

BOARD OF SELECTMEN
Meeting Minutes

March 1, 2021

CALL TO ORDER: Gil opened the meeting with the pledge at 7:00PM.

SELECTMEN IN ATTENDANCE:

Gilbert S. Harris, Joanne L. Andrews, Dorothy M. Richard, Wendy M. Thorne, Heath D. Edgerly

ATTENDEES:

- Michael McLean, Joe Parsons, Dave Candage, Dave Gibson, Wade Andrews, Steve McLean, DeeDee Tibbetts, Judy LePage

MINUTES:

- Wendy **motioned** to approve the minutes for February 22. Joanne **second**. **All** were in favor. Gil made the comment about there being a lot of detail that does not need to be specified as much. Unless there is a vote it does not need to be as detailed. Heath said that he had gone back to old minutes from past Boards and that he likes that it is that detailed.

WARRANT:

- Wendy **motioned** to approve the warrants. Dottie **second**. Heath made a comment about paying the Road Commissioner for his pickup to go put posted signs up and brought up that they ended up paying for two people in one truck. Wendy made the comment that it would take two people to hang those signs. **Three were in favor, Joanne and Heath did not vote.**

ANNOUNCEMENTS:

- Wendy read the announcements.

DEPARTMENT REPORTS:

- Joe Parsons, Rec: Told everyone that DeeDee Tibbetts had stepped down from being the activities director and that they would be putting something out there to find a replacement for the position. He brought up the dance mirrors and how the Board told him that MMA was not going to cover them. Heath made the comment on how they had said they wanted it to be in a designated room just for the rec department. Joe said that he had contacted MMA and talked to Carina Steeves, underwriter for risk management services, and she said that she did not see an issue. He said he had also talked to Marcus Ballou, member services supervisor, and he said that as long as it is being installed by the professionals, secured to the wall, shatterproof, and it gets sanitized after installation they would be covered. Dottie told Joe that MMA would not commit to covering this and Joanne read the last email from Marcus stating that the claims will be looked at and a determination of coverage will be decided. Heath made the comment about how they would have to review the claim. Joe read

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from the email that the ultimate decision is up to the town and made a comment about how they have taken the necessary steps after they were asked to get a quote for it. Heath made the comment on how he had talked to Laura and it sounded like she didn't get a chance to order them and that without permission she is not allowed to make the sizable purchase and that Joe would have purchased them on the towns account at Portland Glass and when she gets the bill she pays it. Heath asked when the lapsed balances go back into the general fund and Wendy told him December 31st. Heath made the comment on how he was told that if they approved it before that they could still make the purchase in the month of January. Wendy made the comment that as far as she was concerned that they didn't say he couldn't get the mirrors they just needed to get clarification on insurance. Heath asked what happens in January and February and Wendy said that they are working off of 3/12 of last year's budget, Heath made a comment about him still having money in his account and he was told no. Wendy said that everyone's budget for 2020 has lapsed back into the general fund. Heath brought up that he still has money and Wendy said yes he can still run his recreational budget. Heath read from December 23, 2019 minutes and brought up the basketball complex that Joe had brought to them and for Joe to get more recent numbers for this. Gil made the comment on the mirrors being previously approved and brought up voting on it with the parameters that Joe has brought to them. Joe told them that it would be \$3,933.60 and that includes installation. Joanne asked if it was for five 4x8 mirrors with polished edges and the safety backing and she was told yes. Heath brought up that talking to Natalie she said that unless they have a case that she has to represent the town for she doesn't have an answer for that. Heath **motioned** that we move forward with Joe's request that we already approved. Wendy **second**. Heath asked if doing this is going to impact Joe's budget and Joe said that it is hard to say. Wendy said that if he feels it will then he has the opportunity to get up at town meeting and increase the budget. Gil said that if it fits into his current budget then they could vote to go ahead with it. **Three in favor, Joanne and Dottie were opposed.**

OLD BUSINESS:

- Overlook camera: Gil said that they had received the invoice for the installation of the electric service and Dottie said that she had gotten an email from Bob saying that he is working on the last connection with CMP.
- Gil said that last week it was brought up that he would be meeting with a couple of gentlemen from the Fire Department and in the discussion a couple of safety issues came up; an ambulance came up instead of a Fire Truck, people were not in the right gear, and that he thought it was an administrative issue that would be dealt with the personnel in charge. Another issue was that with Covid they are restricting access to the Fire Department there was an unauthorized person allowed to go into the Station. Heath said that both of these safety issues had been brought up to the chief and was not dealt with and asked for an Executive Session so that the Board can get up to speed and asked about Neil Courtney and how they had spent \$15,000 and that he talked to two people and they were supposed to talk to everyone and that he can't find the survey. Heath read from past minutes about having the

