

Submitted By:

Amber L. Jones

Amber L. Jones
Administrator

TOWN OF PHIPPSBURG
SELECTMEN'S MEETING
MINUTES
September 11, 2019

Approved by Selectmen:

Just 9/18/19
Elm 9/18/19
Pr 9/18/19

I. Adjustments

Vote: Selectman Young motioned to postpone the Personnel Policy Workshop, which was seconded by Selectman House and passed by a vote of 3-0.

II. New Business

1. Open bids for the Sweepster unit for John Deere 770, 790, and 3005 models.

Selectman Mixon opened the one sealed bid received for the sweeper unit, which was a bid from William Totman in the amount of \$500.00. Given the lack of responses to the bid ad, Selectman Mixon and Selectman Young were inclined to accept.

Vote: Selectman Young motioned to sell the street sweeper to William Totman for \$500.00, which was seconded by Selectman Mixon and passed by a vote of 2-0. Selectman House recused herself from this vote.

2. Discuss the process for establishing a full-time Patrol Officer position.

Selectman Mixon began the discussion by mentioning the difficulty the Town has seen in attracting candidates for the Part-time Patrol Officer position. The Town advertised for several weeks with no response. Selectman Mixon believes that a full-time position would be more attractive, and that the position would create continuity for the Town when Chief Skroski retires.

Police Chief John Skroski responded by saying that he can see some pros and cons on both sides of having one full-time officer vs. two part-time officers. The job market in law enforcement is difficult at this time, departments are poaching officers from other departments with better benefits and pay because of the lack of interest in the field. He stated that he believes the Town would have to not only raise the wage of a full-time officer, but also attempt to match the benefits they would receive in other municipalities to stay competitive with the market. Having part-time officers has offered flexibility in the past, but they are limited by what they are authorized to respond to. For example, part-time officer are not certified to pursue vehicles, handle personal injury accidents, or felony investigations. Their level of training is also not as comprehensive.

Chief Skroski brought up a concern that having only two full-time officers (himself, and one full-time officer) may create a situation, particularly in the summer months, where there is even less coverage than we have now. He explained that when you have full-time officer, that officer earns vacation time, and it leaves only one person to cover all shifts. The part-time patrol positions have typically put most of their time in during the summers months so this was not as much of a concern. He cited the difficulty of scheduling weekend coverage in the summer and suggested the Board consider adding a reserve officer or "special" who could be called in occasionally.

He believes the Town should be looking for an officer who understands the seasonal nature of Phippsburg and who can make a strong connection with the residents in the community. He mentioned the exceptional officers the Town has employed that are now working full-time in other departments.

Selectman Mixon acknowledged the cost associated with bringing on new-hires, which is a concern when a town sees a lot of turnover. The benefit of having a full-time officer would be improved visibility and protection from liability, better training from the academy, and consistency. Selectman Mixon added that

Submitted By:

Amber L. Jones
Amber L. Jones
Administrator

TOWN OF PHIPPSBURG
SELECTMEN'S MEETING
MINUTES
September 11, 2019

Approved by Selectmen:

Just 9/18/19
Ch 9/18/19
Z 9/18/19

he believes that the best candidate would be interested in carrying out the community policing model.

Selectman Young mentioned that the next step ought to be approaching the Public Safety Advisory committee (PSAC). The PSAC could formulate a recommendation for the future structure of the Police Department.

Selectman Mixon then asked how Chief Skroski might handle the scheduling with a full-time officer, to which Chief responded that many departments do four ten hour days, but that the real challenge would arise in the summer months.

III. Selectmen/Administrator Comments and Announcements:

Selectman House reminded listeners that the Senior Health Fair is scheduled for Saturday September 21st 10:00 a.m. to 1:00 p.m., hosted by the Totman Library, with free flu shots and fish chowder for lunch.

Selectman Mixon gave an update on the status of the Popham Pier Rehabilitation project. He first reviewed the funding and grant-matching that has brought current funding to \$240,000, which may also qualify for federal matching funds which would bring the total to close to \$500,000 to cover the cost of dredging.

Selectman Mixon then reviewed aspects of the proposed design; for example the new float and ADA compliant ramp, a new parking configuration, which would increase the number of parking spots, a cup-handle shaped loading area for the Popham Beach Boat Owners Association, a green space created with the spoils of the dredging on the far side of the parking, a pull-off area for buses, etc. The preliminary design will be posted on the website for the public to review.

VIII. Review and Sign:

1. Payroll and Accounts Payable Warrants
2. Selectmen's Meeting Minutes for July 10th & July 17th 2019

Vote: Selectman Young motioned to approve payroll warrant #25 which was seconded by Selectman House and passed by a vote of 3-0.

Vote: Selectman Young motioned to approve payroll warrant #26 which was seconded by Selectman House and passed by a vote of 3-0.

Vote: Selectman Young motioned to approve Accounts Payable warrant #27 which was seconded by Selectman Mixon and passed by a vote of 2-0. Selectman House recused herself from this vote.

Vote: Selectman Young motioned to approve Accounts Payable warrant #28 which was seconded by Selectman House and passed by a vote of 3-0.

Vote: Selectman Young motioned to approve the Selectmen's Meeting Minutes from July 10th 2019, and table the Minutes from July 17th which was seconded by Selectman House and passed by a vote of 3-0.

Adjournment

Vote: At 6:44 p.m. Selectman Young motioned to adjourn, which was seconded by Selectman House and passed by a vote of 3-0.