board one at a time and then they will compile them into a handbook. They are using Jack Nolan who is their HR Counsel who advises a lot of communities on these types of things to make sure they are not missing anything in that. The Board has seen each one separately and then once it is combined as a handbook the Board will get that as well. Ms. Coppola stated that the ones that they have seen they voted on them already and they are in place right now. Ms. Bernard stated that they voted on a Worker's Compensation policy, CORI policy, Vacation and Vehicle.

Mr. Keegan stated that this is a really good approach towards developing this kind of personnel or human resource guideline. He views the overriding document that the Board is seeing as a selective road map and that the individual policies and procedures as the various signs and interior roads that come off of that. More often than not, it is difficult to explain policies and procedures through the legislative process at town meeting because these are items that are not done normally on an everyday basis with most people who come before the Board who deal with this. This is a better approach and it is a more acceptable approach that is being used across the industry these days because it just makes better sense to conduct business in this type of approach.

Mr. DeVellis stated on logistics, today being April 5, 2016 and town meeting being May 9, 2016 this is probably one of the last opportunities the Board will have to vet this. Mr. DeVellis asked if the Advisory Committee has seen this in which Ms. Bernard stated that they are going there tomorrow night. Mr. DeVellis asked if they were going for the first time tomorrow night in which Ms. Bernard stated yes.

Mr. DeVellis asked if the Board had any suggestions or revisions for them to bring to the Advisory Committee tomorrow night and the Board had none.

8:07pm – NPS, LLC – Public Hearing – Beyoncé

Mr. DeVellis stated that he was contacted by the Kraft Group today and they respectfully asked to postpone this item to the next meeting in two weeks for no other reason than Beyoncé has committed to one concert and the second date is unknown right now. Usually they are back to back but there is going to be a little bit of a gap so rather than approve something contingent

upon a date change later, or denying it because they don't have both dates or withdrawing it and they would have to put in a new application in which the timing was not going to work, he suggested to the Board that they continue this for two weeks under the current advertisement and current application and by then they will have that second date for the Board to consider.

Mr. Keegan stated that the recommendation to the Board is that a motion be made by the Board to continue this hearing until April 19, 2016.

Mr. Mitchell read the public hearing notice.

Mr. DeVellis stated that he recommended to the applicant that they did not need to appear tonight.

Motion by Christopher Mitchell that the Board continues the hearing until the April 19, 2016 Board of Selectmen meeting. Seconded by John Gray. **Vote 5-0-0**

8:10pm – Bass Pro – Blue Fin Lounge – Change of Manager – Michael Middleton, Edward Cuthbertson

Mr. Middleton stated that he just became the new General Manager at the Blue Fin Lounge at Bass Pro Shop.

Ms. Coppola stated that the application asked how many hours Mr. Middleton would be working during the week and he put down 80 hours. Mr. Middleton stated that his corporate office told him to put down how many hours he worked during their bi-weekly period so it would be 40 hours a week and 80 hours bi-weekly.

Mr. Feldman asked Mr. Middleton if he was presently engaged with FoxCares. Mr. Middleton stated that he was not and he tried researching it a little bit on line. Mr. Feldman stated that he should forward his information to the FoxCares group and he will be getting a call from them. Mr. Feldman stated that it is a great group. All of the licensed establishments up at Patriot Place are members as well as other license holders in the community so they look forward to seeing him at the next meeting.

Mr. DeVellis stated that there are ABCC laws but there are also specific laws relating to Foxborough and he asked Mr. Middleton if he had read through those in which Mr. Middleton stated that he has not yet. Mr. Gray stated that it is really important that Mr. Middleton understands the laws and how the Board engages those laws and enforces them. Mr. DeVellis stated that if he wants to go to the condensed version at the end there is "Strike 1 through Strike 3" and if it is the first strike which is underage or over serving, the Board in the past has been pretty regimented about following the system and he would be wise to learn that quickly. Mr. Feldman stated that the FoxCares group would be a great resource to him. Mr. Cuthbertson stated that they have a very good relationship with Brian Early from Patriot Place and he does send out those different memos on this particular group and they will get into a partnership with them.

