

MINUTES OF EXECUTIVE SESSION – February 7, 2022

ROOM 03 – TOWN HALL
7:00 PM

PRESENT: Chairman Michael K. Walsh and Select Board members Thomas J. O'Loughlin and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Mr. Walsh opened the Meeting.

ROLL CALL VOTE: Chairman Michael K. Walsh and Selectmen Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to go into Executive Session to meet with the Town Counsel to discuss the Milford Firefighters Collective Bargaining Agreement and to receive a Woodland School Building Committee Litigation Update.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. The Board met with Fire Chief Mark Nelson and Town Counsel Charles Boddy, Jr. to discuss a request from retired firefighter Donald Fairbanks for two (2) months Longevity Pay. Fire Chief Nelson submitted a Memo explaining Longevity Pay. It is paid Annually in November. Firefighter Donald Fairbanks, Jr. retired and is requesting payment of two (2) months longevity pay in the amount of \$1,500.00. The Board discussed changing the method of the payment to have it included in weekly pay. This could be discussed as part of the next Collective Bargaining Agreement. Fire Chief Nelson said he is in agreement to pay the two months longevity, but is seeking guidance from the Board. Mr. O'Loughlin moved, seconded by Mr. Mazzuchelli: To approve the payment of two (2) months longevity pay to Firefighter Donald Fairbanks, Jr., in a non-precent setting manner. UNANIMOUS.
2. The Board met with Special Counsel Gerry Moody who provided an update on the Woodland School Building Project lawsuit. He informed the Board the defendants initial offer to settle was \$15,000.00. The issues of the suit are groundwater on the site and negligent design of the roadway. The parties attended mediation and the case will be settled with the payment of \$600,000.00 to the Town. Attorney Moody will be working with the attorneys for the defendants to agree on language for the Settlement Agreement and Releases to be signed by the parties. There will be agreed upon confidentiality language in the Settlement Agreement. He said \$150,000.00 will be used to fix the litigation issues and possibly the rest can be used with Town Meeting approval to construct a maintenance building on site. Mr. O'Loughlin moved, seconded by Mr. Mazzuchelli: To approve the Settlement and

authorize Attorney Moody to sign the Settlement Agreement and any required Releases. UNANIMOUS.

3. Mr. O'Loughlin moved, seconded by Mr. Mazzuchelli: To adjourn Executive Session at 8:21 PM. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD BOARD OF SELECTMEN

Michael K. Walsh, Chairman

Thomas J. O'Loughlin

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – February 28, 2022

ROOM 03 – TOWN HALL
5:00 PM

PRESENT: Chairman Michael K. Walsh and Select Board members Thomas J. O'Loughlin and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Also Present: Kristin Melpignano, Human Resources Director; Richard Cenedella, Sewer Commission Chair, and Sewer Commission Members Rudy Lioce and Len Morcone; Sewer Superintendent John Mainini and James Rivard Sr., Project Engineer and Brian McGrath, Project Engineer both from Woodard & Curran.

Mr. Walsh opened the Meeting.

ROLL CALL VOTE: Chairman Michael K. Walsh and Selectmen Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to meet with the Sewer Commissioners to receive Attorney/Client and Expert/Client Communication of legal advice regarding reasonably anticipated litigation or legal issues the disclosure of which would compromise the Town's position.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1.



2. Mr. O'Loughlin moved, seconded by Mr. Mazzuchelli: To adjourn Executive Session at 5:41 PM. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD BOARD OF SELECTMEN

Michael K. Walsh, Chairman

Thomas J. O'Loughlin

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – March 14, 2022

ROOM 03 – TOWN HALL
5:00 PM

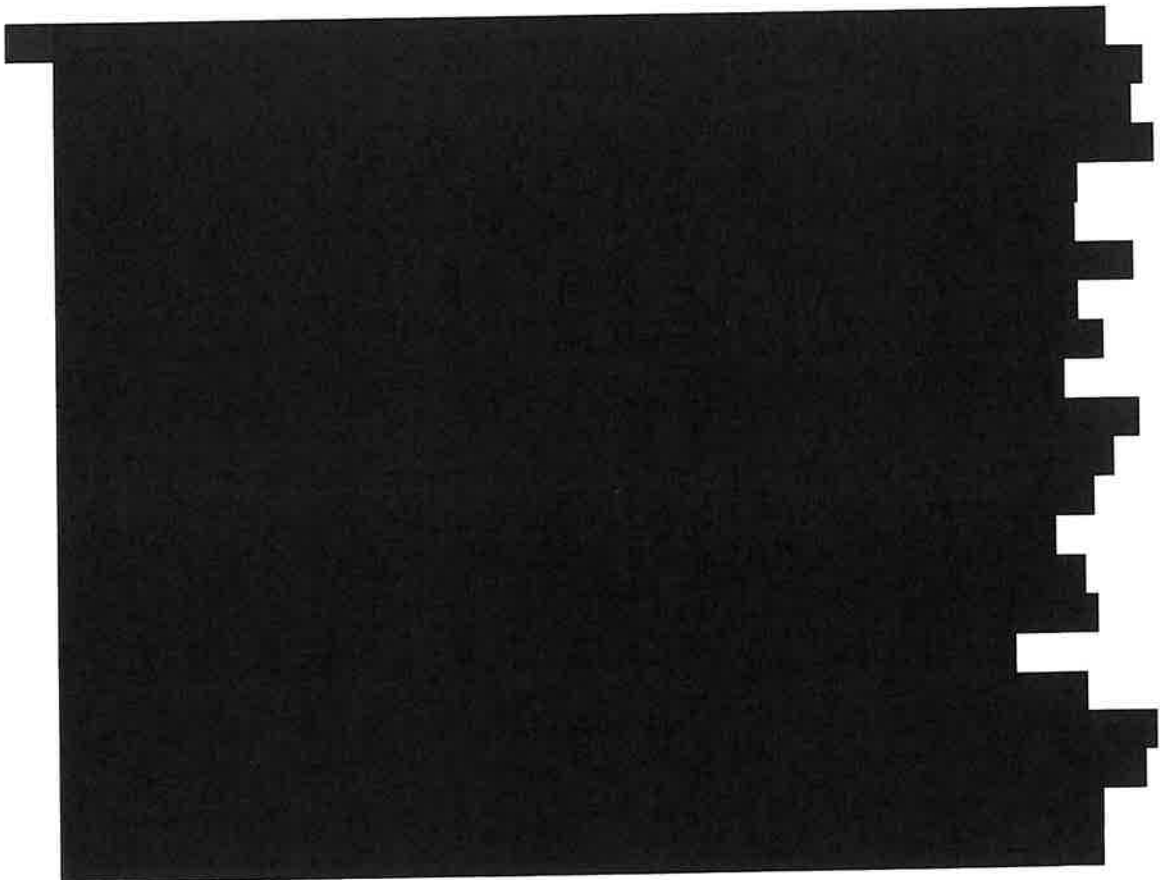
PRESENT: Chairman Michael K. Walsh and Select Board members Thomas J. O'Loughlin and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Also Present: Town Counsel Charles Boddy, Jr., Attorney Brian Murray and Attorney Sakib Khan

Mr. Walsh opened the Meeting.

ROLL CALL VOTE: Chairman Michael K. Walsh and Selectmen Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative: To receive Attorney/Client and Expert/Client Communication of legal advice regarding reasonably anticipated litigation or legal issues the disclosure of which would compromise the Town's position.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.





2. Mr. O'Loughlin moved, seconded by Mr. Mazzuchelli: To adjourn Executive Session at 5:42 PM. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD BOARD OF SELECTMEN

Michael K. Walsh, Chairman

Thomas J. O'Loughlin

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – April 4, 2022

ROOM 03 – TOWN HALL
5:00 PM

PRESENT: Select Board members Thomas J. O'Loughlin and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Also Present: Finance Director Zach Taylor and Barbara Auger, Trustee of the Geriatric Authority of Milford.

