

BOARD OF SELECTMEN
Meeting Minutes

January 7, 2019

CALL TO ORDER: Sonny opened the Meeting at 7:05 with the pledge

SELECTMEN IN ATTENDANCE:

Roland C. LePage, Joanne L. Andrews, Gilbert S. Harris, Wendy M. Thorne, Dorothy M. Richard.

ATTENDEES:

- Ed Morgan, Courtney Davis, Steve Malmude, Carl McNally and wife, John Cleveland, Judy LePage, Cindy Smith, Steve McLean, Sue McIntyre

MINUTES:

- Wendy **motioned** to approve the minutes for December 10, 2018 and January 2, 2019, Joanne **second** it, and **all** were in favor.

DEPARTMENT REPORTS:

SCHEDULED SPEAKERS:

- **1:23:** Carl McNally started off by introducing himself and his company Med-a- Vision and what he does. McNally told us that he was there to represent himself and his company. He told us that he had been a licensed insurance agent since 1982, and that he is now a 3rd party administrator of health reimbursement arrangement since 2004. He said that "Insurance plans offered through the Maine Municipal trust of which it is important that you understand that I do not represent the trust I'm here to represent myself and my company." McNally began to tell us that his company does is "to help employers in some municipalities is that they hold the cost down that's associated with premiums and claims in their health insurance plan." He went on to tell us that the most important thing in insurance is to understand what you don't know and to get educated about what you don't know. Med-a- vision has been tracking data on cost of health insurance on 6000 people for 13 years. How much insurance is enough? Is the first question he asked and he went on to tell us about a company 14 years ago that had raised this question and told med- a -vision that 92.9% of all employees spend less than 1000, 1001 dollars on their insurance. He gave us a pie graph that showed data from 2015 for 6000 people who had no claims or claims fewer than 1000 dollars. McNally used a few quotes in his slide show one being "we spend too much money insuring what is least likely to happen, at the expense of not being able to pay for what is most likely to happen". He went over the other slide of the handout with the questions "why do we buy health insurance the way we did 25 years ago? McNally talked about three areas that have changed in our lives like automobiles, time clocks, and how we don't use cursive anymore, and he also said that the thing that has changed in health insurance is that "health insurance premiums have gone up and up and up right. That's because we are accepting the wrong terms to purchase health care." McNally went on to talk about "four areas absenteeism, presentism, recruitment, and retention. You see an employer doesn't get sick employees get sick. So the employers' insurance plan should first be one that

BOARD OF SELECTMEN
Meeting Minutes

protects the employer and these are some of the areas that employers lost money and they don't see it or it's relevant because it's not something they pay out for." Absenteeism costs an employer money because they have to use money that might be from the overtime dollars for employees who require additional benefits, presentism is when an employee is at work but they are distracted because they are thinking about the fact that the things on their minds aren't being insured are being applied to the deductible for the person so the employee is not getting the care that they need, it also "eats away at the labor costs for getting the job done."

Recruitment as McNally puts it is also a cost because employers have to advertise so that they can get the right employee, and retention is "keeping those persons who you have employed that you don't want to lose and you certainly don't want to lose them because you don't have a health insurance plan or the health insurance plan you have is not working for that employee." McNally also talked about the fact that there wasn't enough time to explain everything that he does for his job so he was going to get to the point. He also told the board, "please understand you're gonna have privy to my email address and my phone number you can ask me questions at any time and I'll answer those." "What we do is we look for the lowest possible premium because that's a fixed cost that's what you're gonna pay whether a person has a claim or not." McNally used a lot of slides that spoke of how "the best health plan in the world is not the one that costs the most money. It is the one that pays your bill." While talking about med-a-vision he says that they have successfully proven over the past 13 years that "employers can provide a lower cost benefit and a better health plan benefit to an employee for less money than they currently pay." McNally went on to talk about what he calls "the slinky effect" when the premium is high the deductible is low and when the deductible is high the premium is low and he says that the problem with it is people don't understand data, for example "if you're an employer in Maine with less than 50 employees you don't get data you don't know what the cost of your claims were as compared to the premiums you paid into the insurance company. McNally talks about a municipality that they have just started working in January of this year and he said, "78 people insured on the plan we reduced the premiums by \$107,000 and so far as of today we have spent less than \$12,000." And the employer was able to use the money that he was using on insurance for other things like raises and such and they also reduced the employee out of pocket from \$1500 to \$250. "Okay now I can tell you that most of the municipalities are using plan C they are paying the premiums under plan c that's a \$1500 deductible to employee out of pocket, it's \$1500 out of pocket to the employee lot of copays, so prescriptions, office visits, those are copays and the premium that you can see for plan c for employees is \$1085.97. I would suggest that the town consider the plan furthest to the right, the PPO2500 now that's a \$2500 deductible, \$4500 pay out of pocket but the difference in premium is \$3600. So the trust actuarially department is suggesting that they can maintain a health insurance plan for your employees for \$1085 a month or they can profit from a plan that they can offer to you for \$785 a month. Now if you look at the difference in the plans you'll see on an individual basis that one has no deductible and the other one is \$2500. So on an individual basis that might not sound like a good deal except/ or until you see there is a \$3600 premium savings. Now we did similarly in the town that's represented by this graph, we reduced the premiums in that town by over \$3000 per employee and several thousand dollars on families and that's how we reduced the premium by \$107,000. So now to the employees they got a better plan because we are covering the deductible that \$2500 plus the 2000 coin insurance at 90%. So they have a \$450 out of pocket maximum the town has a liability for 90%, it costs the town \$151.48 per insured person this year. So getting down to where you folks are where you don't have an option and I'm suggesting you start with the lowest possible premium, he fixed