Mr. Keegan stated that they will forward his name to Lieutenant Noonan who is the alcohol officer for the town and he will be in contact with him and go over the rules and regulations.

Motion by Christopher Mitchell to approve the Change of Manager for Bass Pro Shop.
Seconded by John Gray. **Vote 5-0-0**

8:20pm - Mark & Judy Duffy – Public Hearing (Cont'd) – Discussion/Vote Municipal Conversion Permit for the Former Fire Station @ 40 School Street & Land/Building at 21 Market Street (former Keating Funeral Home)

Mr. DeVellis recused himself from this portion of the meeting.

Mr. Keegan read a statement into the record relevant to this matter this evening. The Duffy's will not be here tonight but Mr. Keegan did have a statement to address the situation for the public to understand what has transpired.

“On December 15, 2015, the town conducted a public auction at the Boyden Library of various properties that were determined were no longer needed for public purposes and available for disposition. The properties offered for sale have since been transferred by the town to the successful bidders. However, three of the parcels auctioned that day constitute a combined parcel on the town common that includes the former fire station and the former funeral home located at the rear of the fire station property. The high bidder of these parcels at the auction, Judith Duffy, has worked diligently with the town to try and finalize the terms of this transaction. This completion of the sale was complicated by the fact that it is required that the successful bidder obtain a municipal conversion permit under Section 7.1 of the town's zoning bylaws. This permit is to ensure that the conversion of use or sale of any town owned property will be implemented in a manner that is in harmony with the intent of the zoning bylaw and that will ensure the future integrity of the neighborhood within where the property is located. The permitting process involves significant consideration by the Board of Selectmen regarding the nature of the proposed future development of these parcels and the impacts created thereby on the neighborhood before a permit can be issued and the parcels are transferred by the town. Regrettably where both parties entered into the process and engaged in dialog in good faith, the town and the perspective buyer have not been able to reach a mutually acceptable agreement on the future use of the parcel. In advance of this auction the town strategically viewed this property as an important piece to its downtown redevelopment effort. While the perspective buyer's future development ideas were certainly consistent with their existing continued use of their abutting property, the town would prefer to develop the property in a more comprehensive manner which advances the overall goals and objectives of the Foxborough Center Overlay District. To further the objectives of the town's preferred vision for this property the town and Ms. Duffy have reached an agreement to rescind the proposed sale agreement and release one another from further duties and obligations from the proceedings. Also, the town and Ms. Duffy have reached a mutually agreeable allocation of the costs incurred relative to this transaction to date. In exchange for this consideration, the town has agreed to release Ms. Duffy from any future financial obligations imposed by the Memorandum of Sale. The town appreciates the Duffy's interest in this property, their commitment to securing the best possible development project for the highly visible and prominent area of the town and they appreciate the cooperation

in resolving their issues regarding the future use of this property in an amicable manner. The town hopes to work with them in the future as abutters to successfully implement the town's vision for this key parcel of land."

Mr. Keegan stated that he has nothing further to offer at this time.

Motion by Christopher Mitchell to close the public hearing. Seconded by John Gray. **Vote 4-0-0**

Mr. DeVellis returned to the meeting.

8:25pm – Annual Town Meeting Warrant Articles – William G. Keegan, Jr.

Mr. Keegan stated that the primary concern that evening is the Board's position relative to the budget. Mr. Scollins joined Mr. Keegan there this evening and they presented the budget terms to the Board a few weeks ago and they wanted to know if there were any further concerns or questions about the budget before they have final discussions with the Advisory Committee tomorrow evening and the next few weeks. Mr. DeVellis stated as the Board would recall there was a PowerPoint presentation and a lot of discussion at the last meeting and asked if there were any comments, suggestions or questions from the Board. Mr. Gray stated the last comment he had at the last meeting Mr. Scollins had taken care of that so he is good.

Mr. DeVellis asked Mr. Scollins to give a quick overview for anyone that had not seen the presentation a few weeks ago. Mr. Mitchell asked if AdCom had already voted on these in which Mr. Scollins stated that they voted on the Capital Budget but not the Operating Budget so they were looking for input on both tonight.