Absent: Mike Walsh, Chair of the Milford Select Board

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli both vote in the affirmative: To consider the marketing and value of Town owned property/real estate/assets, because the Chair determined that an open meeting may have a detrimental effect on the negotiating position of the public body.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. The Board met with Finance Director Zach Taylor, Barbara Auger, Trustee of the Geriatric Authority of Milford and the Town Administrator to discuss the financial status of the Countryside of Milford facility. Mr. Taylor provided a brief overview informing the Board that he and the Town Administrator are meeting with the Trustees of the Geriatric Authority and the Finance Committee subcommittee to receive financial updates monthly. The Town has approved \$1 million from ARPA funding for the Authority. Their Census has improved as we are coming out of COVID. Zach feels the Authority may need additional monies and the Board discussed providing additional ARPA money of \$250,000.00. He also believes the Town may need to include an Article for more funding for the Authority on the May 23rd Town Meeting Warrant. The Board discussed whether or not a second Article authorizing the sale of the Authority buildings was needed, but decided it would not be prudent to do so at this time. Zach indicated we will review the financials for April and the Board can then decide if an Article authorizing sale is needed at a Special Town Meeting which could also be held on May 23rd. Zach said in speaking with Bond Counsel, it is the Geriatric Authority of Milford, that has the authority to sell under the enabling Legislation, the Acts of 1976. Mr. Mazzuchelli asked if the Town could retain the property to be used for Town purposes? Barbara Auger said the Rehabilitation Unit needs to reach 20 patients to properly support the budget. This

would require hiring 2 more LPN's or RN's. Zach recommended the Board appropriate \$250,000.00 from ARPA funding and sponsor an Article at Town Meeting of approximately \$1 million. He did caution this number could change.

2. Mr. O'Loughlin moved, seconded by Mr. Mazzuchelli: To adjourn Executive Session at 5:42 PM. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD BOARD OF SELECTMEN

Michael K. Walsh, Chairman

Thomas J. O'Loughlin

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – April 25, 2022

ROOM 03 – TOWN HALL
5:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, and Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Also Present: Acting Town Counsel Gerald Moody and Paralegal Melissa Tomas.

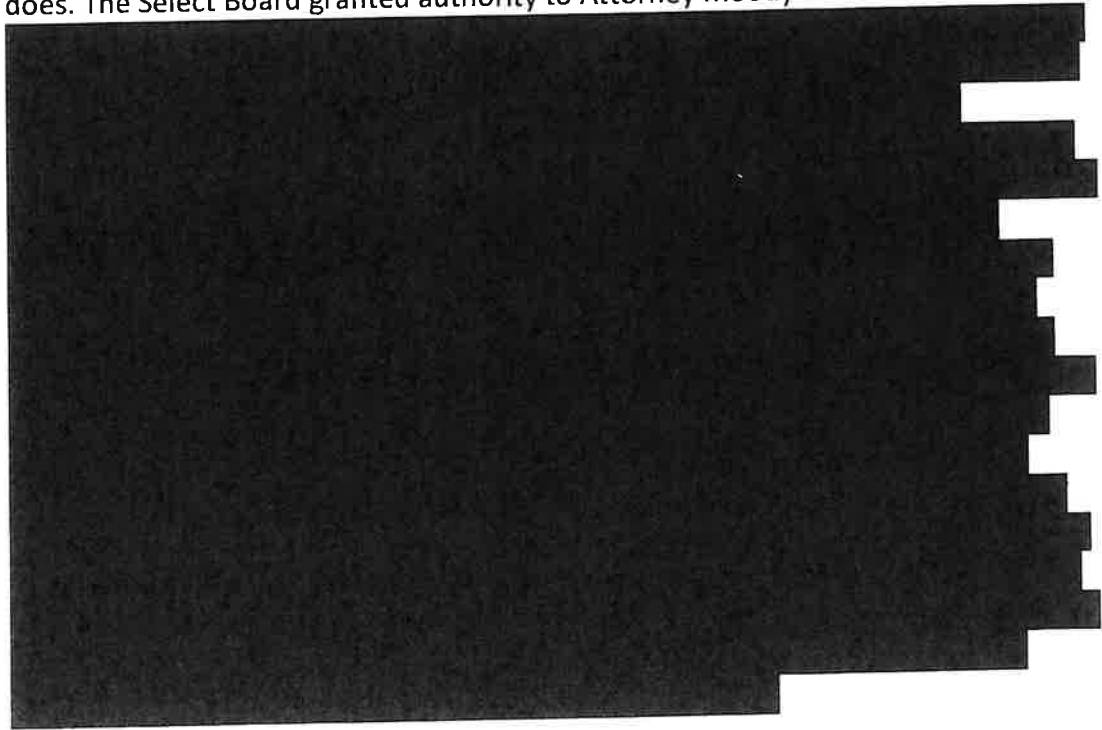
Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative: To go into Executive Session to meet with Acting Town Counsel Gerald Moody to receive an update on Town litigation matters.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. The Board met with Acting Town Counsel Gerald Moody and Paralegal Melissa Tomas to receive an update on current Town Litigation Matters. Attorney Moody reviewed the lawsuit filed by Harold Rhodes against the Town of Milford and the Select Board members in their official capacities and told the Board that Mr. Rhodes has standing to file the lawsuit. He is seeking a writ of mandamus requesting the Court to issue a Preliminary Injunction to require the Select Board to assemble a Police Chief Selection Review Committee and to enjoin the Select Board from taking any action during the pendency of the lawsuit to name, appoint or hire James Falvey as the Police Chief. Attorney Moody said he would not recommend agreeing to Mr. Rhodes request through his attorney Margaret Pinkham via an email dated April 25, 2022, to not enter into a contract for a particular term with Acting Chief Falvey and to appoint nine members of a Police Chief Review Committee as listed in her email. He said he would ask Attorney Pinkham if she would continue the Preliminary Injunction Hearing until after Town Meeting. Mr. O'Loughlin said Police Chief Michael Pighetti went from Interim Chief to Police Chief prior to Chief Falvey. Attorney Moody said Judge Wren's decision in the 10 Taxpayer Lawsuit filed in Worcester Superior Court will be helpful to the Town. He also said the letter sent to the Town by the Attorney for former Chief Pighetti threatening to sue the Town for wrongful termination will also be helpful as it makes sense to appoint then Deputy Chief Falvey as Chief pending the outcome of any lawsuit filed by Chief Pighetti. Mr. O'Loughlin stated he feels the decision rendered by Judge Wren effectively decided that Article 32 Police Chief Selection Bylaw is irrelevant. Mr. Mazzuchelli asked, if Article 19 on the Annual Town Meeting Warrant which seeks to rescind Article 32

passes, does it make the Rhodes case null and void? Attorney Moody said it likely does. The Select Board granted authority to Attorney Moody to continue the case.



2. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 5:42 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD BOARD OF SELECTMEN

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – May 9, 2022

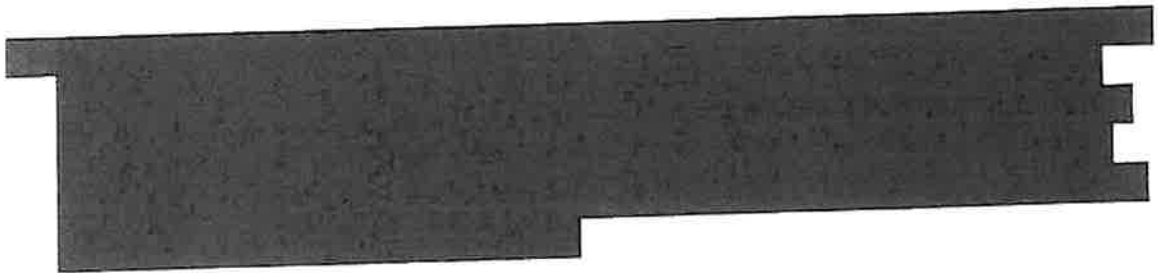
ROOM 03 – TOWN HALL
6:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, and Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative: To review Attorney/Client and Expert/Client Communication of legal advice regarding reasonably anticipated litigation or legal issues the disclosure of which would compromise the Town's position.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.



2. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 6:54 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – May 16, 2022

ROOM 03 – TOWN HALL
6:00 PM

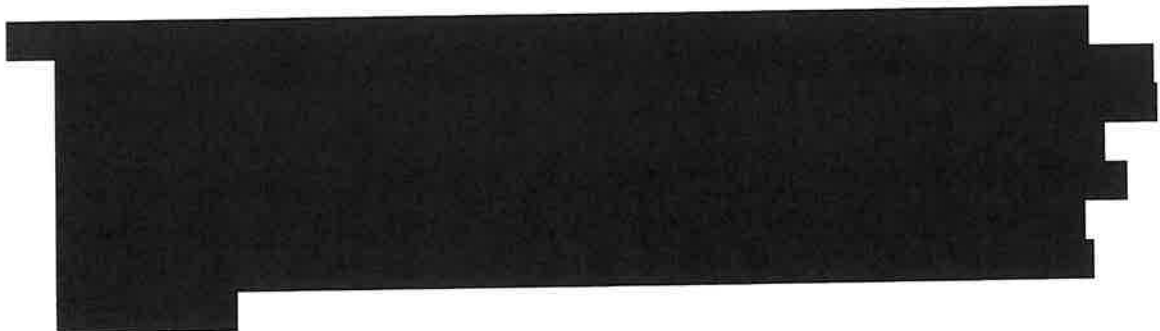
PRESENT: Chairman Thomas J. O'Loughlin, and Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative: To meet with Town Counsel, re: Discuss request to amend settlement of litigation between Hopkinton and Milford relating to Sewers and to review Attorney/Client and Expert/Client Communication of legal advice regarding reasonably anticipated litigation or legal issues the disclosure of which would compromise the Town's position.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. The Board met with Town Counsel Gerald Moody to discuss a request by the Town of Hopkinton to amend the settlement of litigation between Hopkinton and Milford relating to sewers. He advised the Board the prior litigation with Hopkinton allows Hopkinton to have access to the Town Sewer and to pay Milford for this access. Hopkinton has not used our system in years. The current Agreement will be expiring soon. He is recommending the Board agree to extend the Agreement, but not accept any less money from Hopkinton than is paid under the current Agreement. There is a Bridge Agreement in place at the present time which Town Counsel will sign.



3. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 7:25 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

ROOM 03 – TOWN HALL
5:00 PM

The Board met with Town Counsel Gerald Moody who informed them that Kevin Lobisser sold the Birch Street 40B Project under the Local Initiative Program.

3. Mr. O'Loughlin left the meeting at 5:34 PM as he recused himself from participating in Agenda items H. 2 and 3 as they deal with Police Department matters and his son is a Sergeant on the Police Force.

■ Labor Counsel Katherine Feoderoff updated the Board on the Police and Fire Collective Bargaining negotiations. ■

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6. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 5:51 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – July 11, 2022

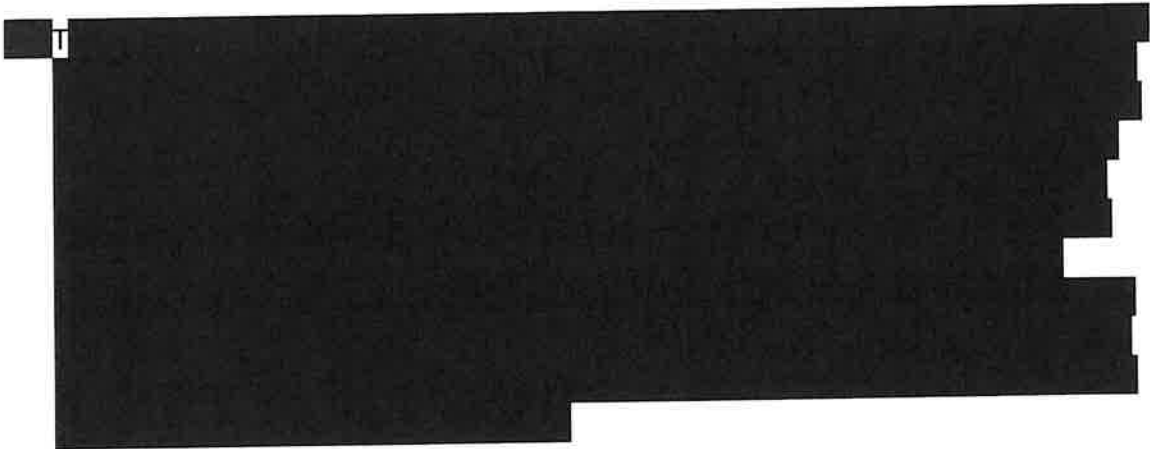
ROOM 03 – TOWN HALL
5:00 PM

PRESENT: Chairman Thomas J. O’Loughlin, and Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Mr. O’Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O’Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative: To meet with Labor Counsel, re: Police Union Grievance, To meet with Labor Counsel, re: Highway/Parks - Collective Bargaining contract and to meet with Labor Counsel, re: Dispatchers/Police/Fire - Collective Bargaining updates.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.



2. The Board met with Town Labor Counsel Katherine Feoderoff to receive an update on the Highway/Parks Collective Bargaining Agreement. She advised the Board that the Town will not require GPS and dashboard cameras. She said everything else in the Agreement looks fine.
3. The Board met with Town Labor Counsel Katherine Feoderoff to receive an update on the Dispatchers and Police and Fire Union Collective Bargaining negotiations. She said the Dispatchers are seeking the right of first refusal for Overtime. At present the Overtime goes to the part time Dispatchers. They are meeting on Wednesday to try and resolve this issue. The Union is arguing the part time Dispatchers are not as well trained as the fulltime Dispatchers. There is a concern the skills of the part time dispatchers deteriorate over time. Attorney Feoderoff said they may have to enter

into mediation with the Dispatch Union. Attorney Feoderoff informed the Board the Police and Fire Unions and the Town have exchanged contract proposals and will be meeting in the near future to further negotiate the contracts.

4. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 5:52 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – August 8, 2022

ROOM 03 – TOWN HALL
5:00 PM

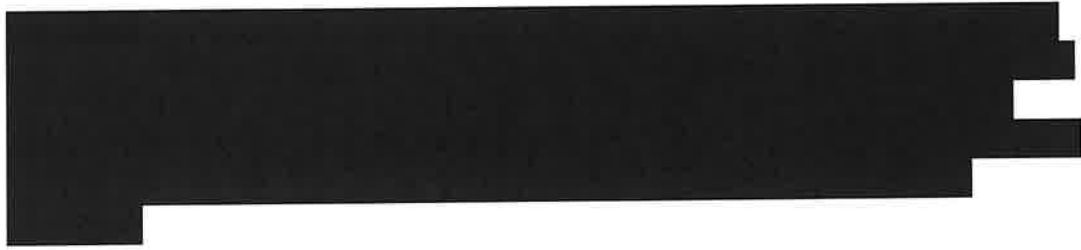
PRESENT: Chairman Thomas J. O'Loughlin, Select Board member Paul A. Mazzuchelli and Town Administrator Richard A. Villani. Select Board member Michael K. Walsh was absent.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with Labor Counsel, re: Collective Bargaining Police Union and To meet with Labor Counsel, re: Collective Bargaining Update.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. The Board met with Town Labor Attorney Katherine Feoderoff to discuss the Police Union Collective Bargaining Agreement. Mr. O'Loughlin stated his son is a Police Officer and has an interest in the contract. Mr. O'Loughlin said he is invoking the Rule of Necessity and will participate in the discussion as one Select Board member is not available. Attorney Feoderoff said she is seeking the Board's direction on three (3) substantive proposals: Body and Dash Cams, Drug and Alcohol Policy and Performance Appraisals. She said Performance Appraisals are difficult to do. Body and Dash Cams are not yet mandated and are capital intensive. Mr. O'Loughlin said he feels it would be "wasting our time" to establish a Drug and Alcohol Policy. He does not want Performance Appraisals. He would push for Body and Dash Cams. As to the Financial side, he would be agreeable to COLA of 2 ½, 2 ½ and 2 ½ over three years, as well as an increase in the exiting steps in the contract, namely at 10 and 15 years. He will not agree to a new step at 25 years nor will he agree to a Bilingual stipend. Attorney Feoderoff said the Union is seeking a 2% Bilingual Stipend. She said at the last Select Board meeting, the Board agreed to the stipend if the meaning of Bilingual could be defined. She said she will "try to ratchet this back". Mr. Mazzuchelli agreed with COLA of 2 ½, 2 ½ and 2 ½ and the increase on the existing steps. The Board agreed to hold firm on the Body Cams and to not agree to sick leave conversion.



3. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin: To adjourn Executive Session at 6:05 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – August 8, 2022

ROOM 03 – TOWN HALL
7:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, and Select Board member Paul A. Mazzuchelli and Town Administrator Richard A. Villani. Select Board member Michael K. Walsh was absent.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with Town Counsel, re: Collective Bargaining and to meet with the Town Administrator regarding a new contract for the Town Accountant.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. The Board met with Town Counsel Gerry Moody to discuss the request from Attorney Zachary M. Ballin requesting the Town reduce its lien for his client Sergeant Michael Jones as a result of a third party claim due to an injury on the job on July 16, 2017. The total amount due the Town for reimbursement for the lien is \$30,805.78. The request is to compromise the lien to \$20,000.00. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin to agree to compromise the lien for \$20,000.00. UNANIMOUS.
2. The Board met with Town Counsel Gerry Moody to discuss the Water Department employees forming a Union. Attorney Moody recommended the Board voluntarily recognize the Union. He suggested that he do the bargaining for the Town for the initial contract. Mr. O'Loughlin stated his son is a Water Department employee and would have an interest in this matter. Mr. O'Loughlin invoked the Rule of Necessity in that one Select Board member was absent from this meeting. The Board agreed to follow Attorney Moody's recommendation to voluntarily accept the Union and have him handle the initial contract on behalf of the Town.
3. The Board met with the Town Administrator to discuss a new contract for Town Accountant, Tom Brown. Mr. Brown is requesting a five (5) year contract. His current salary is below the Grade 10, Step 1 salary established by the Wage and Salary Compensation Plan recently adopted at Town Meeting. He is requesting to begin the new contract at Step 5 of the new Plan. He also requested an additional vacation week. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin: To agree to the contract terms requested by Mr. Brown as outlined in his Contract Term Sheet. UNANIMOUS.

4. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin: To adjourn Executive Session at 7:26 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – August 29, 2022

