

TOWN OF FOXBOROUGH

ADVISORY COMMITTEE

MINUTES

November 8<sup>th</sup>, 2017

**Committee Members Present: Bernard Dumont, Thom Freeman, Seth Ferguson, Stephanie McGowan, Jennifer Frank, Susan Dring, Michelle Raymond, Robert Canfield, Sean McCarthy, Sharon Weiskerger**

**Members Absent: Larry Ooi, Brent Ruter**

**Others Present: Bill Keegan, Mary Beth Bernard, Randy Scollins, Lorraine Brue**

**The meeting was brought to order at 7:09 by Bernard Dumont.**

**7:10 PM Steelworkers Contract.** Bill provided a broad overview of the Steelworkers Contract and subsequent negotiations. The Pay Plan was the major topic of negotiation in this cycle, however, it is more affordable for the community now as negotiations further reduced financial liability on the Town's side.

Mary Beth provided a more detailed overview explaining that the contract effected 59 employees, stating that there was a history of unrest due to turn over by management and agreements that were discussed but not kept. Mary Beth stated the Town uses a four point compensation strategy based on the following criteria: that job descriptions should be Explainable, that the pay plan must be Sustainable, that a sense of Internal Equity should be fostered between employee positions, and that the pay must be competitive due to External Equity. She then provided a summary of changes, discussed savings for the town and the elimination of the sick leave buyback, and further explained changes in duty compensation. The Advisory Committee (ADCOM) asked about the cost of financing the new contract, to which Randy responded that \$300,000 from Free Cash was needed to fuel the fiscal year increases from 2017 to 2019.

**8:22 PM Fire Contract.** Bill and Mary Beth reported that no action would be taken at this time as both sides mutually agreed to extend negotiations.

**8:23 PM Vote to recommend Amend Marijuana Bylaw. Discussed editing in regards to spelling and grammar. Intent was not changed.**

Bernard made a motion to recommend the article as amended, seconded by Thom.

**Vote: 10/0/0**

**8:25 PM ADCOM Postponed voting on the October 25<sup>th</sup> and November 1<sup>st</sup> minutes. Bernard asked for a status regarding SCOM budget and departments to be in line. Write ups due the 19**

**8:30 PM Bernard motioned to adjourn, seconded by Thom.**

**Vote: 10/0/0**

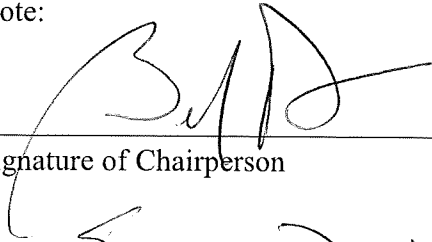
**Next meeting to be held and located at the Andrew A. Gala Jr. Meeting Room, in the Town Hall, on November 15<sup>th</sup> 2017 at 7:00 PM.**

**Minutes Taken by Matthew Mackenzie**

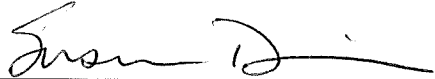
Minutes approved by Vote of the Advisory Committee.

Date of Meeting:

Vote:

  
\_\_\_\_\_  
Signature of Chairperson

11-15-17

  
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Signature of Vice Chairperson

11-15-17