Mr. Scollins stated that the Operating Budget town wide including estimates for contract settlements and nonunion wage increases is a grand total of 5.1% or \$3.4M and the all in FY17 budget is \$69.39M. This breaks down at the high level, the municipal department budgets are up 1.9%; the school department is up 3.9%; their fixed costs are up 10.8% primarily by health and pension costs and the total general fund is up 5% or \$3M and fixed costs are in that and the enterprise funds are up 7.55% or \$372,000 driven primarily by the incorporation of the regional sewer assessment. That is the high level of the Operating Budget. On the Capital Budget, that is being proposed by the Capital Committee is a grand total of \$20.8M in items, the largest being \$17.25M of water infrastructure. \$16.50M which will be its own separate warrant article for water infrastructure for the surrounding Pumping Station 1 on Pumping Station Road. It is \$837,000 for road improvements; \$700,000 for the Burrell School MSBA feasibility study; \$448,000 for DPW storage facilities for equipment and salt; \$428,000 for school related equipment and buses; \$384,000 for fire and police portable radio replacements; \$245,000 for DPW vehicle replacements; \$125,000 for turf field concession stand and bathrooms; \$118,000 for fire department vehicle replacements; \$100,000 for town wide networking infrastructure upgrades; \$83,000 for a fire department integrated data base management system; \$58,000 for police department Taser replacements and \$30,000 towards the online permitting system. That is the entirety of the Capital budget. The Burrell School item for the feasibility study will also be its own article on the warrant as required by MSBA. Mr. DeVellis stated that is not sponsored

by the Selectmen; the School Committee is sponsoring that article. Mr. Scollins stated yes. Mr. Keegan stated that the MSBA has voted to move that project along in the process so the action taken at town meeting will certainly have some important merit towards keeping the process moving. Mr. DeVellis stated that he received the E-Mail on the MSBA findings and it has some good information in it and the chronological order of next steps. Mr. DeVellis told Mr. Keegan to send that E-Mail out to the rest of the Board tomorrow.

Mr. Richard Marks – Mr. Marks asked if the \$83,000 for the fire department integrated data base management system was compatible with the computer program that is now being used. Mr. Scollins stated that is one of the CIP items and that is actually the intent of this particular data base management system in the fire department; they are currently using five different systems and what this is going to do, is this is going to pull the data from all five systems so there will be one central recording data base. Mr. Marks stated the \$13,000 for online permitting, is there a list of what online permits are going to be included. Mr. Scollins stated it is \$30,000 and it is a pilot program that is going to start initially with the fire department and the inspections department and then it will be expanded to the other departments that are using permitting systems such as the Board of Health and the Board of Selectmen. Mr. Marks stated that there is a list somewhere that says “a, b, c, d”. Mr. Scollins stated that the Building Commissioner, William Casbarra is managing the project and he can tell him a lot more about it than Mr. Scollins can but it is a great upgrade for the town to allow people to finally go on line and get their permits. Mr. Marks stated his concern with the fire permits is the two programs won’t be compatible and that the fire department will be used for the dispatcher line and how that will affect the dispatch operation. Mr. Scollins stated that this is just a data base program and it is not intended to be used for dispatching, it is intended more for administrative and management purposes to capture all the data so fire administration can manage all of the activity that is being collected in five different systems that is being collected all in one place.

Mr. Scollins stated that he was looking for a formal vote so they can publish the warrant articles after AdCom makes their recommendation.

Motion by Christopher Mitchell that they accept Article 4 of the Operating Budget for the Town of Foxborough for FY17 as recommended by the Town Manager as outlined in the memo dated March 20, 2016. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell that they approve Article 5 CIP Budget as presented to the Board of Selectmen two weeks ago. Seconded by John Gray. **Vote 5-0-0**

8:30pm – 40 E. Belcher Road – National Grid Grant of Easement – Chris Gallagher

Mr. Gallagher stated the Board has before them a Grant of Easement from Mass Electric Company and Verizon New England for the landfill site on East Belcher Road and this has to do with the solar field project that is slowly moving forward. This is a good sign that National Grid is actually talking to Sun Edison and that they are moving this forward so this is very similar to the easement they did three weeks ago on the Elm Street site. On the last page of the handout to the Board there is “Exhibit A” which is the description of the plan view. It comes off of Pole 24 which is an existing pole on the south side of East Belcher Street and goes through just after the

entrance to the compost area so there will be a couple of trees needing to be taken down and they will install an additional three poles on the town property and the easement will be granted to them. They will maintain any land underneath the easement and they will as described own all of their structure; the poles and anything on the poles as long as it is there. This is the next step to getting that solar field moving forward.