BOARD OF SELECTMEN
Meeting Minutes

cost premium. Now if I look at other towns, much bigger towns the average cost per person is \$434. Now because people are people and we are all cyclical in our health care needs and that all plays into this. I can't tell you why one town is at \$152 and another is at \$400 but I can tell you after six years of working with Maine Municipal nobodies gone over \$500 that means the municipality has been saving between \$2500 and \$3500 a year per employee. So I suggest that's the plan you look at if you stay with the Maine Municipal Health Care Trust there are other options for you in the commercial markets which may or may not be competitive in premium. So you certainly may want to look at those unless there is something different in the trust that you're looking at. Any questions?" Joanne replies with "this municipality here did they go along with the PPO2500?" and McNally said, "Yes we moved them from plan c all of them into the PPO2500." Joanne: "any your insurance pays for 90% of the deductible." McNally: "Well the, my insurance company Med-A-Vision is not an insurance company we are a 3rd party administrator so we track the data we pay the medical claims out on behalf of the town. So the town funds that account with the premium savings that they had by going from plan c to PPO2500. So I am a 3rd party administrator. I am HIPPA compliant you would not see your employee information tracking where they go for doctors or what prescriptions they're on that kind of thing. What we do in the towns is we pay the providers and so in your plan with the MMEHT they retain prescription and office copay so we don't reimburse on those, so we're reimbursing on everything not a copay. Dottie asks, "I'm still not understanding where you come in on this with where the savings would be we'd be paying Maine Municipal \$785 a month per employee." And McNally came back with saying that he is trying to save us the \$300 a month by telling us to go with the lowest premium cost available to us and he ended with telling us this information by saying, "I've no obligation one way or the other." Gil asks McNally, "Say where we're just starting out uh if we go with the plan all the way to the right the lower premium plan there's really no savings from having a higher plan so where you come in if we were to start like that." And McNally explains that it would just be an additional expense because we would not have anything saved from a higher plan. Gil: "Right, so where do you come in if we start out like that?" McNally then continues to tell us that he is suggesting that we go with the lowest premium plan and subsidize the \$2500 deductible through a health reimbursement arrangement" and he also says, "That's the plan that I administer that removes that deductible responsibility from the employee and puts in on the town. So instead of the town paying \$300 more a month they put that \$300 up to cover medical claims that may, the employee may or may not incur." He then goes into saying that if we do go with the lowest possible fixed cost rate, then you can keep money here to help employees with their actual claim activity. He also listed the things that his company would [ay for against a \$6000 deductible at 70% and those are prescriptions, office visits, lab, in-patient, out-patient, ambulance, everything. Gil: "okay I get that but what will you be charging us for and what would we get for that?" McNally: he replies with, "Med-A-Vision would charge you about \$2500 to administer the plan that's providing the documentation and the claim reimbursements. You would be paying for the claim reimbursements, I'd just be managing it for you keeping it HIPPA complaint and then I would consult with you from year to year on plan options available to you. So we track it daily so we're in the loop on the claim activity with your employee. We provide all that work for that." Gil: "Okay so that's 2500, that's a flat fee it's not per." McNally: "That's for the year. We can break it down however you want." Gil: "You're kind of administering our plan for \$2500." McNally: "correct." McNally went on to say that you would see the reports of what activity there has been but not the individual's activity. "I'm still responsible for you from a financial perspective to show that I am paying for claims on your employees and not somebody else. So we have

