

**HOLDEN TOWN COUNCIL  
SPECIAL MEETING  
Tuesday MARCH 10<sup>th</sup>, 2020  
Holden Municipal Building  
5:00 P. M.**

**AGENDA**

**1. Call to Order**

Chairperson Copeland called the meeting to order at 5:00 P.M.

**Members present:** Thomas Copeland, Chairperson; Rod Black, Vice Chairperson; Patricia Sirois, Councilor; Robert Harvey, Councilor; Ryan Carey, Councilor.

**Others present:** Benjamin R.K. Breadmore, Town Manager; Tressa Smith, Treasurer; Bruce Dowling, Highway; Chris Greeley, Police Chief; Ryan Davis, Fire Chief, Lt. Eduardo Benjamin, and Michael Pedreschi.

**2. Pledge of Allegiance**

Chairperson Copeland led the Pledge of Allegiance.

**3. Moment of Silence**

Chairperson Copeland asked for a moment of silence to reflect on someone or something positive that has touched their lives since we last met.

**4. Public Comment**

Chairperson Copeland thanked the Wages/Staffing and Capital Improvement Committees for their hard work on this year's budget.

**5. New Business**

**A. Discuss Capital Improvement Plan for FY 20/21**

Town Manager Breadmore gave an overview of the Capital Improvement Plan for the upcoming year.

Councilor Black and Harvey explained the rationale for the increases in respective accounts. As we look to the future interest rates will not be as favorable as they are now and as a community we need to be prepared.

Councilor Black moved; Councilor Carey seconded; to approve the proposed Capital Improvement Plan as proposed. Vote 5-0 in favor.

**B. Discuss Wages/Benefits/Staffing for FY20/21**

Town Manager Breadmore gave an overview of the Wages/Benefits/Staffing proposal for the upcoming year.

Councilor Black expressed his concern about our employee's wages to make sure we are competitive so we may retain our employees as well as properly staffing our departments so we can offer the proper level of service without over burdening our staff.

Bruce Dowling, Highway Foreman, Ryan Davis, Fire Chief, and Police Chief Chris Greeley explained that the proposed staffing levels will be sufficient to carry us forward in the coming year. As we continue to grow this will need to be revisited particularly in the Fire Department as Call Firefighters are becoming harder to find.

Councilor Carey commended the Department Heads for their efforts and sacrifices made during the process for the Town of Holden.

Councilor Harvey overviewed some of the proposed increases and requested clarification on the proposed Retirement Plan 3-C, where there is a greater cost differential between the current plan and the proposed plan.

Councilor Black commented that he understood Councilor Harveys position, but due to the job duties of the employee and the risk factors, the state has established these guidelines and we have multiple options for employees to explore when considering their retirement.

Councilor Harvey agreed with Councilor Black on the position of Public Safety personnel.

Fire Chief Davis and Town Manager Breadmore spoke to the retirement plan and there is a typo on the sheet that the plan proposal is actually for Special Plan 3-C not 2-C.

Fire Chief Davis commented on the ability to offer this plan will significantly impact retention of employees and future recruitment of employees for our community. He appreciated the Town Council looking into the "buy back" of employee's time, and once the figure of \$191,741 was proposed he couldn't support that kind of appropriation.

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Town Manager Breadmore did clarify that the proposed budget was keeping the Code Enforcement position at 3 days per week.

Council discussed potential options on the Code Enforcement position and the consensus was to continue with the proposed staffing level.

Councilor Carey moved; Councilor Black seconded; to approve the proposed changes to Wages/Benefits/Staffing in the upcoming budget as amended proposed. Vote 5-0 in favor.

**6. Other Business (By Unanimous Consent)**

Town Manager Breadmore requested two items to be brought up Other Business and was given unanimous consent.

The first item was to make the March 16<sup>th</sup>, 2020 Budget presentation part of the regular meeting and to add an Executive Session to Discuss Property Issue Pursuant to 1 M.R.S.A. 405 (6) (C).

Town Council agreed to the proposed agenda.

The second item was a short discussion from Fire Chief Ryan Davis regarding the current COVID-19 (Coronavirus) and how it may impact our community.

**7. Public Comment – None**

**8. Adjournment**

Councilor Black moved; Councilor Carey seconded; to adjourn the meeting at 6:21 p.m. Vote 5-0 in favor.

Respectfully Submitted,

Benjamin Breadmore, Town Manager

March 16, 2020

Date

In compliance with the Americans with Disabilities Act, if you require any kind of assistance to fully participate in this meeting, please notify us at 843-5151 or write to, Town Manager, 570 Main Road, Holden, ME 04429.