Mr. DeVellis asked if National Grid installs the poles in which Mr. Gallagher stated correct. Mr. DeVellis stated that this easement allows them to put the poles in there and transfer electricity from the solar area to Belcher Street and then goes into the grid. Mr. DeVellis asked if an easement is required. Mr. Gallagher stated for National Grid to install the poles it is required; they won't put the poles up until the town gives them an easement.

Mr. Keegan stated that they are anxious to get this resolved and keep the process moving.

Motion by Christopher Mitchell that they grant the easement at 40 East Belcher Road for the National Grid poles to be installed to Mass Electric Company and Verizon. Seconded by John Gray. **Vote 5-0-0**

8:36pm – Town Manager Update – William G. Keegan, Jr.

Mr. Keegan stated that one item he wanted to discuss with the Board on a preliminary basis and not getting into too much depth at this juncture it has been discussed with him over the past few weeks that the issue of the dog park has once again come about for a point for consideration. What Mr. Keegan would like to do is before they get too far ahead of themselves in this process is to actually look at a process by which they can pull a number of people together in a room and identify what the issues are and come up with some suggestions. Knowing the volatile nature of what has happened in the past and the history of this particular topic, it is not an easy issue to get through and he knows that full well listening to all of the different parties that have been associated with it so his idea about this is that they follow a similar process almost like what they did with the town hall and that they put all the people in a room and identify what the concerns are and identify the options and then come back with recommendations and not reach any conclusions until they have gone through that process and fully vetted the entire process. His concern is that if they reach conclusions too quickly, then it will be misunderstood and the actual goal will not be met because there will be too much concern about it. He thinks this is the process he would like to follow and he will send along to the Board some thoughts about what he would like to do and talk a little more in depth at the next meeting of the Board but at this point he is not going to talk about any specific locations, he doesn't think that is appropriate to do at this point and he thinks he would just like to talk about a process so they maybe can move forward from here and see where that leads them. To do so otherwise would be premature at best.

That is where he stands at this point and he has not reached any conclusions at this point other than to say he thinks they need a process to begin this discussion again. Mr. Mitchell asked if they were still on the April 11, 2016 agenda for the Conservation meeting in which Mr. Keegan stated correct. Mr. Keegan stated that Conservation would like to get this discussion process going as well therefore he doesn't want to have the conversation about this until they at least

have had their own discussion and Mr. Keegan will come up with a recommendation in terms of process and he will include them in that discussion as well.

Mr. DeVellis stated that he agrees with everything that Mr. Keegan had said and is glad that he picked up on the tail end that the Selectmen are an elected board and they are an appointed board and it has to be in front of them so what Mr. Keegan is saying to the Board is what really needs to be said to them at the same time so collectively they can all figure out where this is going. Mr. Keegan stated that the last thing that he wants to do or get involved in is a very controversial issue that loses sight of the entire goal and that is to provide something that from what he understands the town wants and then they will measure that need and see how much people really want that and if that is the case then they will move forward with a process to try and identify that. Mr. DeVellis stated where this is going to be a discussion with Conservation are there any Board of Selectmen members that may go to that meeting on April 11, 2016 and if so we would need to post that. Mr. Keegan stated that it is his understanding that this is just a preliminary discussion and he doesn't think that they themselves have identified their own process on how they want to proceed at this point.

Mr. Keegan stated that as soon as you raise the issue, a lot of conclusions get drawn and he doesn't want to get into that discussion point or that direction. He wants a process that fully allows everyone to have their voices be heard on it.

Mr. Feldman stated that he thinks setting it up similar to the Town Hall Working Group is a good idea because going into some of those meetings people had preconceived notions of what they thought they may have heard and then when you sit around a table and you start talking about it, you have dialog and it is respectful, you are able to accomplish a lot.