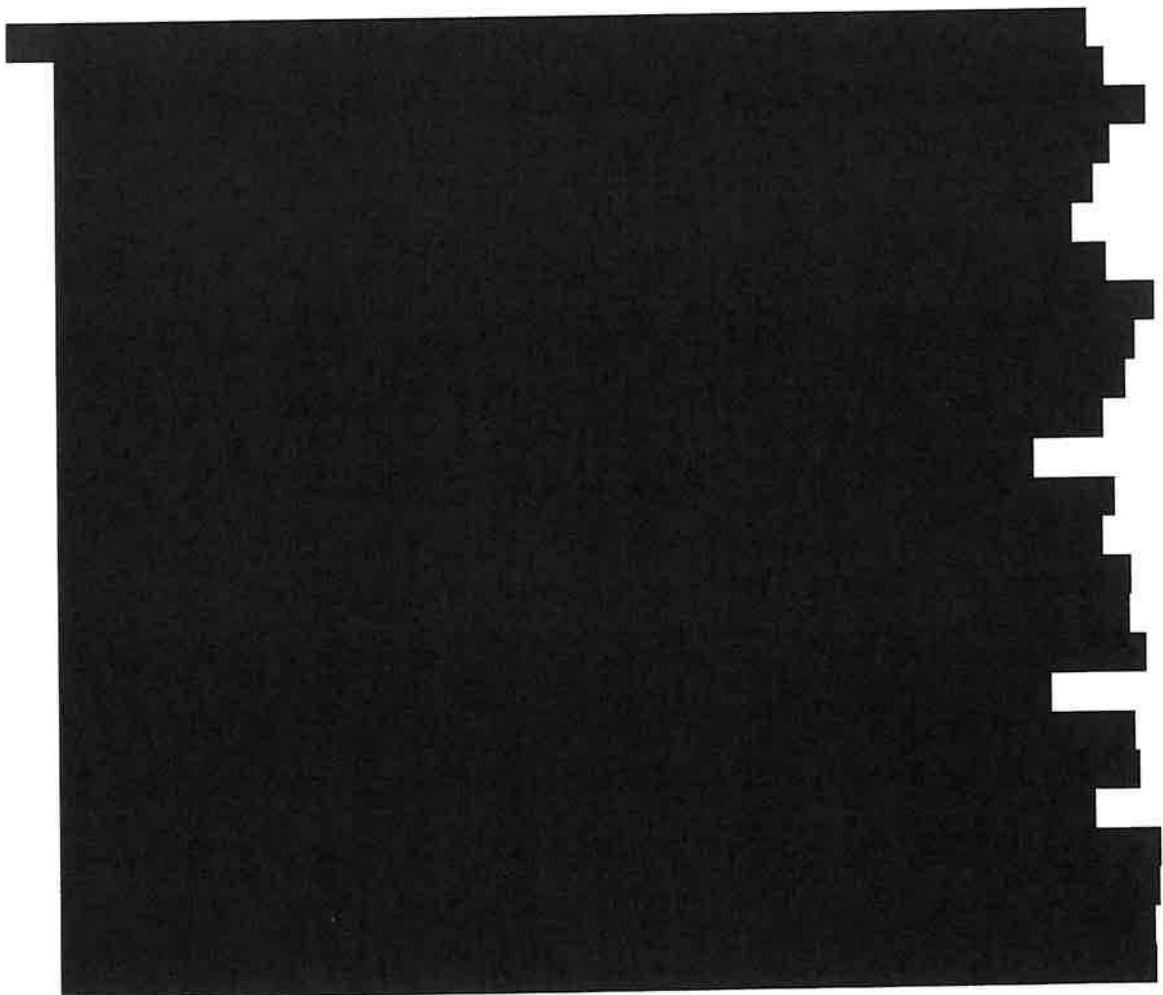
ROOM 03 – TOWN HALL
4:00 PM

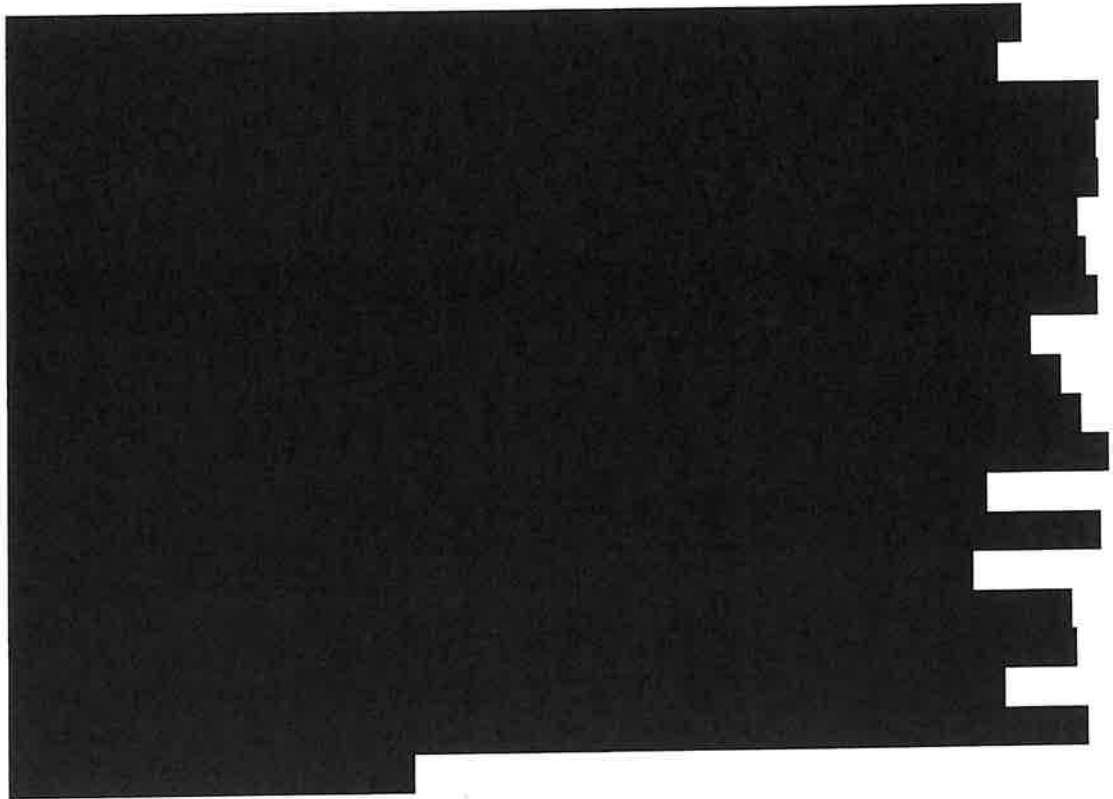
PRESENT: Chairman Thomas J. O'Loughlin, and Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session pursuant to Open Meeting Law (Chapter 30A Section 21 (a)(2))-To conduct collective bargaining sessions – Police Union.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.





2. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 4:40 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – September 8, 2022

ROOM 03 – TOWN HALL
4:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

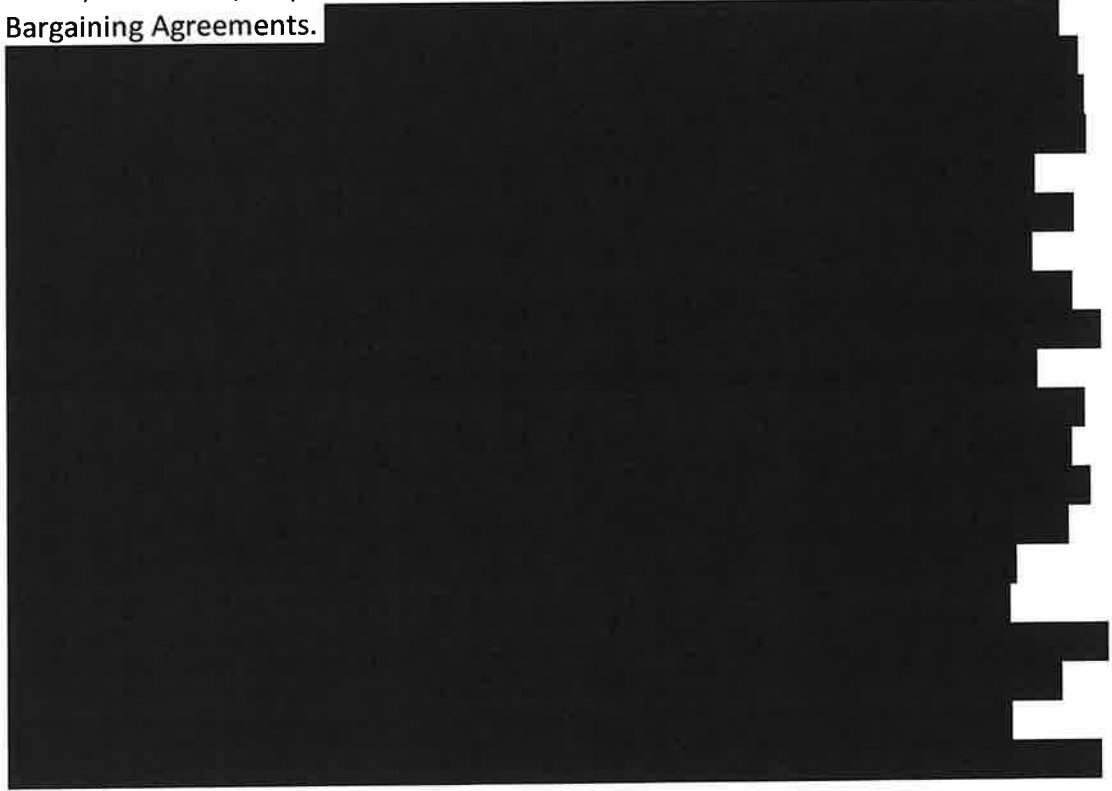
Also present, Fire Chief Mark Nelson and Paralegal Melissa Tomas.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with Labor Counsel, re: Labor Counsel, re: Collective Bargaining-Police Union-Fire Union-Dispatcher's Union-Sewer Union and Clerk's Union.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

The Board met with Town Labor Attorney Katherine Feoderoff to discuss the Police Union, Fire Union, Dispatchers' Union, Sewer Union and Clerk's Union Collective Bargaining Agreements.



[REDACTED]

Attorney Feoderoff informed the Board the Dispatchers Union is seeking COLA salary increases of 3%, 3% and 3% for a three-year contract. The fulltime dispatchers want a right of first refusal on shift openings. The Town proposed that part time dispatchers do 15 shifts per year and then all remaining shifts be offered to full time dispatchers.

Attorney Feoderoff next discussed the Sewer proposed three year contract. The Union seeks Longevity pay and the Town agrees to provide the same Longevity pay under Article 2. They want Juneteeth as a paid Holiday. They want an increase in their Uniform Allowance. They want to drop the first step and seek increases of 8% each year. They want to increase their stipends for achieving their Waste Water Certification. The Board will agree to increases of 3% each year if the Union allows cameras to be installed.

[REDACTED]

2. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin: To adjourn Executive Session at 6:20 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – September 12, 2022

ROOM 03 – TOWN HALL
6:00 PM

PRESENT: Chairman Thomas J. O’Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Mr. O’Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O’Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with Town Counsel, re: Water Department Employee’s Union Collective Bargaining.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

Mr. O’Loughlin recused himself as his son is an employee of the Water Department. He left the meeting at 7:32 PM.

1. Board members Michael K. Walsh and Paul A. Mazzuchelli met with Town Counsel Gerry Moody to discuss the initial Collective Bargaining Agreement negotiation with the Water department Employee Union. Town Counsel presented the Board members with an initial draft of a contract for their review. He will review the contract at a future Select Board meeting.
2. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 7:40 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O’Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – September 22, 2022

ROOM 03 – TOWN HALL
4:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

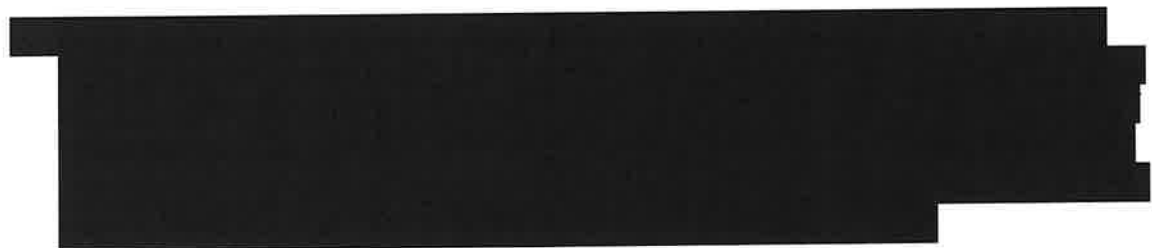
Also present, Finance Director Zach Taylor and Paralegal Melissa Tomas.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with Labor Counsel, re: Collective Bargaining-Police Union-Fire Union-Dispatcher's Union-Sewer Union and Clerk's Union.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. Mr. O'Loughlin informed the Board he would recuse himself from the discussion regarding the Police Union Collective Bargaining as his son Kevin is a member of the Police Department and would have an interest in the matter.
2. Attorney Feoderoff informed the Board the Sewer Union agreed to COLA increases of 2% per year for a three-year contract. The Town will agree to Longevity Pay as listed in the Town Personnel Bylaws. The Union would not agree to cameras at the Sewer facility. Attorney Feoderoff offered COLA increases of 2 ½% per year if the Union agrees to the installation of cameras. The Union said they will review the proposed language regarding cameras and then the parties can meet in the future to resume negotiations. The Select Board said they are not looking to require GPS in the Sewer vehicles.