BOARD OF SELECTMEN
Meeting Minutes

fiduciary responsibility.” Dottie: “so basically the employee is getting health insurance, the \$2500 deductible health insurance for \$0 deductible and the town is paying the deductible. McNally goes onto to say that it is an option for the town to take on 100% of the deductible or any other number if they wished and the employee would pay the rest of the percentage for the copay, and he also continues on to say that, “So in affect they haven’t all got a deductible because we just reduced the deductible to 0 because the definition of a deductible is something you pay 100% of.” He continues with saying that that is what plays into absenteeism and presentism because if employees have to pay 100% for medical services they will not go and have them rendered and if the employee is not paying 100% of their deductible then the employer will get more out of the employee, “for example: we provide dental reimbursement with no premium for many companies, we simply endorse the claim with the HRA, to suggest that we pay 50% of their deductible of their dental expenses up to \$1,000. So they gotta get \$2000 medical dental claims in order to get that \$1000.” And he says with the fact that the company saves money because they are not paying premiums for claims that may not happen, because usually people don't get their teeth cleaned twice a year. McNally: “So by getting involved with a 3rd party like mine, a 3rd party administrator, we’re going to look at the data, we’re gonna come back a year from now and say this is where the money went by group or individual.” Gil: “Okay I think we understand I guess now it’s up to us to meet and talk about your service, consider whether we want to go with that.” McNally: “Yes certainly and uh if you do decide to do something in that area then I’m more then pleased to come back and meet again with you to finalize and design the plan and administrate it. **27:15.**

- **27:40.** John Cleveland who owns and runs Community Dynamics Corporation got up and introduced himself and what he does, which is “help communities like yours with economic community development projects.” He presented the board with four documents to sign for “Phase 2 of the community development grant that you were awarded for your Main Street water and sewer project. So these are the documents that every community who receives the grant has to review and adopt.” The boards had signed similar ones in 99-2000, and every time there are a new grant these papers have to be signed. The documents that he had sent were the equal employment opportunity policy statement- “Simply says that you will treat everybody fairly and not discriminate against anyone, based on state and federal law.” Fair housing resolution “says that you will promote fair housing so no one is gonna be discriminated against because of any classification they may be in or disability.” Residential anti-displacement and relocation assistance plan- “says that because of your work if somebody gets displaced out of their homes because of the community block grant program that you are going to assist them in finding another comparable place- we are replacing water and sewer mains on Main St I can assure you we will not be displacing anyone while doing that.” Gil: “right we just have to agree that if it happens we will.” Cleveland: “Yes you will help them find another low- modern income place.” And the last document he needed signed was the standards of conduct resolution: “Says this is how you all are going to operate and the program will operate in this community that we’ll do it in a fair and ethical way. So you’ll avoid any conflicts of interest and nobody who has, who is in any decision making position will make a decision that somehow benefits them directly. That you will proceed in a way in procuring services and contractors that’s a fair bidding process and that you’ll look for the best qualified contractor at the lowest price in the process, that you’ll follow the contract award requirements, that you’re going to monitor it well to make sure that what we contractors supposed to do gets done, which you’ll find an engineer to oversee his work, to help you with this and that you’re gonna keep good financial records so you can show that people will pay based on invoices on work that was done of course you’ll do that

BOARD OF SELECTMEN
Meeting Minutes

as well. So that's what these documents do, you have to formally adopt them so I'm going to be asking you to vote to adopt these four documents this evening. Each of the documents has a space for authorized signatures which is each of you individually. So if you could each individually, if you adopt them, each individually sign them and Judy was kind enough to bring the seal with her tonight and she will seal them and then I will send them out tomorrow. This is not all of the documents there are some that I am working on that I intend to have for you at your next meeting on the 14th. There's a little work, research that needs to get done which I started on today. Um so that's what I have presented to you today and that's what I am asking you to do this evening. And I'm happy to answer any questions." Dottie: "We need to make a motion to adopt these." Wendy **motioned** to adopt the four documents John Cleveland has presented, regarding the CDBG grant phase 2 of the project. Joanne **second**. **All** were in favor. **33:04.**

