

TOWN OF FOXBOROUGH  
SELECTMEN'S MEETING  
EXECUTIVE SESSION MINUTES  
JANUARY 20, 2015

Members Present: Lorraine A. Brue, Chairman  
John R. Gray, Vice Chairman  
Virginia M. Coppola, Clerk  
James J. DeVellis  
David S. Feldman

Others Present: William G. Keegan, Jr., Town Manager  
Ms. Mary Beth Bernard, Assistant Town Manager  
Chief Roger Hatfield  
Mr. Randy Scollins, Finance Director

The meeting was brought to order at 6:30 p.m. by Chairman Lorraine Brue.

A motion to enter into Executive Session to conduct strategy sessions in preparation for negotiations with union personnel or to conduct collective bargaining sessions or conduct negotiations with union personnel – Foxborough Firefighters Local 2252 Contract and return to regular session at the conclusion was made by Lorraine Brue. Seconded by Virginia Coppola. **The motion carried 5-0-0. Roll Call James DeVellis – yes, John Gray - yes, Lorraine Brue – yes, David Feldman – yes, Virginia Coppola – yes**

Mr. Keegan explained that this meeting was for the benefit of James DeVellis and Lorraine Brue who had missed the meeting on January 6, 2015 where they had several members of the Fire Union there to help explain the process.

Mr. Keegan further stated that these were unique negotiations as they were collaborative and they meshed ideas and came up with the contract that was before the Board this evening.

Items discussed were:

**COLA – 2 Year Contract**

There will be a 2% COLA each year (FY15 & FY16)

**Article 5, Section 7 - Staffing (Vacations/Holidays/Personal Leave)**

Mr. Keegan stated that staffing has been an issue when it comes to vacations, holidays and personal leave. The Fire Department has seven (7) people per shift and if they go out on an ambulance call; that leaves 3 people at the station. 70% of the time you have 6 people per shift. The Chief explained that the department has gotten older and there is more time off or IOD's (Injured On Duty).

Mr. Keegan stated that two articles go hand-in-hand:

1. The added coverage would be paid for through the ambulance receipts. If the laws change then they would renegotiate this portion of the contract.
2. If the costs run over more than anticipated this would go back to the table.

Mr. Keegan stated that they put in language that would reopen negotiations. Mr. Scollins would monitor the costs throughout the year and he would contact the union if the need arose.

Ms. Brue asked if 30% of the time staffing would be eight (8) people. Chief Hatfield stated seven (7) people hopefully and they would know what people had vacation, etc. IOD's/sick time is the unknown.

### **Article 5, Section 8 – Provisional Firefighter**

The Chief stated that the union agreed to hire a long term Provisional Firefighter who would be paid the low, straight rate; not overtime to save money for projected absences lasting longer than 30 days. Mr. Gray asked what would happen to the Provisional Firefighter when the IOD returns. Chief Hatfield stated that they will be released.

### **Article 21, Section 5 – Ambulance Technician Performance Based Pay**

Mr. Keegan stated that this is a win on both sides. The stipend is based on performance and they will rate individuals by run.

Chief Hatfield stated that they had received a \$7,200 MIIA grant and hired a third party company, Paul Gerard Associates to do an evaluation run for one year. They receive reports for every individual monthly which shows the services provided to the patient. The Fire Department follows the matrix designed by Paul Gerard Associates. Chief Hatfield stated that the biggest thing is getting them trained. Most members average 80% and in 2013 only three members averaged 95%. The staff now has to work harder to achieve this level of service. Ms. Brue asked what the percentage of denials was. Mr. Scollins stated that would be in collections. Chief Hatfield stated that there was 82% in collection spike in hardship cases and that Foxborough is one of the higher communities with hardship cases.

Mr. Gray stated that they need a baseline to say if this materialized or not. Chief Hatfield stated that only the paramedics get this if they scored 97% or better. Ms. Bernard stated that the union wanted this to do better. Foxborough is the only town doing this. Chief Hatfield stated that they will share the results with MIIA and will get another reward.

### **Article 11, Section 4 – Sick Leave**

Mr. Keegan stated that an employee who used sick time would not be eligible for overtime on that shift. This is geared towards single access users. This would be a double hit if they were eligible for overtime because then they would go to the bottom of the overtime list.

### **Re-Establish Rank of Lieutenant & Captain**

Chief Hatfield stated that right now there is the Chief, Deputy Chief and four (4) Captains. The Captains do more administrative work than anyone. The union/town agreed to re-establish the position of Lieutenant as the Captains are spending so much time doing administrative work they don't have time to do trainings or inspections. Fire codes keep changing and there has been no time to get all of this done electronically (fire hydrant locations, inspections, etc.). Most of the inspections have been falling on the Chief and Deputy Chief and they are getting tighter and tighter to fit in.

The new Lieutenant position will be filled by their existing Captain.

### **Article 18 – Detail Rate**

The detail rate is line with the Police Department (less than that). They haven't changed the outside establishment fees as they pay the fire personnel competitively. The highest rate would be \$52 based on rank.

Mr. Scollins summarized ambulance receipts (\$1.2M annually), etc., stating that the town is covered and can definitely absorb this.

Mr. Keegan stated that there was very little debate during negotiations over raises/salary. Chief Hatfield stated that they have already seen more energy and that it is not given to them; they have to earn it.

Mr. DeVellis asked if the Lieutenant and Captain were at last week's meeting. Chief Hatfield stated that the actual board consists of Captains, Acting Captain and Firefighters.

Ms. Brue stated that the Ambulance Technician pay is set high at the 70%-80% range and is this an acceptable benchmark. Chief Hatfield stated that they want the level high. Mr. Gray asked what would happen if they were at 60%. Chief Hatfield stated that they would get remedial training and more time would be spent with them. Mr. Keegan stated that the town's goal is to have the best. The firefighters came to them with this and are very pleased. Mr. Gray asked what would happen if they always fall below 75%. Chief Hatfield stated that the first six months they were under the bar but now are doing good. They are very positive and go over the report one-on-one and talk it through.

Ms. Brue asked if the Board needed to vote on this tonight. Mr. Keegan stated no, he needs to sign it first. If the Board finds this acceptable then Mr. Keegan will put together a final agreement for the Board to sign and then it will go to AdCom to hear and sign.

Motion by John Gray to adjourn Executive Session at 7:05pm and go to Regular Session. Seconded by Virginia Coppola. The motion carried **5-0-0**. **Roll Call Vote: James DeVellis – yes, John Gray – yes, Lorraine Brue – yes, David Feldman – yes, Virginia Coppola - yes.**