4. Mr. O'Loughlin left the meeting at 4:13 PM.

5. Attorney Feoderoff informed the Board that, at present, the Town will pull back the Drug and Alcohol Policy and the Performance Evaluations, and hold firm on requiring Body cameras. The Police rejected Biweekly pay and the Town pulled back this request. The parties agree on how details are to be compensated with different pay rates on weekends. The Town rejected Compensation time. The Union wants COLA increases of 5%, 4% and 3% over a three-year contract. They also want 3% increases at the 10 year, 15 year, 20 year and 25 year service levels. They also want to add a 22nd year, 26th year and 29th year service level increase of 3%. Attorney Feoderoff suggested offering COLA increase of 3% each year plus a 1% increase at the 15 year service level. Finance Director Taylor suggested a flat stipend at the 15 year service level. He said he would run figures to see if this is feasible. The parties agreed on language for the K9 Officer.
6. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 4:25 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – October 12, 2022

ROOM 03 – TOWN HALL

5:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Also present, Attorney Kate Feoderoff and Paralegal Melissa Tomas.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with Labor Counsel, re: Collective Bargaining-Police Union-Fire Union-Dispatcher's Union-Sewer Union and Clerk's Union.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. Attorney Kate Feoderoff informed the Board the Dispatchers Union took their request for a right of first refusal as to shifts off the table. They are seeking COLA increases of 5%, 4% and 7 %. Attorney Feoderoff suggested the Town counter with 3%, 3% and 3%. She informed the Board if the contract is agreed to it will be retroactive to June 30, 2020. The Board agreed to offer the Union 3% for each year of a three year contract.
2. Attorney Feoderoff informed the Board the MACE Union is seeking to adopt the Article 2 Wage and Salary Schedule but with the first Step starting at \$26.62. They want to be placed on the scale at 4% above the starting rate. They then want 3.5% for each of the next 2 years. Attorney Feoderoff suggested the Town Offer the Article 2 Grade 2 Step as Grade 3 for MACE and the Article 2 Grade 3 Step as Grade 4 for MACE. She further suggested a new scale be created with more uniform increases between steps. She said the Union also wants to add the Part Time Clerks as Union members. Kate said she informed the Union the Town wants to remove the Administrative Specialist in the Accounting Office and the Assistant Clerk from the Benefits Office. The Board agreed to create a new scale with a 3% COLA for year 1. They would not agree to place the part time clerks in the Union. They would agree to place the Part Time Cemetery Administrator in the Union.

3. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 5:48 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – October 17, 2022

ROOM 03 – TOWN HALL
5:30 PM

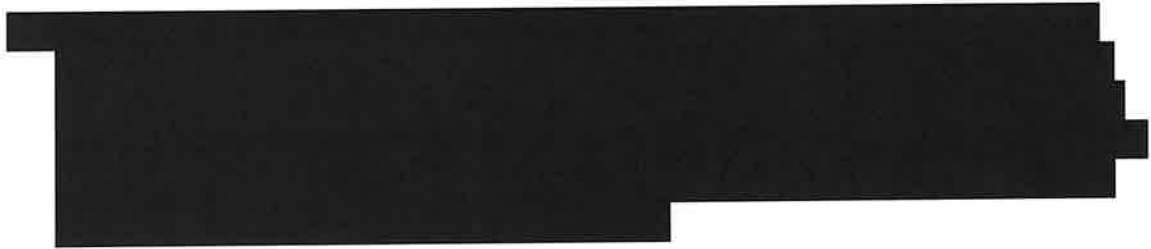
PRESENT: Chairman Thomas J. O'Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Also present, IT Director Chris.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with the IT Director, re: Discuss Town IT Infrastructure.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.



2. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 5:43 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – October 17, 2022

ROOM 03 – TOWN HALL
6:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

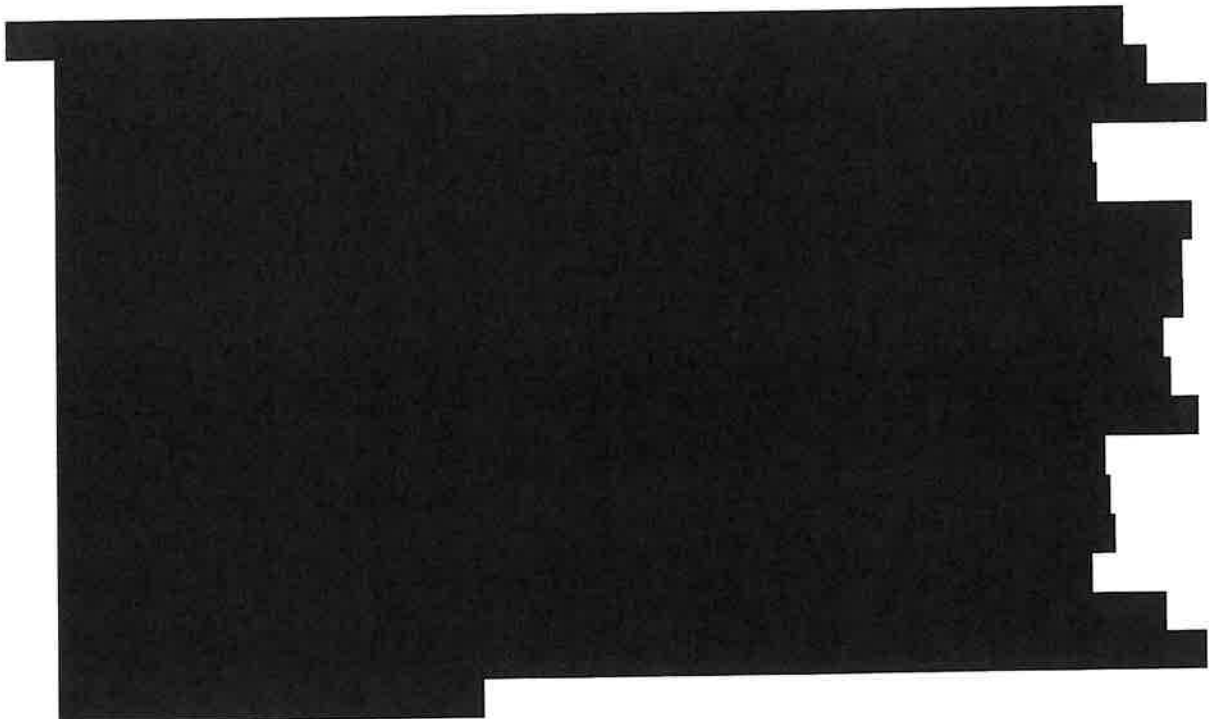
Also present, Attorney Adam Simms, via Zoom.

