

**BOARD OF SELECTMEN**  
**Meeting Minutes**

**March 8, 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, Dave Candage, Dave Gibson, Wade Andrews, Greg DeVenny, Bill Jones, John

MINUTES:

- Heath **motioned** to approve the minutes for March 1. Wendy **second**. **Four were in favor, Dottie did not vote.**

WARRANT:

- Heath **motioned** to approve the warrants. Wendy **second**. **All** were in favor.

ANNOUNCEMENTS:

- Wendy read the announcements.

OLD BUSINESS:

- Overlook camera: Dottie said that there is no updates this week.
- Tree removal Rte. 5 intersection: Heath told everyone that they had started the project and that it should be finalized this week.
- Gil brought up approving the mirrors for dance and asked if they have an account with Portland Glass and Heath told him yes and that it will be a direct bill. Gil said that he would pass it on to Joe and have him order it.
- Gil brought up the bill for the street lights and asked if there is any word on the LEDs and Heath said that he had seen a utility truck working up 11.

NEW BUSINESS:

- Employee benefits-retirement plan: Gil brought up looking into what would be involved in a benefit retirement plan. Heath asked how many companies there are to choose from and Gil said there are a number of them but MMA is what most Municipalities are using and Joanne brought up it being a state retirement plan. Wendy said that she could start some of the research and then bring it back to everybody. Gil brought up at the same time as discussing this in a workshop they can be discussing job descriptions as well. Wendy brought up that she has the job descriptions that were done in 2015 and that she had looked on MMA for

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equal positions and brought up reinterviewing the employees because their jobs may have changed. Heath brought up having workshops and bringing in three employees at a time to have them tell the Board what they are doing and Wendy said that they can have them write down what they do, how often they do it, and how they accomplish it.

- Heath brought up that Michael had looked into a turnkey building for sleeping quarters for the Fire/EMS crew. He also brought up presenting to the town getting a price for a four foot wide porch and that Mr. David is willing for the legality of easement to move forward and brought up having a bid for the fire escape to bring the building up to compliance. Heath brought up that he had drawn up the schematics for it and asked where it would come out of. Gil brought up the specs and needing to figure out where it is going to be funded. Dottie said that the only thing she remembers would be that both windows would have to be egress and that she would ask Jessie tomorrow to see what he says.
- Heath brought up that Limerick Steeplejacks has offered to come in and cut a hole in the worse side of the gazebo roof and get pictures for the Board to see how much damage/rot is in there to put it out to bid. Joanne asked if MMA had determined that the roof had to be replaced when they came and Dottie said that she thinks they wanted the shingles replaced and that Heath had found out that it is more than just the shingles. Gil **motioned** that we allow Limerick Steeplejacks to do an inspection and get the information back to us. Wendy **second. Three were in favor, Joanne and Heath did not vote.**
- Heath brought up that he had a call from the EMA director and he was told that the generator, tent, and a pickup truck are owned by EMA. He brought up that last week the chief had said that he is the HR director of the Fire Department and Dottie said that they should not be talking about the Fire Department without the chief here. Heath read what an HR director is and what they need to qualify as a HR director and that would fall on a town manager and doesn't classify the Board as HR and Heath asked how they are supposed to handle this if a department head isn't handling something if the employees want to move forward. Dave Candage asked a question and Heath told him no there are several towns that do not have an HR. Heath asked Wendy how to handle this. Gil said that the protocol is for someone to go to their manager first and if that doesn't work the last step would be to talk to the chairman and Heath asked if it would need to be in writing and Gil told him that in his case he would take it as verbal.
- Heath brought up some of the paramedics exceeding workable hours and asked if they need to put out an ad in the paper and Gil said that he is sure they are actively attempting to get people. He brought up discussion on dispatch on what vehicles they needed to bring. Michael McLean said that Limington is going to hire a new Fire Chief and two more full-time people and brought up people coming up and voting. Heath made a comment about sales pitching and Mike said that he is the Fire Chief trying to better the department for the Town of Limerick. Mike asked what Heath has for Firefighter/EMS experience and Heath said that he doesn't have any. Heath brought up that Mike had said that he was the HR director and that according to Natalie nobody in this town is. Heath brought up that Natalie said that he can't see their credentials or physicals and anything to do with that side of their

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personnel files but any of the qualifications he can look at them. Mike brought up that at the beginning he said personnel files and then changed halfway through and Heath said that he did not know the difference. Heath brought up scheduling an appointment with Mike and Mike told him yes.

- Gil brought up three potential members of the Board leaving and thanked Dottie and Joanne for all their past service. Wendy brought up the annual report being ready if anyone wants to pick one up at the Municipal Building. Heath made comments about Mike's presentation and how Dottie knew he was unavailable tonight.

HEARING OF CITIZENS:

- John brought up that he had had a conversation with the Tree Warden about taking down a dead maple that's on town property and he was told that the Tree Warden could not touch it and that Heath is controlling what he does and any further talk about it can go to the Road Commissioner. Dottie asked if this was one of the trees on School Street and she was told no. John asked if Heath was responsible if the tree falls and takes out the power lines or hurts his house. Heath told him that he should talk to the Road Commissioner and if there are any questions he goes to the Tree Warden and that he and the Board have no control over what he does and that he is there for advice. Heath brought up giving the address to the secretary and she will forward it on to Mr. Richardson.
- Steve McLean brought up that he had gotten an email from CMP saying that they had completed all the LED conversions but the only one not energized is the one by the lookout and that they will do that probably when they do the camera. He brought up there being a light across from the Dollar General and Heath brought up looking into it if it is brought to their attention. Gil thanked Steve for helping with getting those LEDs.
- Joanne brought up that it is ending her 12th year as Selectman and that she has hints for the new people coming in. Number 1: ask for a Municipal Officers Manual, number 2: familiarize yourself with the town's personnel policy, and most of all look at the Code of Ethics. She thanked Wendy for doing the budget and Wendy thanked the ladies in the town office and everyone involved in putting the annual report together.

ADJOURN MEETING:

- Wendy **motioned** to adjourn. Dottie **second**. **All** were in favor.
- The Meeting was adjourned at 7:30PM.

These minutes were approved by the Limerick Board of Selectmen on: March 15, 2021

**End of Broadcast**

Respectfully submitted,

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Courtney Davis

**FOR DETAILS OF MEETING**  
**SEE RECORDING**  
**AT SRC-TV.ORG**

“Limerick Selectmen’s Meeting”

Under Brick Town Hall

March 8, 2021

By Gail Libby