

Employment Agreement Between The Town of Limerick and Fire Chief

1. Effective Date

This agreement shall become effective January 1, 2025, upon approval of the Town of Limerick Board of Selectpersons. This agreement will be in effect for a duration of one year upon board approval.

2. Term of Employment

The Fire Chief shall serve at the pleasure of the Board of Selectpersons and on an "at will" basis during the term of this agreement. Termination of this agreement, with just cause, by the Town of Limerick or the Fire Chief shall require 30 days notice.

3 Duties; Hours of Work

- A. The Fire Chief shall be a permanent full-time; part-time employee of the Town of Limerick working a minimum of 12 hours a week and a maximum of 20 hours a week. During times of emergencies, storms, or civil unrest hours worked may exceed the normal maximum.
- B. The Fire Chief agrees to devote that amount of time and energy which is reasonably necessary for him to faithfully perform the duties of the position including but not limited to a regular full-time; part time schedule, evening and weekend/holiday work as needed.
- C. The Fire Chief is expected to respond to major incidents in town and to mutual aid responses outside of regular business hours when available.
- D. The Fire Chief will continue to maintain his full-time employment in addition to his position with the Town of Limerick, which may impact response availability.
- E. The Fire Chief reports to the Board of Selectpersons therefore the Fire Chief will be available to attend meetings of the Board of Selectpersons or meetings of Town Officials and Boards (including but not limited to Town Meetings, annual and special) when necessary to address matters of concern regarding the Fire Department and/or public safety.
- F. The Fire Chief shall perform the duties and have the authority pursuant to Title 30-A, Chapter 153 of the Maine Revised Statutes.

4 Compensation

The Fire Chief will be compensated at \$50.00 per hour worked and will be compensated at one- and one-half times pay for hours exceeding 53 hours. Pay rate is retroactive to January 1, 2025, upon town budget approval.

payment equal to three (3) months regular pay. Severance pays shall be paid to the Fire Chief in a lump sum, within thirty (30) after the next Select Board meeting following termination.

In the event the Fire Chief is terminated because of a conviction for any crime involving moral turpitude, an illegal act involving personal gain, an act involving an ethical violation, insubordination, or any other basis upon showing of "just cause" the town shall have no obligation to pay the severance.

Signed on this 30th day of December 2024

Fire Chief



Vincent R. Pelletier

Town of Limerick Board of Selectpersons