Mr. O'Loughlin opened the Meeting at 7:14 PM.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To discuss the case of O'Loughlin v Town of Milford et al, Worcester Superior Court Civil Action No. 1885CV01750C and to receive Attorney/Client Communication of legal advice regarding reasonably anticipated litigation or legal issues the disclosure of which would compromise the Town's Position.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

Mr. O'Loughlin informed the Board he would be recusing himself from this meeting as he is the Plaintiff in the case to be discussed. Mr. O'Loughlin left the meeting at 7:16 PM.



2. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 7:30 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – October 19, 2022

ROOM 03 – TOWN HALL

5:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Also present, Attorney Kate Feoderoff, Finance Director Zach Taylor and Paralegal Melissa Tomas.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with Labor Counsel, re: Collective Bargaining-Dispatcher's Union-Clerk's Union.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. Attorney Kate Feoderoff informed the Board the Dispatchers Union agreed to COLA increases of 3%, 3% and 3%. They agreed to take their request for a right of first refusal as to shifts off the table. There is a small Uniform Allowance Increase and minor language changes regarding the Grievance Procedure. Mr. Taylor advised the Board the Retroactive Payment to July 1, 2020 will be \$117,545.00. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To approve the Dispatchers Union Collective Bargaining Agreement. UNANIMOUS.
2. Attorney Feoderoff informed the Board the MACE Union agreed to a new pay scale with nine (9) steps effective July 1, 2022. They also agreed to not contest the removal from the Union of the Administrative Position in the Finance Director's Office. A side letter will be signed by the Town and the Union regarding this position. The Administrative position in the Department of Inspections and the Administrative position at the Senior Center will be added as Union positions. The Union agreed to performance Evaluations. Language regarding Grievance Procedure, Maternity Leave and Vacations was clarified. Juneteenth was added as a paid Holiday. Tuition Reimbursement was increased. The Union agreed to the use of camera data in the course of Disciplinary Proceedings. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To approve the MACE Union Collective Bargaining Agreement. UNANIMOUS.

3. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 5:44 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – November 8, 2022

ROOM 03 – TOWN HALL
4:00 PM

PRESENT: Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani. Chair Thomas J. O'Loughlin was not present.

Also present, Attorney Kate Feoderoff and Finance Director Zach Taylor.

Mr. Walsh opened the Meeting.

ROLL CALL VOTE: Select Board Members Michael K. Walsh and Paul A. Mazzuchelli both vote in the affirmative to enter into Executive Session: To meet with Labor Counsel, re: Collective Bargaining-Police Union.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. Attorney Kate Feoderoff updated the Board on the status of the Collective Bargaining negotiations with the Police Union. The Union wants to take the issue of requiring Body Cams off the table. As of this date, Massachusetts law does not mandate Body Cams. Both Select Board member Walsh and Mazzuchelli agreed to not require Body Cams at this time due to the cost to purchase them. Finance Director Taylor told the Board the Union wants an increase for Patrol Officers and Sergeants of 3% after 10 years of service and 3% after 20 years of service. In addition, they want to add a new increase step of 3% after 15 years of service. Zach priced the cost of this increase and provided a chart as to the exact cost. He recommended a 2% increase between each step and provided a cost estimate for this increase. Attorney Feoderoff suggested the Board counter with not agreeing to the 15 year step and agreeing to a 2% increase between the steps, but also giving her authority to add the 15 year step with only a 1% increase between the 10 and 15 year step. The Board agreed with the clothing allowance increase requested by the Union. The Union wants COLA increases of 3%, 4% and 3%. The Board wants to counter with 3%, 3% and 3 %. The Board authorized Attorney Feoderoff to counter with not agreeing to the 15 year step and agreeing to a 2% increase between the steps, but also giving her authority to add the 15 year step with only a 1% increase between the 10 and 15 year step, agree with the clothing allowance increase requested by the Union and to counter with COLA increases of 3%, 3% and 3 %. The Board also agreed to take the Body Cams off the table at this time.

2. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 4:29 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – November 21, 2022

ROOM 03 – TOWN HALL
5:30 PM

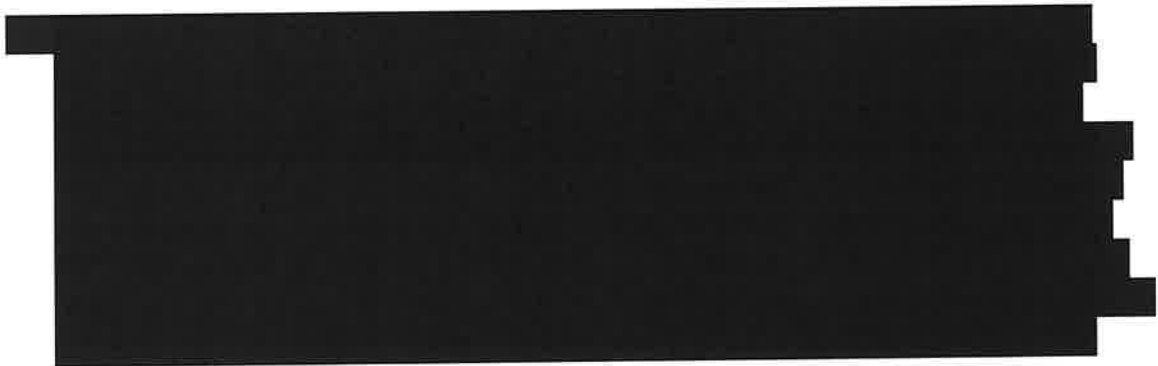
PRESENT: Chairman Thomas J. O'Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Also present, Attorney Kate Feoderoff, Finance Director Zach Taylor, Paralegal Melissa Tomas, Police Chief James Falvey and Deputy Police Chief Robbie Tusino.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To meet with Labor Counsel, re: Collective Bargaining-Fire Union, Police Union.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.



2. Mr. O'Loughlin recused himself from the Police Union Collective Bargaining as his son is a Sergeant on the Police Force and left the meeting at 6:02 PM.
3. Attorney Feoderoff updated the Board on the Police Union Collective Bargaining negotiations. She said the parties have agreed on Special Ops language, Juneteenth as a paid Holiday and an additional \$100.00 on the Uniform Allowance. She believes the Union will accept COLA of 3% for each year of the three-year contract. In addition, the Union is seeking an additional \$1000.00 increment to be Added to the base pay of Officers with 10 years of fulltime Police Officer Service and an additional \$1,000.00 on base pay of such Officers with 20 years of fulltime Police Officer service effective July 1, 2021. Finance Director Taylor did the cost analysis for the contract and informed the Board the increase can be paid by the Town.

Mr. Mazzuchelli moved, seconded by Mr. Walsh: To approve the Police Union Collective Bargaining Agreement. UNANIMOUS.

4. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 6:05 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – November 21, 2022

ROOM 03 – TOWN HALL
7:00 PM

PRESENT: Chairman Thomas J. O'Loughlin, Select Board members Michael K. Walsh and Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

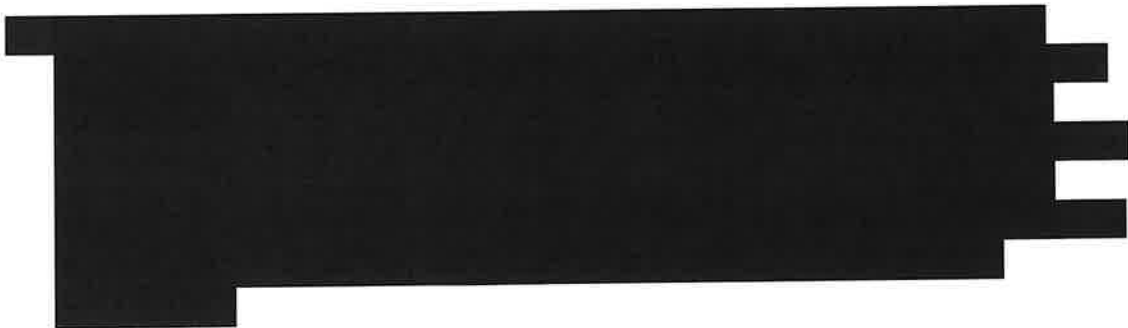
Also present, Town Counsel Gerry Moody.

