

**Advisory Committee Meeting  
Town of Foxborough  
April 13th, 2022**

**In Attendance:** Sharon Weiskerger, Jack Martin, Marlowe Farrar, Rafaella Zizza-Feinstein, Mike Brown, Paul Ivanovskis, and Eric Delisle. Not present: Dan Peterson, Jay Mahoney.

**Outside Attendees:** Bill Keegan, Michael Johns, George Samia, Marie Almodovar.

**Minutes:** Taken by Paul Ivanovskis.

**7 p.m. Union contracts**

With the Board of Selectman having signed off on all six contracts, Mike Johns (Assistant Town Manager) presented the completed contracts, with additional input from the other presenters.

- Mr. Johns walked the Committee through the negotiation process, which was complicated and lengthy given this was the first time in memory that all of them were being negotiated at the same time.
- The Finance team described the process for evaluating the financial implications of proposed contractual terms and incorporating them into forecasts.
- Mr. Johns and the Finance team then walked the Committee through the individual contracts.

Key items discussed were:

- The COLA increases (1.5%, 2.0%, 2.0%) being aligned across all six contracts.
- The desire that compensation comparisons to other communities be higher than 50%; the actual range is 47%-62% across all departments.
- Individual components of each contract (there are many of them, and they can be seen in the slide deck provided). Among those components, it was noted that the Police contract had no provision for treatment of body cameras, which have been requested for funding (with an offsetting grant) via the CIP process.
- The overall estimated cost of the contracts for FY 2023, \$302,995. This would be funded through the \$275,000 Salary Reserve established during the budgeting process, plus \$27,995 from Water and Sewer receipts.

The Committee noted their appreciation of the effort required to bring all of the contracts to completion, and also thanked Committee member Jack Martin for the many hours he worked with the Assistant Town Manager to better understand them and provide feedback.

The Committee voted on each of the contracts, and each was approved 7-0-0.

**8:50 p.m.**

The Committee approved the April 6<sup>th</sup> meeting minutes with a vote of 6-0-1.

**8:55 p.m.**

A motion to adjourn passed unanimously.