OLD BUSINESS:

- The selectmen talked about the Portland Glass estimates and how they had a substantial difference between them. Gil had brought up that he had seen doors without a post that were very durable and voiced why we would need doors with a post. Sonny replied with the fact that if the wrong door gets opened. Dottie: "with the way these doors are there is no wrong way I showed both these quotes to the guy from Dupois because he had come in this morning because one of the locks broke and he had to come in to fix it, he said the one with the mullion is more secure but both doors are hardy doors. He said they're both acceptable." Joanne came in with saying that the one without wouldn't have a handle on the outside. Neither one are, Dottie has said. The selectmen went on to talk about the fact that these doors are identical to the handicapped doors for the library entrance of the building, Joanne asked Judy if there had been any problems with the handicapped doors and Judy said that we hadn't. They continued to talk about the handicapped doors asking Cindy if there were a separate lock on each door on the inside and on the outside there is one lock. Also that they both open from the outside and they do not overlap, which is the reverse of the doors on the front of the building. Sonny went on to talk about the fact that there have not been good doors on the front of the building and that now we need to spend the money to get good doors so that in another 5-10 years we don't have to replace the doors again. They had a discussion on the difference in prices for the doors, Sonny: "to do it right talking \$2700 difference." Dottie: "closer to \$4000." Sonny: "closer to 3000 maybe." Joanne: "3100." Dottie: Did you add in the 450 and the 750?" Joanne: "Includes it." Dottie: "no it doesn't". It ended up being \$18,684 with the mullion and \$15,334 without the mullion and a \$3,350 difference. The selectmen talked about how the height of the doors will have to be cut down in order to be put into the front of the building. They also brought up the fact that getting the new doors in would be taken out of the municipal building maintenance account. They talked about how they need to put in a good set of commercial doors and spend the money to get them then they won't have to be replaced for a good long while. Steve Malmude asked who had done the doors before and Dottie told him that Portland Glass had done them; Malmude went up to the podium and asked, "Also can I say something about this. As far as the issue about the center column maybe it'd be a good idea to uh ask the people, ask Portland Glass whether you really need it." Sonny: "Already did and they said that it would be way more secure." Joanne: "it would be more secure." Steve: secure in what sense?" Sonny: "Steve stop and think about it you have a door that closes here and you have a lock that drops in o one side and a lock that drops in the other side how much more secure can you get?" Steve: "You have to weigh that against the convenience if you narrow the opening it's harder to move things in and out if you want to." Sonny ends the discussion of the doors by asking what is wrong with the sign at Felch's corner.

BOARD OF SELECTMEN
Meeting Minutes

- Joanne brought up the mechanical work for the vault and they decided that they would go ahead with the mechanical work for the vault.

NEW BUSINESS:

- The selectmen discussed the sign at Felch's corner being knocked over by a plow truck and that we need to figure out how much damage was done to it and try and figure out something to do until spring comes and we can fix it and put it back up. Dottie brought up having four more signs made and the others didn't think it was a good idea because of the cost. Steve Mclean got up and said, "with regards to the sign I don't know how much it costs but we ought a get one coming. I think it's been down for two weeks now and it is critical, we could get another new one and attach it to the telephone pole for the time being on that side right where it was but I don't think we ought a just go through the winter, this is the worst time, it's the darkest the longest." Sonny: "it won't let you hook it to the telephone pole not even, nothing." McLean: "Yes they will we got flags hanging from poles and everything else temporarily. Sonny: "Not supposed to have, unfortunately." McLean: "Well evidently we got permission, the board got permission from CMP to put all the flags up there on Main St, the brackets and everything. I'm just saying for a temporary thing that sign has been very good on both sides, okay." Sonny: "Yeah, I agree with you." McLean: "And the sad part is two weeks ago when it was done, nothings been done for two weeks, you know, that's a critical intersection." Sonny: "Probably need to at least get a stop sign up there." McLean: "There is a stop sign on the other side that's still there, that's been there but I'm saying whatever it takes we ought a order it and get it in." Sonny: "I think we need to talk to Bob and see how much, how destroyed if it is at all." Gil: "Yeah is it just the post or is the sign." McLean: "The post got destroyed and evidently the sign did too." Sonny: "well evidently but we don't know that." McLean: "it fell down" Sonny: "What we're saying Steve is that we don't know that." McLean: "Well what I'm saying is that it was two weeks ago on something that's really critical and today, you know, you take a drill and drill a hole in the gravel down below the frost line and put another post in. It's not a big deal." The conversation ended and McLean sat back down, Sue McIntyre got up and asked, "Just a quick question on the sign did someone hit it?" Sonny and Joanne both answered with that it was a snowplow. Joanne: "Actually I think his insurance will pay for it." Sue: "I was just gonna ask about, sometimes when a car hits something, someone's property, damages someone's property the automobile insurance will pay for it." And that was the last of the conversation for the sign deciding to put it off for another week to find out how damaged the sign really was.
- Wendy started with talking about the article for the warrant where they Planning board wanted to amend their ordinance and have already voted to put this on the warrant. The next article they spoke about was the article that has the selectmen has a separate account that earns interest at the bank for approved capital projects. The discussion they had at this meeting was if they should or should not put it on the warrant and to make sure that any money that is coming in whether it is being separated or not should be on the general ledger and adhere to title 30A section 5801 and 5802, but the selectmen decided to strike this article. The next article that Wendy brought up was that any capital project over three years old would have to come before the board and be approved and also the money that wasn't used for the capital project be returned to the capital reserve account, for this article Judy got up and asked a question about