Mr. Keegan stated that what they want to try and do is take a lot of the emotion out of the issue and just focus on the facts and do a lot of fact gathering and understand all of the pieces that go into something like this. There has been a lot of successful stories about how this has been done in other places but they also want to make sure that they are not in any way shape or form creating a situation that is untenable for individuals in the community; they want to make sure they address those issues upfront.

Mr. Keegan stated that he has had his first discussion with Bay State and the Paradigm Energy Group relative to the electric aggregation process and they provided him, which he will forward to the Board as well is a preliminary indication of a timeline as to how this process is going to work and they have done a very detailed layout of how this will lay out over the next several months and years. What he would like to do at some point is bring them in so the Board can meet them face to face and they can have a conversation with them but he will provide this information to the Board at their next meeting.

They received an invitation today to attend the ribbon cutting for the Pawtucket Credit Union which is going to be opening up in town at 211 North Street, Suite 6 here in Foxborough and that is on April 25, 2016 at 10:00am if anyone on the Board would like to join them as well.

Massachusetts Tax Amnesty has once again arrived in Massachusetts and what this does is allows anyone who has an outstanding tax issue with the Commonwealth of Massachusetts to submit their taxes absent of any penalty or impact or additional costs and it is from April 1, 2016 to May 31, 2016 so anyone that has an outstanding tax issue that is listening in the audience tonight, they want to reach out to the Massachusetts Department of Revenue and it is on their website at: mass.gov/taxamnesty and that will provide them with any information that they need in order for anyone to take advantage of this program.

Today they had another follow up meeting on the Opioid Addiction Task Force and they had a very good and healthy discussion about what is going on in the community and all of the different resources that they have at their disposal. They did expand the committee and reached out to include residents in the community as well as some of their surrounding resources in the community and one of the hospitals reached out to them as well. They have expanded that group and the group has had some really healthy discussions about what is going on with this particular topic in our community. The only thing that is clear in their minds is that they need to do a better job at education on this topic and they are trying to find what is the best model and practices that are being utilized today to do that. They are at a point where they are still collecting information and identifying all of their resources but their role is one of education and Kris Long who has just joined them on the committee indicated that she thinks that is one of the biggest needs out there right now. There are a lot of resources available right now; certainly there could be more but the biggest thing is educating the public on this topic. Education starts at an early age as well as a later age and he thinks the education goes in different forms because obviously they are talking to different crowds at different times in their lives and how they could be impacted by this terrible situation. They are trying to develop their own strategy at this point and he thought it was a great discussion and they have scheduled another follow up meeting. Chief O'Leary has come up with a film to show at Showcase Live and they have some other films and possible speakers that they would like to have and actually have a public forum on the topic as well. They are moving ahead on this particular topic and they know how much this really needs to be addressed before they have further tragedies in the community and they have had one in the community over the past few weeks so they want to try and stay ahead of the issue as much as they can.

Mr. Gray stated that the Governor signed a bill which should direct resources to he hopes cities and towns and wanted to know if Foxborough was in line to try and get some of those resources. Mr. Keegan stated that they are going to try and ask for some of those funds. They can actually reach out at different levels to access those funds but he thinks there is also some consideration as to whether or not it actually makes sense to look at some as a regional resource as well and they might get more funding if they do it that way as opposed to just looking at their own community. Mr. Gray asked if the local hospitals were really the center of this effort; what role are they playing in this. Mr. Keegan stated that they are playing more of a support role but he thinks it is really a combination of effort; there are different types of treatment facilities and there are different aspects to this topic. There are support groups for parents and there are support groups for users; treatment facilities of very different shapes and forms. The treatment facilities are starting to pop up more often around the Commonwealth and they are being funded through different resources. Right now they are still not as plentiful as they should be and they are trying to find out what makes the most sense for this community. Mr. Gray stated that it looks like a lot

of effort coming from a lot of different points. Mr. Keegan stated there is and he stated in that meeting there is probably 8-9 different points of view and all of them are trying to work in the same direction so it is good to see that but by the same token they just really need to find their one niche and be good at it because there are so many different areas that are being looked at.

