

Submitted By:

Approved by Selectmen:

Amber Jones
Amber L. Jones
Administrator

**TOWN OF PHIPPSBURG
SELECTMEN'S MEETING
MINUTES
January 9, 2019**

2/27/19 [Signature]
2/27/19 [Signature]

The regularly scheduled Selectmen's meeting convened at 6:00 p.m. at the Town Hall with Selectman Read, Selectman Mixon, Selectman Young and Administrator Jones present.

I. New Business

1. Meet with the Budget Committee to hear their recommendation on the COLA (cost of living adjustment) rate, and set the COLA rate for FY20 salaries.

The Budget Committee recommends the Selectmen go along with the Social Security adjustment for the coming year of 2.8%. Selectman Young stated that last year's cost of living adjustment represented a 2% increase which added \$9,500 to the budget. A 2.8% COLA increases the Salary Budget by approximately \$13,000. Much discussion was held regarding the percentage increase.

Vote: Selectman Mixon motioned to go with the 2.8% social security adjustment for the COLA with the understanding that the Selectmen wages would not be affected by that COLA, which was seconded by Selectman Young and passed by a vote of 2-1.

2. Set the 2019 mileage reimbursement rate to \$0.58 per mile, per IRS standard mileage rates.

Vote: Selectman Young motioned to set the mileage rate for the upcoming fiscal year to \$0.58 per mile, which was seconded by Selectman Read and passed by a vote of 3-0.

II. Selectmen/Administrator Comments and Announcements:

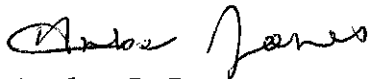
Administrator Jones reminded those present and listening that the end of the month is the deadline for registering dogs.

Selectman Young mentioned an unfortunate incident where a dog was let out at 3 a.m. and was attacked by a raccoon. When someone tried to break up the attack they were bitten and scratched by the raccoon. The raccoon got away and the two individuals are now undergoing rabies shots. Keep an eye out for the animals and if they are acting strange call Animal Control.

Doug Alexander also added that there may be a coyote with mange in the area as well but the wardens are aware of it.

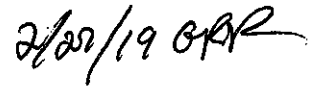
Selectman Mixon stated that it is chimney fire season, so please pay attention to what you're burning and what shape your chimneys' in. Also extended thanks to the Road Crew for keeping things moving the last few days - it was quite a mess to deal with.

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IV. Review and/or Sign:

1. Payroll and Accounts Payable Warrants
2. Selectmen's Meeting Minutes for November 28, 2018
3. Treasurer's Report for December 2018
4. Performance Review Form
5. Training Certificates - Police Chief, John Skroski

Vote: Selectman Mixon motioned to review and sign the above, which was seconded by Selectman Young and passed by a vote of 3-0.

Doug Alexander was present to request a Position Salary increase for the Shellfish Warden position, his first request of this kind. When he signed on as Shellfish Warden, he was asked to cover Phippsburg and to take on West Bath as well. Both position were meant to be the same rate of pay. This year Mr. Alexander noticed Phippsburg was paying him \$15.65 and West Bath was paying him \$17. Mr. Alexander is asking the Board to bring his Phippsburg pay up to \$17 equal to West Bath so it will be the same for both towns. He is also the Harbor Master.

Mr. Alexander also stated that when the need arises to hire another Harbor Master, they should attempt to hire one person for both positions as it is easier to send one person to the Academy for training. He also suggested the stipend should be increased.

Selectman Young stated that the Harbor Master position is on the three year cycle and up for review this year. The last time it was reviewed was for fiscal year 2016; it went from \$3,600 to \$5,000. With the new mooring fees coming, Mr. Alexander will need to spend a lot more hours this first year and maybe the second, to see the changes through.

Selectman Young stated that the Board will consider Mr. Alexander's request.

Adjournment

Vote: At 6:37 p.m. Selectman Mixon motioned to go into a Personnel Policy Workshop, which was seconded by Selectman Young and passed by a vote of 3-0.