BOARD OF SELECTMEN
Meeting Minutes

who would keep track of all of the projects going on and Wendy told her that the selectmen would keep track of it but Judy came back with the fact that the boards have changed and will change and what happens when those changes occur, and Wendy says that they would keep a tangible report of all of the projects, a spreadsheet of some sorts to be able to keep track of the projects. Then continued to discuss that when there is nothing done with the project it will sunset and the money will go back into the account. Gil brought up the fact that it should go for a vote and let the town discuss it instead of just the five selectmen. And Dottie agreed by saying that it should be put on the secret ballot so that more people can see it and have an opinion. So they decided that it would go on the secret ballot. The next article that Wendy brought up was the article about fixed assets that are \$5000 or more and need selectmen approval. Sonny didn't think that it would need to be on the warrant because it had been a practice they had been doing but everyone else agreed that it makes it so the town people will know that it is the selectmen's practice to have to approve of the capital projects with fixed assets. The article that says transfer x amount of dollars from the unassigned account to the capital reserve account it was not decided on because Wendy had not gotten the year end numbers from Laura yet. The insurance Policies Maine Municipal Property and Casualty was the next article the selectmen were to go over but Wendy said that she would have to call MMA for the insurance policy, they also discussed the 12-town group and decided to take it off of their because no one had gone to a meeting in a couple of years. Wendy went on to read out the article about the selectmen entering into a three year contract for plowing, sanding, salting, and removal of snow from town ways and that the contract ends May 1st, 2020, the only thing they had to say about that was that it needed to be three year contract and not three contract, and the same for plowing and taking care of town owned properties. The sum to raise and appropriate for the operations of the Limerick Municipal Volunteer Fire- Rescue department for repair and maintenance and Sonny brought up that if we did use that amount then we would have to drop the maintenance number for this building and the fact that this building has a maintenance number of \$22000 which not near that number had been spent last year, so it needs to be dropped. And the \$13000 wasn't needed because \$4000 would cover the maintenance that the fire department needed or wanted to get done. The next article had to do with adding in the numbers for sick time for Cindy Smith, the librarian, so they added 792 to compensated vacation/ sick time and 61 to FICA which ended up making the final amount 71,667. They also put the techs money to 7500 to give themselves leeway. For a brief discussion they went back and talked about the 3rd shift EMS/ fire fighters and how there would be 25% of the year gone and Wendy went on to say that she had taken out \$20,000 because of that fact. Having to make another article for taking the money for the doors out was discussed as well. They also spoke about the article having to do with Saco River Community Television for payroll so they decided to raise it to 7500 just to be on the safe side. Repairs and maintenance for the Limerick Municipal Building was brought down to 12000 so that the extra 10,000 would not have to be raised and the flooring could be taken out of the capital project. \$480 was going to be put into the empty line that was across from repair/ maintenance on the article that was about the maintenance of public places, but they decided to add it to the \$13,800.00 to make it \$14,280 which makes the total amount of that article \$19,580. Dottie made the statement that they would move the article that was based on the fact that any projects with unencumbered monies on a project that is three years old, the money would go back into the capital project reserve account, would be moved to the secret ballot. Wendy also said that she would make articles for the "\$2112 for the library carpeting, the top side on the \$18,000 do we want to say \$20,000 and if we don't use it, we don't use it, we haven't raised money and it's not gonna dump off into the oblivion, Sonny, and

