

TOWN OF FOXBOROUGH
SELECTMEN'S MEETING
EXECUTIVE SESSION MINUTES
February 5, 2013

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

Others Present: Town Manager Kevin Paicos
Finance Officer Randy Scollins

A motion to enter into Executive Session to DPW negotiation parameters was approved by role call vote, L. Walsh – yes, G. Coppola – yes, L. Brue – yes. M. Sullivan – yes, J. DeVellis – yes at 10:10 p.m.

Mr. Paicos reviewed his memo with surveys of DPW positions in neighboring towns. Of the fifteen communities surveyed, ten had collective bargaining agreements for FY13. To provide average wages for DPW workers, an increase of 2% plus .60 per hour is necessary. Doing this would get the DPW workers to average wages by 2014.

The union is willing to negotiate concessions to the sick leave policy in order to get this increase. However, Mr. Scollins stated that he has done a computation of the cost of the wage increase versus the concession of buyback of sick time and discovered that the town will not be getting equal money back. The twenty year cost of the .60 increase is \$713,000 versus the savings for sick leave buy back of \$324,000.

The proposed concessions would be: They are allowed to accrue 420 sick days for buyback; the proposed reduction would be to reduce this amount by 100 days. The sick leave buyback would be eliminated for new hires. The annual number of sick days would be reduced from eighteen to fifteen and the benefit that allows sick leave to be used to make up the shortfall for workman's comp pay would be eliminated.

They have agreed to the bi-weekly payroll and health insurance changes. They have conceded to the reduction of annual sick days and the elimination of buyback for new hires. Progress is being made on the reduction of the accrued days but they are not willing to give up the workman's comp provision.

Mr. Paicos wanted to know if the pursuit of average wages should proceed.

The Board members noted that they are striving for 2% wage increases per year; this extra .60 brings the DPW up to 3.4%. The Board agreed to 2% per year with the provisions that no new employees be eligible for sick leave buyback and to try to get the annual number of sick days down to fifteen.

The Board would like to see an analysis of the annual Board of Selectmen stipend.

The Executive Session meeting was adjourned at 10:40 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