

**June 21, 2022**  
**Town Hall**  
**Gala Meeting Room & Zoom**  
**Televised on Foxborough Cable Access**  
**5:30 PM**

**Committee Members in attendance:**

Gary Whitehouse, Tracey Vasile, Mike Brown (AdCom)

**Committee Members in attendance via Zoom:**

Nancy Bacher

**Staff in attendance:**

Michael Johns (Gala), Katie Lang (Zoom), Jack Dolan (Zoom)

The meeting was called to order at 5:31 PM

Dennis to accept motion to approve minutes from last meeting on February 15<sup>th</sup> 2022.

Roll Call – Gary (yes), Tracey (yes), Mike (abstain – not present for meeting), Nancy (yes)

Mike Johns – Last meeting we approved some changes to the seasonal pay in the recreation department so we remain competitive with surrounding towns and the YMCA. Those will go into effect on July 1, 2022. We are now here tonight to review some additional changes now that we are competitive with some of our municipal counterparts, we now need to remain competitive with local businesses such as McDonalds and Dunks that are also trying to hire summer help. We recently had three of our library pages leave employment and for a while our season DPW laborer position open. We usually hire 1-2 per summer but we have only had one applicant apply for this summer. Likewise with interns. While we are exempt from State minimum wage, we do need to remain competitive.

Looking to bring any amount under \$14.25 up to that number.

Tracey – Is this including the recreational or just at top?

Mike Johns – Just a top. Only some of the recreational roles were reviewed.

Tracey – What is the minimum we are looking to bring them to?

Mike Johns - \$14.25 which is State minimum. On the second page, the roles that are above this amount, we are not trying to touch any of those. Just the ones that are below and that we are having trouble competing with. On the second page, FY22 part time seasonal pay plan, just took all the ones that were below and brought them up to the \$14.25 and then added \$0.50 per year should they return. Those are the changes.

Gary – None of these numbers seem out of line to me know what the market is like currently.

Mike Johns – The one that is not summer is the library page which is year round. Historically we have paid below minimum wage for those roles. In Step 4 they can come back at \$14.25 but that is where we want to start them at Step 1.

Tracey – Did we move the counselor to the \$15.50 and the Lifeguard to \$16.00? Head counselor went to \$17.50 and \$19 and then instructional assistant, you are looking to move up?

Mike Johns – Yes those increases were done and looking to move up the instructional assistant. \$14 to \$14.25

Tracey – So looking to move up by a \$1.25 or \$1.50 in the first Step.

Mike Johns – Correct

Nancy – I kind of remember a head lifeguard was going to make more than regular lifeguard?

Tracey – Thought the head lifeguard was going to be \$19.

Nancy – Me too. \$19 is sticking in my mind.

Tracey – Looking in the minutes.

Nancy – Thought the program director and the playground supervisor to make the same rate? Wondering if that should be different because of the title.

Tracey – Checked in the minutes. Mike said he would check with Marc and Renee since Nancy brought up that a new line should be added but they were trying to consolidate some roles.

Mike Johns – I don't recall but will check. Director V Supervisors.

Tracey – Just to check on the lifeguard as well. Just to check on the \$19. Maybe that they were just paid the same as another title. I think the increases that Mike is proposing are incredibly conservative.

Nancy – How does that work with the Steps?

Mike Johns – If they come apply again for a second year or third and they are recommended, then they get the step increase. If not recommended, then they are not rehired. Even if they are here for year 5, 6, or 7, they remain at Step 4.

Mike Brown – What are the going rates for McDonalds, Dunks, etc?

Mike Johns – I am not sure but it's generally well above minimum.

Tracey – And \$14.25 just takes us to minimum.

Mike Brown – Think these are definitely reasonable but wondering if it's enough.

Mike Johns – Generally the applicants we get, like and enjoy doing this line of work and to keep the library pages – when they see other jobs paying one or two dollars more, just at a less interesting job, they leave. They all have to save money for school. Hoping that making this increase will keep them. Don't need to be excessive but need to be competitive.

Tracey – Do you think once we make this increase that those library pages will come back?

Mike Johns – I don't know.

Nancy – have we been successful hiring lifeguards?

Mike Johns – yes. Very successful.

Nancy – Heard a lot of places can't seem to hire for these types of roles for this is great news.

Mike Johns – We open the pool this week and are fully staffed. Glad we came up to something competitive so we could fill those roles. Opening the pool was a priority.

Tracey – Community is very much looking forward to it. I find all these very reasonable and fair.

Gary – Want to vote on this?

Mike Johns – One other change in your plan is the reserve officer but that was done via the police contract review. Voted by the union contract via negotiations.

Tracy – Make a motion to vote to approve the increases proposed by Mike Johns

Mike Brown – Second

Roll Call – All Yes. Unanimous passes.

Mike Johns – Will come back with the head life guard question and if the supervisor and director have the same rate.

Gary – Nancy has informed the committee that she is moving this coming Spring.

Nancy – Will step down should we have someone to step in.

Mike Johns – Five is the maximum. Have someone considering but will let everyone know.

Tracey – Make a motion to adjourn.