BOARD OF SELECTMEN
Meeting Minutes

then \$4000 for the fire department.” And Wendy also put forth three articles to put on the secret ballot, 1) acceptance of the three parcels of land near the overlook (tax map 17 lots 66-2,66-3,66-4), spend \$150,000 from the fire station capital project reserve account to purchase the building on the lot on Main St located on town tax map 22 lot 78 while discussing this article the selectmen also figured out that they should incorporate entering into a purchase and sale agreement in order to have the language there. The continued to discuss the fact that they need a purchase and sale agreement for if the town decides to buy the parcel of land. The vote on putting articles 3-10 on the secret ballot, Dottie made a **motion** that we go with the selectmen recommendation on the articles currently 3-10. Wendy **second**. Gil had abstained until after they made it clear that on the ballot there would be a chance to vote for the budget committee’s number as well, and then **all** were in favor. After they came to a all were in favor vote Sue McIntyre got up to ask some questions, “I just have a couple questions on your housekeeping articles the fixed asset one did I understand you correctly on the one that has to do with the department budgets, department budgets did show as above the departments approved operational budget in any budget year shall not spend that surplus on any fixed asset, I don’t remember the exact words, did you say without board approval or vote?” Wendy: “I said department budgets should have a surplus fund in any budget year should not spend those funds on a fixed asset without Selectmen approval.” McIntyre: “So it’s not voter approval?” Wendy: “no selectmen.” McIntyre: “So what determines the amount of surplus should it be a surplus above a certain amount or below a certain amount, when does it becomes voter concern?” Dottie: well it should be a voter concern in March, so if the budget is approved in March and this fixed asset isn’t on it come October, November some departments see that they have a lot more money left than what they want and they decide to buy something that they hadn’t budgeted for or isn’t in their five year plan.” McIntyre: “Okay I was just trying to see if you had that if it’s over a certain amount.” Wendy: “To me it should be, if it’s something that’s an ongoing, continuous maintenance should go towards voter approval but.” McIntyre: “I don’t mean to add complications to the language but I’m just saying.” Gil: “It would take a special town meeting every time something has happened.” Sonny: If something comes up it’ll be to much.” Gil: “that the selectmen would have the oversight that they still couldn’t go over the bottom line budget but if they’re going to do something with a capital item that was not included in the budget it would require select board approval, so they can’t just go spend money.” Sonny: “Pretty much how it is now, somebody’s gonna spend, I don’t know, 10,000 or 6,000 even two or three at this point in time if they’re going to spend that kind of money they have to come here first. That’s why we were talking earlier this article is there but it’s not gonna hurt anything but it doesn’t do anything that we’re not doing.” McIntyre: “Okay well that kind of goes with my next question which was I think I watched the video, the one that has to do with the fund policy, the fund balance policy 2013, did I understand correctly that you went with the town of Limerick’s board of selectmen shall I don’t know if you used the word, henceforth be authorized to utilize the 2013 fund balance policy on an annual basis. Is that what you said just to utilize or did you want it, is this something that should be stuck to then the word adhere should be in there because if your just saying utilize then it really doesn’t carry any weight, my opinion. Wendy: “The selectmen refer to annually and utilize the 2013 fund balance policy in order to insure the stability of the town.” McIntyre: “So it’s just referring to it, so it doesn’t really carry any weight.” Joanne: “Adhere to.” McIntyre: “Do you want it to adhere to it?” Joanne: “Adhere to.” And Wendy added adhere to the article.

BOARD OF SELECTMEN
Meeting Minutes

ANNOUNCEMENTS:

- Wendy read the announcements.

WARRANT:

- Wendy **motioned**. Joanne **second**. **All** were in favor.

HEARING OF CITIZENS:

ADJOURN MEETING:

- Wendy **motioned** to adjourn. Joanne **second**. **All** were in favor.

The Meeting was adjourned at 9:30pm.

These minutes were approved by the Limerick Board of Selectmen on: January 22, 2019

End of Broadcast

Respectfully submitted,

Courtney Davis

FOR DETAILS OF MEETING
SEE RECORDING
"Limerick Selectmen's Meeting"
January 7, 2019

By Scott Pomerleau