

NOTICE OF PUBLIC HEARING

To: Marianne Goodine or Michele Stivaletta-Noble, resident of the Town of Wells, County of York, and State of Maine; GREETINGS:

In the name of the State of Maine, you are hereby required to notify and warn the voters of the Town of Wells that the Board of Selectmen of said town will meet at the Municipal Building, 208 Sanford Road, Wells on the 4th day of May, 2021 at 6:00 p.m. in the evening.

The Board will conduct a public hearing on proposed changes to the Personnel Policy.


Members of the public may access the public hearing via Zoom videoconferencing in the following manner:

https://us02web.zoom.us/webinar/register/WN_4fhqmzDNRyiJpcpttmSXWQ

Given under our hands this 20th day of April 2021.




Karl Ekstedt



Sean Roche

Timothy Roche

Kathleen Chase



John MacLeod III

A True Copy, ATTEST:

Town Clerk

6.2 VACATION

A. Regular, hourly employees covered under this chapter are entitled to the following vacation benefits:

After one consecutive year of employment, ~~two (2) weeks~~ 10 days of paid vacation (following probation accrued time can be taken).

After three (3) years of consecutive employment, 12 days of paid vacation

After ~~seven (7)~~ five (5) years of consecutive employment, ~~three (3) weeks~~ 15 days of paid vacation.

After ten (10) years of consecutive employment 18 days of paid vacation

After ~~fourteen (14)~~ fifteen (15) years of consecutive employment, ~~four (4) weeks~~ 22 days of paid vacation.

After twenty (20) years of consecutive employment, ~~five (5) weeks~~ 25 days of paid vacation.

Eligible regular part-time employees will receive either 75% or 50% of this benefit as described in Section 6.1.

B. Regular, salaried employees covered under this chapter are entitled to the following vacation benefits:

After one consecutive year of employment, 15 days of paid vacation (following probation accrued time can be taken)

After three years of consecutive employment, 18 days of paid vacation

After five years of consecutive employment, 20 days of paid vacation

After 10 years of consecutive employment, 22 days of paid vacation

After 20 years of consecutive employment, 25 days of paid vacation

B C Accrued vacation must be taken within one (1) year after the anniversary date on which it is accrued, except for the following:

A maximum equaling the annual accrual amount may be carried over from one year to the next. For example: If the employee accrues 2 weeks of vacation annually, a maximum of 10 days may be carried over to a new year. If the employee accrues 3 weeks of vacation, a maximum of 15 days may be carried over to a new year, and so on.

In extraordinary circumstances, the Town Manager may approve deviations from this policy in writing.

C D. Vacations shall be scheduled at a time mutually agreed upon between the employee and the appropriate department head or the employee and the Town Manager. Any vacation day taken without prior agreement by the parties will be considered an unexcused absence.

D E. At the discretion of the Town Manager, a new employee may be credited with years of service in a similar position for another employer for the purpose of computing the annual accrual of vacation time.

E F. Probationary employees accrue vacation time on a monthly basis, this time is available for use after the six month probation period, however, should the employee leave employment prior to their 6 month probation, accrued vacation time will not be paid to the employee.

F G. For employees in good standing, upon separation from service, after the six-month probationary period, accrued/unused vacation time, to a maximum of 80 hours, shall be paid to the employee, or in the event of death, to the last known beneficiary or estate.

This policy will go into effect on July 1, 2021. Any employees impacted by new accrual rates will begin at the new rate on July 1, 2021 regardless of date of hire. New accrual rates will not be retroactive to an employee's date of hire.