



Town of Old Orchard Beach

Human Resources
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November 2018 Monthly Update from the Human Resource Office

Human Resource Manager:

November is the start of the holiday season and we take time to be thankful for the blessings in our lives. We also take time to help those in need.

This year we began a new program in OOB-Socks for Seniors. We are collecting fun, cozy, new socks for the seniors in our community.

We have a tree for Salvation Army tags to help families in need and a tree for the Animal Shelter to help animals in need.

November is Open Enrollment for full time employees to make changes to their insurance coverages or enroll in flex plans. A Benefits Fair was held to allow representatives to meet and answer employee questions.

As November closes, it is time to double check and review all year-end processes and ensure we are in compliance with updates for Affordable Care Act, insurance rate changes, as well as retirement rate changes.

Union Contracts:

- We began negotiations for the Waste Water contract.

Hiring:

We advertised for the following positions:

- Per Diem Firefighters
- Call Fire
- Gull Care counselors (After School Care)
- Patrol Officer

We promoted Louis Ladakakos to an Equipment Operator Grade 2 and hired James Michie for the Equipment Operator grade 1 position. We hired Lisa Scruton-Wilson as the Public Works Administrative Operations Manager.

**Socks
FOR
Seniors.com**

We are collecting fun & cheerful socks for seniors!!

Socks will be collected until 12/21/18 at Town Hall.

All socks will go to a local senior to bring a little cheer to their day.



Please help us fill the box!!! We need socks for men and women.

The box will be located by the Tax Office.

Wellness/Safety:

We received wonderful news on the Committee's efforts to keep employees safe-

We have a savings of \$46,771 on our Worker's Compensation Insurance.

The Leader Program score saved us \$19,603

Loss Control visits and safety training saved us \$16,765

This equals \$36,368 that as a committee, we have helped the Town earn in rewards!!

The trends from previous years:

	2015	2016	2017	2018
DIVIDENDS-Amount that Workers Comp Fund paid to Town	\$ 10,176.00	\$ 7,380.00	\$ -	\$ 9,411.00
SAFETY GRANTS & SCHOLARSHIPS-awarded to Town	\$ -	\$ 500.00	\$ -	\$ 992.00
LEADER PROGRAM-voluntary implementation of workplace safety programs	\$ 11,156.00	\$ 12,893.00	\$ 9,670.00	\$ 19,603.00
LOSS CONTROL-training & loss control visits from MMA	\$ 6,756.00	\$ 7,385.00	\$ 12,339.00	\$ 16,765.00
TOTAL VALUE	\$ 28,088.00	\$ 28,158.00	\$ 22,009.00	\$ 46,771.00

- Continuous training to stay in compliance
- Work on improving use of available grants and scholarships

Upcoming:

- Updating Personnel Policy
- Updating employee evaluation form
- Holding training for employees

Respectfully,



Fran Beaulieu, Human Resource Manager