

## TOWN OF LYMAN and TOWN OF DAYTON

### JOINT SELECTMEN'S WORKSHOP

MARCH 3, 2011

The meeting was called to order at 6:00 PM by Lyman Selectman Chairman Norman Hutchins. The purpose of the meeting was for the Lyman and Dayton Selectmen to discuss and come to agreement on the salary and benefit package for the Fire Chief to be hired pursuant to the Interlocal Agreement between the Town of Lyman and Dayton. The Fire Commissioners are in the process of reviewing the applications for Fire Chief and the above information is necessary before the selected applicants can be contacted. Dayton Selectman Michael Polakewich gave the others present the Fire Chief salary information from the 2010 MMA Salary Survey. He gave the salary amounts for the :

Town of Buxton - population 8,118 - \$ 52,656

Cumberland - population 7,316 - \$ 41,262

New Gloucester – population 5,393 - \$ 53,500

He feels the starting range should be between \$ 52,000 and \$ 55,000 without benefits. Selectman Polakewich then reviewed the figures he recommended in comparison to the incentives that Rod Carpenter presented. He also stated that a Captain would have three (3) years with the department and pay \$1.50 more than a base Firefighter. The Base Firefighter would be paid \$ 12.50 and has to have EMT basic. The call department ranges from \$ 5.00 to 9.50 per hour. After a short discussion, Selectman Fecteau asked as opposed to other towns, how is his proposal and Mr. Polakewich stated average to low. The Lyman and Dayton Selectmen agreed that the salary for the Fire Chief would be \$52,000 for the first year.

Benefits – Lyman's health insurance is \$ 708.89 per month for full time employees and Dayton's health insurance is \$ 602.57 per month per employee.

**Lyman Health Insurance Plan:**

\$ 708.89 per month times 12 months equals \$ 8,506.68 per year per employee.

**Dayton Health Insurance Plan:**

\$ 602.57 per month times 12 months equals \$ 7,230.84 per year per employee.

**Lyman Dental Insurance:**

\$ 34.28 per month times 12 months equals \$ 411.36 per year per employee.

If the Fire Chief is an employee of Lyman than the health and dental insurance would be whatever the Town of Lyman has for their employees.

After a short discussion the decision between both Boards of Selectmen for the Fire Chief's salary and benefits package were as follows:

Salary	\$ 52,000
Health & Dental	\$ 9,000
Retirement	\$ 1,300
Clothing Allowance	\$ 700
Payroll Taxes	<u>\$ 5,460</u>
Total Package	\$ 68,460

Vacation would be the same as the Town of Lyman – 1 year through 2 Years 1 week paid vacation, beginning 3<sup>rd</sup> year through 5 years 2 weeks.

Audit: 2010 and 2011 records as soon as possible . Audit to be done by Town of Lyman's auditors – RHR Smith. Ron will provide a list of items that the he will need to complete the audit.

Treasurer: Lyman's Deputy Treasurer will be performing the accounting services for the fire Department.

Annual Town Warrant: An article will be needed on the Annual Town Warrant for approval from the Townspeople for the outside company that currently performs the insurance billing and collection for the Rescue.

The Town of Dayton Selectmen left at this point and the Town of Lyman continued the workshop.

**Town of Dayton Selectmen**

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Ted Poirier, Chairman

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Scott Littlefield

\_\_\_\_\_  
Michael Polakewich

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DATED

**Town of Lyman Selectmen**

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Norman Hutchins, Chairman

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Leo Ruel

\_\_\_\_\_  
Paul Fecteau

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DATED