

## Selectmen Meeting Minutes

Tuesday, August 6, 2002

Attendance: Ada Brown, Chairman; Betty McDermott; Charles Leavitt; Dana Desjardins; Christine McClellan; Nathan White, Road Commissioner; Denis Morse, Fire Chief; and Don Willard, Town Manager.

1. Call to order. Ada Brown called the meeting to order at 7:00 pm at the Town Office.

2. Consideration of previous minutes:

a. July 11, 2002

MOTION: Betty McDermott motioned to accept the Minutes as written. Seconded by Dana Desjardins.

VOTE: Unanimous.

b. July 16, 2002

MOTION: Betty McDermott motioned to accept the Minutes with the correction that Ada Brown was not present. Seconded by Christine McClellan.

VOTE: 4 in favor (McDermott, McClellan, Leavitt, Desjardins) 1 abstention (Brown)

3. Paramedic Hiring and Retention Issues – Fire Chief Denis Morse.

DISCUSSION: Chief Morse noted that there was a manpower shortage in the area and that Raymond's pay scale and benefits can't compete. He said there were six interviews but only one happened because the other candidates cancelled finding our benefits and pay not acceptable. He continued that they have hired one paramedic who is just out of school who should have backup help in the form of a full-time driver. He told of his frustration of paying paramedics for training and then losing them to other towns. He asked for the ability to restructure their offered pay scale with the help of the town manager. He also noted that they needed the ability to keep employees. Chief Morse said that he didn't intend to ask for an increase in their budget but use funds from other accounts to pay for the salary increases. He also informed the Selectmen that the 24 hour shifts have become very popular where the paramedic works 24 hours on, 24 hours off, 24 hours on, and 5 days off. Mr. Willard added that most towns are offering paramedics at least \$16.00 per hour. Mr. Desjardins asked about using a subcontractor. Chief Morse replied that Naples recently investigated using a company and found that the ambulance companies don't want to subcontract with small towns because they don't have enough runs to be profitable. Mrs. McDermott felt that with the increase of calls in Raymond we need to keep people. Mrs. McClellan agreed saying that it's obvious that Raymond needs to be competitive. She asked if the town could ask for an extended time commitment from the employees if Raymond is going to train them. Chief Morse answered that they have already decided to require at least a two year commitment. He added that they are looking at regionalization more closely i.e. with Casco for both fire and rescue. He continued that the per diem employee works all right for fire and the drivers but paramedics are a problem because they only come for a day which doesn't allow them the opportunity to do any administrative work or general clean up on the truck etc.

MOTION: Charles Leavitt motioned to allow Chief Morse and Don Willard flexibility in salary to continue recruitment and retention of employees for our rescue coverage. Seconded by Betty McDermott.

VOTE: Unanimous.

4. Consideration of Constable Appointment – Mike Bruno.

DISCUSSION: Mr. Willard explained that the Sheriff's Department has requested 3 hours of overtime pay for deputies who have to go to court for Raymond. They also request that they are indemnified from liability for Raymond's traffic ordinance. They do have their own insurance coverage regarding the actions taken by any sheriff in the line of duty but don't want to have to defend our ordinance. He said he would talk with our town attorney to work out an agreement on this issue for the Sheriff's Department. The need for a second constable was necessary to cover the parking situation when the Sheriff's Department is not available. He felt that if the "presence" is not maintained then the town could be considered preferential. Mr. Desjardins asked if the IF&W has any responsibility. Mr. Willard replied no that it was local control.

MOTION: Ada Brown motioned to appoint Mike Bruno as a Town Constable. Seconded by Betty McDermott.

VOTE: Unanimous.

MOTION: Christine McClellan motioned to have Don Willard arrange for the indemnification of the Cumberland County Sheriff's Department from our ordinance. Seconded by Betty McDermott.

VOTE: Unanimous.

5. Maine Municipal Association Ballot for Slate of Officers.

MOTION: Betty McDermott motioned to accept the nominations as presented. Seconded by Dana Desjardins.

VOTE: Unanimous.

6. Urban/Rural Initiative Program Annual Certification.

MOTION: Christine McClellan motioned to certify that this money from the state will be used for road improvements. Seconded by Betty McDermott.

VOTE: Unanimous.

7. Communications and other business.

a. Jordan Bay Place

Mr. Willard announced that there will be a ribbon cutting celebration at Jordan Bay Place on Thursday, August 15<sup>th</sup> at 3:00 pm.

b. Frye Island Selectmen meeting.

It was decided that Mr. Willard should contact the Frye Island Selectmen and arrange for an evening meeting the week of August 12<sup>th</sup>.

c. Public Safety Building.

Mr. Willard announced that the construction progress was now back to the level it was as of the fire in June. He said that the claims have been submitted for our losses.

d. Portland Water District Water Line

Mr. Willard informed the Selectmen that the waterline pipe was now complete and the cleanup of the roadside and resurfacing of the road was left to do. There was discussion as to whether only the rough side of the road should be paved or whether Raymond should pay to have the other side skim coated at the same time. Mr. White felt that it would cost from \$10,000 to \$30,000 to pave the other side of the roadway depending of the amount of asphalt used. It was decided to talk with D&C Construction to see what kind of an arrangement might be workable. Mr. White also encouraged them to consider creating a street opening ordinance to protect the roadway when it is finished. He felt that this work being done will last about two years before a final finish is put on Main Street. At that time Raymond should protect the surface from being dug up for an amount of time to be decided. Mr. Leavitt asked if this expense would come from the contingency of the job. Mr. Willard replied that he believed that the Selectmen have the ability to order it for that use.

e. New employees. Amanda Simpson has started work as the Assessor's Assistant and Shep Stultz will begin work in Public Works on August 19<sup>th</sup>. He added that there will be more interviews for the other Public Works position and the Emergency Management Agency position has not been filled.

8. Review and authorize Treasurer's Warrants:

a. June 30, 2002

MOTION: Betty McDermott motioned to approve the Treasurer's Warrant in the amount of \$1,930.79. Seconded by Charles Leavitt.

VOTE: Unanimous.

b. August 6, 2002

MOTION: Betty McDermott motioned to approve the Treasurer's Warrant in the amount of \$355,412.77. Seconded by Ada Brown.

VOTE: Unanimous.

9. Adjourn.

MOTION: Christine McClellan motioned to adjourn. Seconded by Charles Leavitt.

VOTE: Unanimous.

ADJOURNMENT: Ada Brown adjourned the meeting at 7:49 pm.

Louise H. Lester  
Town Clerk