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employee files brought to the Municipal Building and brought up certifications and having not seen any. Wendy brought up that if they have an Executive Session and the people have a complaint about anybody else that person has to be present and Heath brought up that the previous Board had a sit down with the whole Fire Department. Heath made a comment about the CEO and the Fire Marshall who said no sleeping in there because it is not safe. Michael McLean said that if they don't think the time is now for a full-time chief they are crazy and Heath brought up how two officers have come to him about safety concerns and asked if he would agree to an Executive Session with the whole department and Mike said no. Mike said that he had told them that they needed a hired Fire Chief and that he would stay till June to help and brought up that other towns are hiring full-time people because they can't get good help. Gil brought up that the issue here is for an Executive Session and it is to have some members of the Fire Station come and talk about the enforcement of safety issues and that if you have the entire department there may be people who will not speak up and asked if the motion would be for the gentlemen to come and speak with the chief. Heath asked about there being two per diems being there all day and all night and that they pay them to do Fire and Rescue and Mike said to the best of their ability. Heath brought up an officer having the bare minimum and sending two per diems into a situation and that if someone gets hurt it comes back to the chief and the Board and made a comment about a motion being to have an Executive Session with four people with the opportunity that if somebody else comes up, which happened the last time and is illegal, what happens if someone else gets brought up and they are not there? Gil made the comment that if the safety issue is not being dealt with that would go up the chain of command. Heath asked if Mike knew about it and Mike told him that no he would have to figure it out. Mike made a comment about being Fire Chief is about more than showing up to calls and Heath asked if he stays the whole time if he is there for a call and he was told not necessarily and Heath made the comment about needing to have something that says that the Fire Chief stays until everything is done and Mike said that it would be in the job description and that after they get the revised ordinance all set then they will work on the Fire Chief. Joanne brought up that she had seen the Limington Fire Chief's report and they are hiring two more full-time people because they have the same problems as here in Limerick and that they need a full-time leader. Gil said that an Executive Session has to have a specific purpose and that this is to discuss safety issues that may or may not have been addressed and that it is not the entire department and that they are just talking about the performance of the upper officers. Gil also said that if people are making specific complaints about people they should be able to do so to the people they are speaking about and Joanne made a comment about having the correct MRSA. Heath made a comment about not being able to bring Michael and the Assistant Chief in on negligence of duties unless they have the officers who came forward as witnesses to the statement and do they just take care of the punishment for upper management not taking care of the safety issues. Heath made the comment of things not being handled falling into the Board's lap. Wendy made a comment about how she does not see the need for an Executive Session and was the proper protocol followed and Heath made

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a comment about it not being handled in house and how the two people came to the chairman of the Board. Gil made a comment that he was not approached to have a meeting and that he suggested the meeting so that he could get some clarification and Heath made a comment about how Gil would know if this would need an Executive Session because he met with these people and that the last Executive Session they did not make any headway, in his opinion. Gil brought up that they would have to look under the MRSA guidelines to see if an Executive Session with an entire department is warranted. Heath also made the comment on how he does not see a big issue with coming in and helping out because Mike isn't there all the time. Joanne asked Gil if they had said they did not want an Executive Session and Gil said that they had both mentioned that there is no need for an Executive Session but that may be referring to the entire department. Gil said that they would need to look into the MRSA and he would need to get clarification from the gentlemen and bring this back to a vote next week. Wendy read what is permitted for deliberations. Heath made the comment about hearing duties and discipline and Gil brought up figuring out who is involved. Heath **motioned** for an Executive Session on the Fire Department and anybody that's involved in this safety problem or lack of. Gil **second**. Gil brought up looking into who would be involved and voting on the session next week. **Two were in favor; Joanne, Dottie, and Wendy were opposed.**

NEW BUSINESS:

- Employee benefits-retirement plan: Gil brought up that they would need to discuss this for future positions and if they have to replace people who will not be here in the future and that the new Board will have to look into it and that this would need to be addressed in a workshop. Steve McLean brought up having job descriptions before they do that and Gil said they have them but they would need to be updated. Joanne said that they had job descriptions for everyone except for the Fire Department and Dottie said that Jason had given them some for the whole department.
- Security system: Dottie brought up that the system we have now only allows for so many zones and that with everything going on with the vault they would need to update the box. They are changing it from copper to wireless and it would cost \$3,999. Heath asked if that included having the lines installed and Dottie told him that there would be an annual fee and that they would have to have an electrician come and put in another outlet and an additional cost to pull the wire into the building from the vault. Heath **motioned** that we spend up to, not to exceed \$5,000. Dottie **second**. Heath made the comment about the cat 5 cable being a direct link from the fire box to Norris's box and extending the wireless connection into the vault. Judy LePage said that the line that they are using for the security system is her fax number and asked how long it will be and Dottie said that Consolidated has a trouble call in and they are waiting for somebody to show up. **All** were in favor.
- Heath asked about the chimney on the Brick Town Hall and Joanne said that the contractor had postponed it because of Covid.

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- Heath brought up the Neil Courtney survey and he has not been able to find the paperwork in the office. Dottie said that they had only paid him \$1,000 and Heath asked when that should be done and Dottie said she did not know. Heath brought up the CEO and Fire Marshall saying that they have illegal sleeping quarters and asked how they are going to deal with that and Joanne brought up that she had made a suggestion about getting a couple of recliners and not allowing them upstairs to sleep. Michael McLean said that he would have to meet with the CEO and with the State Fire Marshall to have a plan and brought up putting a portable building across the street. Gil brought up renting an RV and Mike said that there is water and sewer and power there. Heath brought up having the employee files at the Municipal Building and Mike asked who the HR director is and Heath said they don't have one. Mike said that he was told if they don't have one then he is the HR director for the Fire Department and they can look at training, not personnel. Heath asked if they do not have a chief who becomes the HR director and Mike said that you would have an acting chief.
- Gil brought up that they had received the information from the Limerick Development Corporation and they sent over the agreement. Wendy **motioned** to sign the Limerick Development Corporation agreement. Joanne **second**. **All** were in favor.
- Heath asked for Gil to get the SOGs from the Fire Chief and Gil said that he would make that request.

HEARING OF CITIZENS:

- DeeDee Tibbetts brought up the safety issues and the Fire Department that the Board has been discussing the last few weeks. She brought up a gentleman saying that he was certified at one of the meetings and asked if being an officer of the Fire Department that you have to have Fire one and Fire two. Dottie told her that they just have to be BLS certified and this gentleman is. DeeDee said that she had looked it up and it said that you have to have fire one and fire two to be an officer and brought up that Gil had said he had seen certification and that she was under the impression that this person was still in training and that on Facebook the gentleman said he was taking this course. Heath made a comment on how the previous Board okayed them to be in that spot. Michael McLean said that yes Ron is still in fire one and two training and that he did do the BLS basic. Gil said that his understanding was that he had the minimum and that he is working on fire one and two. DeeDee asked if they have to have fire one and two to be an officer and Mike told her no and it's different for each community. Heath brought up printing out an email for the certifications for next week and asked if they had applications for people who are qualified and Mike told him no. Heath brought up the meeting Gil had with one of the officers and his name being brought up and that he should have been able to have been there and Gil said that he was not aware that names were going to come up and if he had known ahead of time yes he should have been invited and Heath said he should have told him to continue in a different manner and not continued the conversation.
- Delores Floyd asked how much it costs for each Special Town Meeting and they said it is the cost of the video technician for a Special Town Meeting or the cost of the equipment for

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the secret ballot. Delores Floyd made comments about the Fire Department. Heath made a comment about things needing to be dealt with. Wendy said that they are not going to agree all the time and Gil brought up it being a democracy and that's why they vote on things. Heath brought up bringing safety concerns to the Board and why they wouldn't be more open to looking into them. Wendy brought up Facebook being a good tool to put positive messages out but on the other side there are things that could hurt people. Heath made a comment about Joanne not saying anything and helping when she had asked the same questions before and about accountability for everyone. Wendy brought up them not being 100% the final say and Heath said that they are hired by the people and look to see what the Board can do to fix it.

ADJOURN MEETING:

- Wendy **motioned** to adjourn. Heath **second**. **All** were in favor.
- The Meeting was adjourned at 8:45PM.

These minutes were approved by the Limerick Board of Selectmen on: March 8, 2021

End of Broadcast

Respectfully submitted,

Courtney Davis

FOR DETAILS OF MEETING
SEE RECORDING
AT SRC-TV.ORG
"Limerick Selectmen's Meeting"
Under Brick Town Hall
March 1, 2021
By Gail Libby