

Employment Agreement Between The Town of Limerick and Fire Chief

1. Effective Date

This agreement shall become effective January 1, 2026 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 a 30-day notice.

3 Duties; Hours of Work

- A. The Fire Chief shall be Permanent Part-time employee of the Town of Limerick working an average of 16 hours to 24 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 Permanent 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, 2026 upon town budget approval.

5 Leave Time

The Fire Chief will be eligible for the following benefits prorated to 0.5 of a 40 hour work week.

- a. Vacation: 3 weeks at 20 hours, 60 hours total
- b. Sick Time: 10 days at 4 hours, 40 hours total
- c. Holiday: As defined in town employee handbook at 4 hours per holiday

6 Professional Development

The Town of Limerick recognizes its obligation to the professional development of the Fire Chief, and agrees that the fire Chief shall be given adequate opportunities to develop his skills and abilities as a fire administrator, the town further agrees to budget and pay time, travel, and lodging for short courses, institutes, and seminars necessary for his professional development.

7 Dues and Subscriptions

The Town of Limerick agrees to budget and pay for professional dues and subscriptions of the Fire Chief for state and local organizations including the York County Fire Chiefs Association and the Maine Fire Chiefs Association.

8 Automobile

The Town of Limerick shall provide the Fire Chief with an automobile. The automobile shall be used by the Fire Chief in the performance of his duties including, but not limited to, his professional growth and development. Because the Fire Chief is "on call" in the event of an emergency, the Fire Chief is also authorized to use this vehicle for reasonable personal use in accordance with the Town of Limerick Vehicle Use Policy. The town shall provide for maintenance, insurance, and operating costs of the vehicle.

9 Indemnification

The Town of Limerick agrees that the town shall defend, save harmless and indemnify the Fire Chief against any tort, professional liability claim or demand or other civil or criminal legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of the chief's duties as Fire Chief of the town. Consistent with applicable laws applying to municipal employees in general and pursuant to Title 14 Chapter 741 of the Maine Revised Statutes.

10 Severance Pay

In the event of the involuntary termination of the Fire Chief without just cause during the term of this agreement, or a successor agreement, he shall be entitled to receive 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 15th day of December 2025

Fire Chief



Jared L. Welsh

Town of Limerick Board of Select persons