8:48pm – Assistant Town Manager Update – Mary Beth Bernard

Ms. Bernard thanked the Board for their support on the Personnel Bylaw and wanted to commend the tireless efforts of the Personnel Wage Board. They have a great committee and they have worked really hard helping them to hone the Personnel Bylaw (policies, etc.).

They are beginning their summer seasonal hiring so if there are any students out there who are looking for summer employment they currently have summer recreation jobs on their website; lifeguards and regular summer staff. Tomorrow they will probably be posting the DPW seasonal positions as well. They are fortunate that this year one of their seasonal workers graduated college and went full time with them. If anyone is looking for summer employment, check out our website.

Ms. Bernard stated that she wanted to commend FoxCares, last week she had the benefit of attending the FoxCares public meeting that they held and they did an early afternoon session and there were over 50 servers with a speaker and great training and they did a public information session later in the early evening and she was pleased to attend. It was a much smaller group in the evening but it was still very worthwhile and she wanted to commend that organization. She knows Mr. Feldman is very active in it and it is a very caring group of individuals who hold alcohol licenses and take them very seriously in town.

Mr. Keegan stated that last week he met with the General Manager of Home Depot in Mansfield and they had reached out to them and asked them if they would sit down with them and indicate what they can do for the community and what they can do to help them. At the same time, they were asking for their help in recruiting new employees; they are always looking for part time employees. A lot of their part time employees lead to full time jobs so for the summer college students that are looking for jobs he would certainly knock on their door as it is a good company to work for and they are a huge organization of 400,000 employees worldwide and is a very profitable company and they have done very well. They volunteered to help them with Community Clean Up Day that is coming up at the end of the month and they said they would send a crew out and assist in that process. Just reaching out at those levels it is important to maintain those connections because it could be very helpful to a lot of their summer kids looking for jobs.

Mr. Keegan wanted to thank everyone for being at the groundbreaking today. It was a very proud moment for him personally to see that happen because he knows how important it was for the entire community to see this finally come to fruition. It is a very exciting time for the town and he thinks the town will be truly proud of this project when it is completed and he thinks everyone there knows that they are putting their best efforts forward to make this happen and making sure that the project will come in on time and on budget.

8:52pm – Discussion/Vote on DPW AFSCME Contract – Mary Beth Bernard

Ms. Bernard stated what the Board has before them is a contract with the terms beginning on July 1, 2016 to June 30, 2018 and she is pleased to say that they are ahead of the game and it is not a retroactive contract, it starts July 1, 2016. Some of the terms of this contract include 2 years at FY17 at 2%, FY18 at 2% and that is keeping with all the pattern of all of the other contracts that they are working on. They are looking to align language in a lot of their contracts and they had some significant progress with regard to this contract. They changed some grievance language and some worker's compensation language and also have honed down their sick leave accrual to meet all of the other contract levels. This group used to accrue at 420 sick days and they are now down to 264 which is what the other employees are at for buyback purposes. They were also able to negotiate the use of performance evaluations. This group had a salary classification plan that hadn't been looked at since 1997 and it had some really irregular percentages between steps and between grades anywhere from 1.6% to 7% so they took it and neutralized it and created 3% in the early steps when someone is learning their job and then steps that at the end of the salary scale are 2% in between. In order for the employees to move through the steps they were able to successfully bargain in a performance evaluation so each employee will be evaluated and then on July 1, 2016 be able to move to the next step if they have a satisfactory performance evaluation. Those were some of the things that were in this contract and they are also giving people the opportunity to earn a Class A CDL; up to three members of the union will be supported in qualifying for a Class A CDL and will be compensated for when they use that. Other than that it was a very amicable, quick process and they also established a plan for getting work related outerwear; warmer season heavy winter jacket every other year and also some language around when the heat index is extreme at 105 degrees, to be able to negotiate that to maybe some inside work and people will be able to be relocated to another assignment so that it will be safe for them to work. The Finance Director has done the cost out of this and has endorsed it as within plan and within budget so the Board has all of those documents in front of them and they should have samples of the performance evaluation as well as the cost out from the Finance Director.