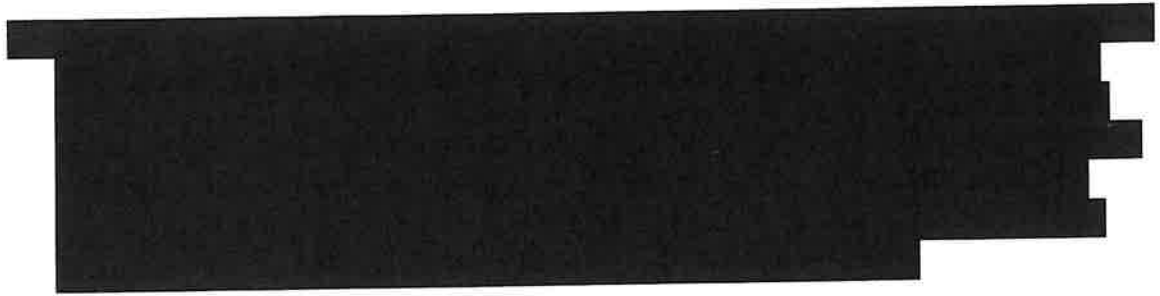
Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin, Michael K. Walsh and Paul A. Mazzuchelli all vote in the affirmative to enter into Executive Session: To discuss a Milford Firefighter, re; Brave Act Grievance; To receive attorney/client communication of legal advice regarding reasonably anticipated litigation or legal issues the disclosure of which would compromise the Town's position; To discuss the reputation, character, physical condition, or mental health of a Town employee and to meet with Town Counsel, re: Water Department-Collective Bargaining.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. The Board reviewed a letter dated July 18, 2022 from James Curley, President of the Milford Firefighters Union, requesting the Board pay Firefighter Douglas Lima pursuant to MGL Chapter 33, Section 59(e) "Brave Act". This allows for full payment from both the US Government and the Town for Firefighter Lima's first 40 days of employment. MGL Chapter 33 was adopted and approved at the October 24, 2022 Special Town Meeting. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To approve benefits be paid to Firefighter Douglas Lima pursuant to MGL Chapter 33, section 59 (e), the "Brave Act." UNANIMOUS.





4. Mr. O'Loughlin recused himself from the Water Department Collective Bargaining as his son is an employee at the Water Department. He left the meeting at 7:54 PM.
5. Town Counsel Gerry Moody was present to update the Board on the Collective Bargaining negotiations with the Water Department employees. He presented the Board with a draft three-year contract. The pay for year 1 of the contract is the employee current pay and the COLA for years 2 and 3 will be 3%. Mr. Mazzuchelli and Mr. Walsh authorized Town Counsel Moody to offer COLA increases of 3% for years 2 and 3 of the contract term. The clauses regarding overtime pay and, call in pay are the same as other similar Unions. The shoe allowance is \$260.00. He said there is discussion with the Highway Department regarding allowing the use of the Water Department equipment and employees for snow plowing duties during storms, but the Water Commissioners will need to decide whether or not to approve the use of equipment and employees.
6. Mr. Mazzuchelli moved, seconded by Mr. Walsh: To adjourn Executive Session at 8:05 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – December 19, 2022

ROOM 03 – TOWN HALL
5:30 PM

PRESENT: Chairman Thomas J. O'Loughlin, Select Board member Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Select Board member Michael K. Walsh was absent. Also present, via zoom, Attorney Kate Feoderoff and Finance Director Zach Taylor.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli both vote in the affirmative to enter into Executive Session: To meet with Labor Counsel, re: Collective Bargaining-Sewer Department.

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. Attorney Kate Feoderoff updated the Board on the status of the negotiations. The parties have discussed COLA increases of 3% per year for a three (3) year contract. The Union is requesting a \$100.00 increase for their uniform allowance for each year of the contract as well as a \$100.00 increase for the Education Incentive for Grades 4 and above. The Union is also seeking to add Longevity Payments of \$425.00 after 10 years, \$525.00 after 15 years, \$725.00 after 20 years and \$925.00 after 20 years. The Board granted authority to Attorney Feoderoff to settle within the terms stated.
2. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin: To adjourn Executive Session at 5:46 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli

MINUTES OF EXECUTIVE SESSION – December 19, 2022

ROOM 03 – TOWN HALL

6:00 PM

PRESENT: Chairman Thomas J. O'Loughlin and Select Board member Paul A. Mazzuchelli and Town Administrator Richard A. Villani.

Member Michael K. Walsh was absent.

Mr. O'Loughlin opened the Meeting.

ROLL CALL VOTE: Select Board Members Thomas J. O'Loughlin and Paul A. Mazzuchelli both vote in the affirmative to enter into Executive Session: To meet with the Town Administrator to discuss a new contract; To meet with Town Counsel, re: Rhodes v Town of Milford-Update and to meet with Town Counsel, re: Water Department Collective Bargaining

The Chair declared that an open meeting may have a detrimental effect on the position of the Town.

1. The Board met with the Town Administrator to discuss a new contract as his existing contract expires on March 31, 2023. They discussed a new three (3) year contract commencing on April 1, 2023 and terminating on April 5, 2026. The Town Administrator has served in this position for ten (10) years. After discussion the Board and the Town Administrator agreed on a new three (3) year contract with a salary of \$179,583.00 per year in equal weekly installments, commencing April 1, 2023, \$185,246.00, commencing April 1, 2024 and \$190,908.00 commencing April 1, 2025. The remainder of the contract terms are the same as his terms in his existing contract. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin: To approve the new contract with the Town Administrator, Richard A. Villani. UNANIMOUS.
2. The Board met with Town Counsel Gerry Moody to receive an update on the litigation Rhodes v. Town of Milford et al. Attorney Moody informed the Board that the Court held a Zoom hearing on Harold Rhodes Attorney's Motion to Clarify. He believed this was an effort on the part of the plaintiff to get the judge to order the commencement of the police chief selection process under Article 32. The Judge declined to issue such an Order. She fully recognized and adopted the case law the Town provided in relation to the deference Courts must show in relation decision making by local governmental bodies. She refused to in any way "clarify" or issue any orders.
3. Mr. O'Loughlin advised the Board he would recuse himself from meeting with Town Counsel to discuss Collective Bargaining for the Water Department employees. He

said he would leave the meeting and then return once the Water Department discussion ended. The reason for recusing himself is his son is an employee at the Water Department. Mr. O'Loughlin left the room at 6:39 PM. Town Counsel Gerry Moody then updated the Board on the status of the Water Department Collective bargaining negotiations. He informed the Board the COLA increases would be 1% in Year 1, 2 and ½ % in Years 2 and 3. The Union requested an on call increase to \$35.71 per day for those employees who will be on call to come in to work if needed. Attorney Moody said Water Department Manager David Condrey agreed to these requests. Also, Highway Surveyor Scott Crisafulli requested the use of Water Department vehicles and personnel for snow removal. Attorney Moody told the Board the Water Department and Highway Department will sign a Side Letter Agreement whereby the Highway Department will be able to use two (2) Water Department vehicles along with two (2) Water department employees. This Agreement will be for one (1) year only and will be revaluated after the one year. Mr. Mazzuchelli granted authority to Attorney Moody to settle the Water Department Collective Bargaining Agreement within the terms as discussed at this and prior Select Board meetings.

4. Mr. O'Loughlin returned to the meeting at 6:44 PM.
5. Mr. Mazzuchelli moved, seconded by Mr. O'Loughlin: To adjourn Executive Session at 6:47 PM. ROLL Call Vote. UNANIMOUS.

Respectfully submitted:

Richard A. Villani, Minutes Recorder

MILFORD SELECT BOARD

Thomas J. O'Loughlin, Chairman

Michael K. Walsh

Paul A. Mazzuchelli