

**Town of Waldoboro, Maine**  
**Board of Selectmen Meeting Minutes**  
**Municipal Building - 1600 Atlantic Highway**  
**Tuesday, December 8, 2009 – 6:00 p.m.**

1. **Call to Order** - This meeting was called to order by Chairman Collamore with a quorum present. Present were Ted Wooster, Robert Butler, Becky Maxwell, and Chairman Clint Collamore.
  - **Staff:** Town Manager William S. Post
  - **Public:** Lincoln County Planner Bob Faunce.
  - **Media:** Kim Fletcher representing the *Lincoln County News*, Andrew Benore representing the *Village Soup* and Mary Ellen Crowley representing Lincoln County Television.
  
2. **Citizens Comments** (For items not on the agenda) - None.
  
3. **Approve Consent Calendar** - On the motion of Maxwell / Butler, the Board voted 4-0 to approve the consent calendar as follows, with the exception of the regular meeting minutes for November 24, 2009:
  - 3.1. **Meeting Minutes:**
    - 1.1.1. Regular Meeting Minutes - November 24, 2009
  - 3.2. **Warrants & Financial Reports:**
    - 1.1.2. General Fund Warrants 22 & 23.
    - 1.1.3. Payroll Warrants 22 & 23.
    - 1.1.4. Mortgage Discharge for Laurie Cailler.
  
4. **Action Items:**
  - 4.1. **Act on Resignation of Bobbi Swiderek from the Board of Appeals** - Due to other commitments, Swiderek is resigning from the Board of Appeals after over 30 years of service.

On the motion of Maxwell / Wooster, the Board voted 4-0 to accept the resignation of Bobbi Swiderek with sincere appreciation and have the Town Manager and Chairman of the Board collectively write a letter of thanks for her years of service.
  
  - 4.2. **Act on Bicycle-Pedestrian Study** – Lincoln County Planner Bob Faunce appeared before the Board to recommend the Town undertake a bicycle/pedestrian study. He explained that the MDOT is looking for another town for a Bicycle / Pedestrian Study to determine if the town needs sidewalks, paved shoulders, crosswalks, etc. to facilitate pedestrian and bicycle traffic. Once these studies are completed, towns are more likely to receive funding for projects that are identified as part of the study. This year, MDOT funded a sidewalk in Damariscotta from Main St. to Yellowfront Grocery. Wiscasset's and Bristol's Plans will be done shortly.

The study would have no cost to the Town. The Town would eventually have to solicit for who might like to be on the committee. The Town Manager

recommends that the Town conduct a Bicycle-Pedestrian Study with funding from MDOT.

On the motion of Butler / Wooster, the Board voted 4-0 to encourage, strongly support, and approve the Bicycle-Pedestrian Study.

**5. Discussion Items:**

**5.1. Discuss WHRA Funding for Fiscal Year 2011** - A self-funded HRA account was established in February 2009 and funded at 100% of risk exposure for the purpose of reimbursing the employees' deductibles and the increase in co-pays from the previous MMEHT plan. Currently, the HRA is at about 27% usage for 2009. The Town Manager estimates this usage will be no more than 31% for the year, which is well below the 40% national average. This year it is being discussed to reduce funding for the HRA Account in order to offset some of the health insurance cost increases. The consensus of the Board was for the manager to use his discretion on HRA funding through the budget process.

**5.2. Discuss Employee Health Insurance Contribution** - Currently those employees hired before July 1, 2003 do not have to pay towards the premium of their health insurance, and those hired after, pay 15% of the premium for any plan above the employee only plan. Currently, 8 of 28 employees contribute to the premiums.

The Town Manager noted that when he was hired, he was aware that he would have to pay 15% of the premiums, as a condition of employment. Those hired before July 1, 2003 did not have that condition of employment when they were hired. If all of these employees were to start paying the 15%, it would amount to about an \$11,000 savings for the Town. The manager does not believe that requiring the employees hired prior to July 2003 to pay a portion of their health insurance would be beneficial to the Town. Those employees affected are longtime employees and hold a great deal of institutional knowledge that would be impossible to replace.

Butler feels if we took some kind of action tonight, some people might go somewhere else, but if they do, we have to remind them they will be hard pressed to find a plan comparable with the one we have with this town. Some employees are going to be upset. He thinks this group of employees needs to be paying something. If there are no changes now, the employees should know that this could change in the near future.

Collamore and Maxwell do not feel very comfortable with this change.

**5.3. Discuss Holiday Schedule for Town Office & Board's Next Meeting** - It has been customary of the past Boards of Selectmen to close the Town Office, Transfer Station, and non-emergency operations at noon on Christmas Eve day. The Town Manager is requesting, on behalf of the employees, the same courtesy this year.

On the motion of Maxwell / Wooster, the Board voted 4-0 to close the Town Office, Transfer Station, and non-emergency operations at noon on Christmas Eve day.

The next scheduled Board meeting is on December 22, 2009. There has been conversation around moving, cancelling, or postponing the meeting since it is close to the Christmas holiday.

On the motion of Wooster / Butler, the Board voted 4-0 to cancel the December 22, 2009 Board of Selectmen meeting with the understanding they would need to stay flexible if an emergency meeting needed to be scheduled. The next regularly scheduled Board meeting is scheduled for January 12, 2010.

- 5.4. Executive Session** - On the motion of Maxwell / Butler, the Board voted 4-0 to convene in Executive Session at 6:58 p.m. pursuant to 1 M.R.S.A. §405(6)(F) as Philbrook Fund Trustees for application #10-9 and pursuant to 1 M.R.S.A. §405 (6)(A) to discuss a personnel matter.

On the motion of Maxwell / Wooster, the Board voted 4-0 to reconvene into regular session at 7:15 p.m.

On the motion of Butler / Maxwell, the Board voted 4-0 to authorize the expenditure of \$2,500 from the Philbrook Fund for application #10-9.

- 6. Adjourn** - On the motion of Wooster / Maxwell, the Board voted 4-0 to adjourn at 7:16 p.m.

Board of Selectmen: \_\_\_\_\_  
Waldoboro, Maine Clinton E. Collamore, Sr., Chair

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Rebecca B. Maxwell, Co-chair

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Theodore M. Wooster

Excused Absence \_\_\_\_\_

Respectfully submitted,

John T. Blamey

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Michael C. Ducharme  
Administrative Assistant

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Robert L. Butler