

ITEM 4: To Approve an Amendment to the Town of Farmington Personnel Policy

Richard Davis reported that the Public Works Department voted to dissolve its Bargaining Unit and defer to the Town's Personnel Policy. The main reason for this centered on the new health insurance contribution provisions being more favorable to the majority of the employees. Mr. Davis recommended that the Public Works Department employee's clothing allowance be incorporated into the Personnel Policy as was done with the Sewer Department employees. Mr. Davis stated that the clothing allowance is a taxable benefit unless they actually purchase the clothing and show receipts.

Matthew Smith moved to approve an amendment to the Town of Farmington Personnel Policy for the Public Works Department; Andrew Buckland seconded.

VOTE AFFIRMATIVE 5 MOTION CARRIED

ITEM 5: To Approve Amendments to the Town of Farmington Safety Incentives Program and Incentive Program Calculations

Richard Davis reviewed the amendments, which included adding the Cemetery Department and revising the calculations to add the Cemetery Department, as well as removing the Assessing Department, and adding a statement regarding this being a taxable benefit per IRS rules.

Matthew Smith moved to approve amendments to the Town of Farmington Safety Incentives Program and Incentive Program Calculations; Andrew Buckland seconded.

Joshua Bell pointed out that any reference to Assessing needs to be removed from the first page of the Safety Incentives Program.

VOTE AFFIRMATIVE 5 MOTION CARRIED

ITEM 6: To Determine the intent of the Health Insurance Buyout Provision in the Personnel Policy as it Pertains to Dependent Coverage

Richard Davis reviewed a letter of opinion from Attorney Frank Underkuffler dated December 2, 2016 which Attorney Underkuffler had provided at his request, and which reflected on eligibility versus entitlement and employee versus dependent health insurance coverage. Mr. Davis explained the Health Insurance Buyout provision that was added to the Personnel Policy on February 14, 2006, as well as his interpretation of the intent of the provision. He further explained that a few employees have interpreted the provision differently, ie. if the employee continues to have coverage with the Town and yet their spouse has coverage elsewhere, the employee is entitled to the buyout for what it would have cost the Town to provide coverage for the spouse. In his letter of opinion, Attorney Underkuffler stated that it is ultimately up to the Board of Selectmen to determine what the intent of the policy was. After considerable discussion by the Selectmen, including how to re-word the policy, and an explanation by employees Mavis Gensel and Daryl Schramm of their interpretation of the provision, the Selectmen asked

ITEM 6: To Determine the intent of the Health Insurance Buyout Provision in the Personnel Policy as it Pertains to Dependent Coverage (Cont.)

Mr. Davis to provide them with more information at their next scheduled meeting on December 27, 2016 regarding the number of employees who have taken advantage of the buyout provision and for how long. Resident Dennis O’Neil joined in the discussion.

Matthew Smith moved to table Item 6 until the information requested is available; Andrew Buckland seconded.

Discussion continued regarding possible ramifications with the Police Union Contract, and making sure any change in the wording of the policy clarifies the intent.

VOTE AFFIRMATIVE 5 MOTION CARRIED

ITEM 7: To approve two (2) Cemetery lot Conveyances

Richard Davis reviewed two (2) Fairview Cemetery Lot Conveyances, one being for Randolph A. Kinney and Doris E. Kinney of New Sharon, Maine, and another being for Mark Trabue of Anson, Maine.

Matthew Smith moved to approve two (2) Cemetery Lot Conveyances; Michael Fogg seconded.

VOTE AFFIRMATIVE 5 MOTION CARRIED

ITEM 8: To Approve the Minutes of November 22, 2016

Matthew Smith moved to table the minutes of November 22, 2016 as they were not yet available; Stephan Bunker seconded.

VOTE AFFIRMATIVE 5 MOTION CARRIED

ITEM 9: To Discuss Other Business

A) Richard Davis reported that he received a call from sexton Ed Vining today who reported that a 10-foot section of the Fairview Cemetery masonry wall on High Street had been damaged by a Cousineau, Inc. loader. He stated that a claim will be filed once the police report is received, hopefully tomorrow.

ITEM 10: To Hold an Executive Session Pursuant to 1 M.R.S. § 405.6.A to discuss a Personnel Matter

Matthew Smith moved to go into Executive Session at 7:47 P.M.; Stephan Bunker seconded.

VOTE AFFIRMATIVE 5 MOTION CARRIED

