

SELECTMEN'S MEETING MINUTES  
SEPTEMBER 1, 1998

Dale calls the meeting to order at 7:00 p.m. Attending: Dale Witman, Brenda Charland, Willis Lord, Patti Berry, Angelyn Brann. Guests: Pam L'Heureux, Dave Benton, Alan Dyer, Elias Smith, Millard Genthner, Jason L'Heureux, Frank Birkemose, Scott Birkemose, Bob Gobeil, Lisa Morse.

APPOINTMENTS

1. Dale makes a motion to table the Water District Agreement until full attendance of the Water District and Dianne Holden. Willis seconds. Vote is 3-0-0 in favor. Motion is carried.
2. The Board discusses the EMA Committee structure. Dale makes a motion to appoint Paul L'Heureux, Jason L'Heureux, Judy Fay, Elias Smith, Jackie Calvo, and Judy Powell to the EMA Committee. Willis seconds. Vote is 3-0-0 in favor. Motion is carried.
  - a) Dale asks what is going on with the generators. Pam L'Heureux states that the generators need to go to Wiscasset to be fixed. The cost will be \$42.00 per hour. Pam asks who should transport them. She states that Paul L'Heureux could transport one at a time. Bob Gobeil suggests they load both on the Parks and Recreation trailers. Willis makes a motion to load both generators on the Parks and Recreation trailers and move them to Wiscasset. Dale states that they are to do whatever it takes to get them there.
3. Dale requests that Elias explain the accident that occurred while responding to a fire call. Elias states that the driver responding to the fire call has been put on administrative leave for 14 days and a written warning has been issued. The driver was slightly speeding. The vehicle hit was backing out of the driveway which is illegal. The State Police have stated that there will probably be no charges against either driver. Elias states that he feels he has taken appropriate actions in this case. Dale asks if the Safety Committee within the department is satisfied with Elias' actions. Elias states that they are. He has talked to the top three officers of his department. He has gone as far as he can until he gets the official word from the State Police.
4. There was a discussion of the proposed Consent Agreement for the Giarzusso's lot (Map 42 Lot A62). Willis makes a motion to enter into the Consent Agreement and a \$1,000.00 penalty, with the agreement stating that the driveway be relocated and the turn around to be within the boundary lines of the property. Brenda reluctantly seconds in lieu of forcing the house to be moved. Vote is 3-0-0. Motion is carried.

OLD BUSINESS

1. The recommendation from the Public Safety Committee is opened and read by Dale. The Committee nominates Elias Smith for the position of Fire Chief. Willis moves to accept the nomination of the Public Safety Committee. Brenda seconds. Vote is 3-0-0 in favor. Motion is carried. Patti swears Elias Smith in as Fire Chief.

2. Willis states that someone from the Board should be on the Regional Transportation Advisory Committee. Brenda states that her schedule is full. Dale states that if Willis would like to be on the Committee to represent the Board, he could.
3. Brenda makes a motion to close the Conservation Commission bank account and put the moneys into the Town's Conservation Commission account. Willis seconds. Vote is 3-0-0 in favor. Motion is carried.
4. Dale makes a motion to institute the change to the personnel policy. Willis seconds. Brenda amends the motion to add "pursuant to IMRSA Subsection 405 regarding Executive Session". Willis seconds. Vote is 3-0-0 in favor. The vote on the amended motion is 2-1-0 with Brenda opposing. Motion is carried. Brenda will submit a minority report. (See attached) The change to the personnel policy is as follows:  
*11.1 Public Relations: Employees are expected to treat the public in a courteous and respectable manner at all times. The Board of Selectmen will exercise zero tolerance of the town's employees' rudeness to the public. Upon receiving a complaint regarding the unacceptable treatment of the public, the Board of Selectmen will invite the individual in question into Executive Session to discuss the alleged behavior and decide on the appropriate course of action. The disciplinary process as outlined in Article XII Section 12.2 will be strictly adhered to pursuant to IMRSA Subsection 405 regarding Executive Session.*
5. The tax abatement request for Map 46 Lot 1808 is signed.

#### NEW BUSINESS

1. Brenda makes a motion to accept the minutes of August 25<sup>th</sup>. Willis seconds. Vote is 3-0-0 in favor. Motion is carried.
2. Willis makes a motion to approve Margaret Beavis' request for time off. Dale seconds. Vote is 3-0-0 in favor. Motion is carried.
3. The Board reviews a report from the Town's attorney, Karen Lovell, regarding a resident's violation. Brenda states that she would like to see the Board relay to the attorney that they want the damages to be punitive.
4. The Board discusses the feasibility of purchasing a new safe for the new Motor Vehicle office. Dale makes a motion to continue to have the Motor Vehicle agent use the municipal safe. Brenda seconds. Vote is 3-0-0. Motion is carried.
5. The Board agrees to meet with Lake Arrowhead at the Lake Arrowhead office on Thursday, September 10<sup>th</sup>, at 7:30 p.m.
6. The Board decides to direct the attorney to destroy the files of a Maine Human Rights Commission case that has been dropped after the file retention period of six to ten years.
7. Fred Bechard notified the town via letter that school opened with no functioning water system at schools on West Road. They will be using bottled water until test results show water is acceptable.
8. Patti gives the Selectmen's Assistant report:
  - a) The lease for the fire truck has been approved.
  - b) The SMR Planning Road Salt bid was awarded to Shurtleff.

9. The Board discusses a memo from Mike Curley regarding Don Macomber staying on as Parks & Recreation maintenance next year when he returns from Florida. The Board says they would entertain hiring him back in the spring but would not commit to it at this time.
10. Millard reports that Mike Carter is leaving for Florida in October. Millard states that he has filled the position full time in the past and would like to again this year. This will be discussed further on Thursday during the continuation of tonight's Selectmen's meeting.

#### SIGNED

1. The warrants for bills and payroll are signed.
2. The deeds for the following lots sold at auction are signed:
  - a) Map 46 Lot 2216
  - b) Map 46 Lot 2247
  - c) Map 46 Lot 2244

#### EXECUTIVE SESSION

Willis moves that the Board go into Executive Session to discuss Personnel matters with Lisa Morse. Dale seconds. Vote is 3-0-0. Motion is carried.

The Board goes into Executive Session at 9:00 p.m.

Willis moves that the Board go into Executive Session to discuss Personnel matters with Patti Berry. Dale seconds. Vote is 3-0-0. Motion is carried.

The Board goes into Executive Session at 9:50 p.m.

The Board comes out of Executive Session at 10:45 p.m.

#### ADJOURNMENT

Meeting adjourns at 10:45 p.m.

Date: 9/23/98

Approved:

Dale A. Weston  
Brenda Chaloud  
Willis A. Lord

**MINORITY REPORT REGARDING AMENDING  
THE PERSONNEL POLICY TO INCLUDE "ZERO TOLERANCE OF  
EMPLOYEE RUDENESS TO THE PUBLIC"**

When the Chairman broached the subject of zero tolerance regarding employee rudeness to the public, I agreed that the board should embrace that stance. Obviously, that kind of behavior cannot be permitted. However, this is not a recurring problem and when an incident does occur, it can be readily handled through employee supervision. Therefore, I voted against including this article into the Personnel Policy.

The Chairman's statement just before voting on this subject would indicate that the town's employees have not been cooperative in this regard. I disagree and do not think policy should be implemented to deal with complaints that are sporadic and unfounded.

The tone of the Personnel Policy is upbeat and supportive and I feel that this article as stated indicates employer/employee conflict, therefore I do not support adopting this article.

*Respectfully submitted,  
Brenda Chailand*