Mr. DeVellis asked Ms. Bernard to describe the grievance procedure change. Ms. Bernard stated that what they are trying to bargain into all of their contracts now are they have had their multitude of grievance procedures across all seven contracts so if a grievance comes before them they are always scrambling as to whether they have two days to answer; do they have five days and who does this go to. They are trying to streamline language and in doing that they have had some success with having an informal step that precedes the entire grievance process and they have successfully bargained that into several of the contracts now where they agree that they will meet informally to try and resolve it first. They try to work it out amicably and that has worked out several times especially with this union, the DPW union and they have also bargained that into the Library contract and they have it on the table with another union. This has worked out really well because it gets people talking and it saves money on both ends for legal counsel and all of that.

Ms. Coppola stated that when they talked about sick leave there was a housekeeping issue that right now it states "20 years" and Mr. Gray wanted it to be "20+ years" so they would like that amended. Mr. Keegan stated "20 years and beyond".

Ms. Bernard stated that this would be presented to AdCom tomorrow night.

Motion by Christopher Mitchell to accept or approve the DPW AFSCME contract with the amendment to change from 20 to 20+ years. Seconded by John Gray. **Vote 5-0-0**

Mr. Keegan stated that with respect to the Dispatch agreement, it is possible that they may need a special meeting next week to try and get this done because they are under the gun with the AdCom process to stay consistent with that. They were hoping to have both of them tonight but there was a snag that they struck in the process and they think it can be overcome but it is something that they really like to get before the Board if it is possible so they can get before AdCom next week. He asked if a majority of the Board members were available next week. Mr. DeVellis stated that it would have to be Monday or Tuesday. The Board stated that it would be Tuesday.

9:01pm – Action Items

Motion by Christopher Mitchell to re-appoint the town committee members expiring on 5/1/17, 5/1/18 and 5/1/19. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to approve the Common Victuallers license extension of hours to include breakfast starting at 6:00am – 10:00pm for Sals & Mals. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to approve the coin operated pool table license expiring on 5/1/2017 for Fusion/Agnus Corporation. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to approve (2) coin operated pool table licenses expiring on 5/1/2017 for Foxboro VFW 2626. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to approve the (2) coin operated pool table licenses expiring on 5/1/2017 for MBC Inn & Lounge/Ancient Marinere. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to approve the re-appointment of William G. Keegan, Jr., as a Municipal Hearings Officer expiring on 5/1/2017. Seconded by John Gray. **Vote 5-0-0**

Ms. Coppola asked what a Municipal Hearings Officer was. Mr. Keegan stated that every town has to have one so if someone is in a situation where they get a bylaw fine he has the ability to hear those appeals.

Motion by Christopher Mitchell to accept a gift donation in the amount of \$35 for the Lock Box Safety Program from Anonymous. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to accept a gift donation in the amount of \$60.15 to purchase a book in memory of Elizabeth Dussel from Foxborough Monday Club to the Boyden Library. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to accept a gift donation in the amount of \$100 in appreciation for use of meeting room space from Petites Choses Miniatures Club to the Boyden Library. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to accept a gift donation in the amount of \$35 for the Lock Box Safety Program from Anonymous to the Council on Aging. Seconded by John Gray.

Mr. DeVellis stated that what the lock box safety program is for seniors is if something happens in your house and the doors are locked, it is a safety key for Police and Fire so they don't have to break the door down.

Vote 5-0-0

Motion by Christopher Mitchell to approve the coin operated pool table license expiring on 5/1/2017 for Waxy's Mass LLC. Seconded by John Gray. **Vote 5-0-0**

Motion by Christopher Mitchell to approve the BOS 3-8-16 Meeting Minutes as Amended. Seconded by John Gray. **Vote 5-0-0**

Mr. Danau asked if they had been in contact with the Conservation Committee about the potential dog park situation and asked if that meant they shouldn't expect a vote at the meeting. Mr. Keegan stated that there is no vote being anticipated at that meeting at all.

Mr. Danau asked with the Duffy situation with regard to the agreement did they have to pay any remediation to the town or was that waived. Mr. Keegan stated that it was part of the statement and will give Mr. Danau a copy. Mr. Danau stated he wanted the specific numbers in which Mr. Keegan stated that he is not allowed to disclose the specific numbers.

Motion by Christopher Mitchell to adjourn at 9:10pm. Seconded by John Gray. **Vote 5-0-0**