

**TOWN OF CUSHING
SELECTMEN
Minutes of Meeting
May 26, 2015
Cushing Community Center**

Selectmen Present: Chairman Alton Grover, Daniel Staples, Laurie Haynes, Martha Marchut, and Heidi Alley

Selectmen Absent: None

Staff Present: Lisa Young

1.Call to Order: Chairman Alton Grover called the meeting to order at 6:15 P.M.

2. Pledge of Allegiance: The pledge of allegiance was recited.

3 Approve and Sign the Warrant: Chairman Alton Grover said all members had signed the warrant.

ACTION: Selectman Daniel Staples made a motion, Selectman Martha Marchut seconded, to approve Warrant # 19 & # 20.
Carried 4-0-1 Chairman Alton Grover abstained.

4.Approve Minutes of 05/11/15:

ACTION: Selectman Laurie Haynes made a motion, Selectman Martha Marchut seconded, to accept the minutes of the 05/11/15 meeting.
Carried 5-0-0

5.Other Business:

Town Clerk, Lisa Young, reported that she was at the Pleasant View Cemetery and noticed family members, who recently purchased a lot, clearing part of the lot due to an invasive alder growing on it. She inquired if the town is responsible for making sure the lots are clear before selling. The Board assumed it is up to the town. Selectman Daniel Staples thought that maybe the town could have the prisoners to do some work if necessary. He said they did a great job with the roadside clean-up. Selectman Daniel Staples will go and look at the lot. Liaison to the Cemetery Committee, Martha Marchut, will wait to hear from Danny and then if necessary she will contact Chairman of the Cemetery Committee Bob Weisert.

Selectman Daniel Staples reported that he contacted the Maine Municipal Legal Department in regard to the raise issue. He noted that the decision comes back to the Selectmen.

ACTION: Selectman Daniel Staples made a motion, Selectman Martha Marchut seconded, to give a 3% raise to hourly employees in 2016.

Chairman Alton Grover informed the Board that you can not approve money for the 2016 year because money has not been approved by the legislative body; we are working with the 2015 budget. Selectman Staples said he feels it is necessary to be transparent; he said there was no mention of raises during the 2015 budget process.

ACTION: Selectman Daniel Staples made a motion, Selectman Martha Marchut seconded, to rescind the original motion.
Carried 4-0-1 Chairman Alton Grover abstained.

ACTION: Selectman Daniel Staples made a motion, Selectman Heidi Alley seconded, to present a 3% raise at next years budget process and to have it voted on by the legislative body at town meeting.
Carried 4-0-1 Chairman Alton Grover abstained.

Selectman Laurie Haynes noted that there is nothing that says that the Select Board can not spend money within a budget for the purpose that it is made for whether it is a 3% increase in pay or a vacation week.

ACTION: Selectman Daniel Staples made a motion, Selectman Laurie Haynes seconded, to change the Personnel Policy to include adding a week of vacation for full time employees after 10 years of employment.

A brief discussion ensued in regard to what other towns offer their employees and when it should go into effect. Town Clerk Lisa Young inquired if the Board would consider adding another week for full time employees after 20 years of employment.

ACTION: Selectman Daniel Staples amended his original motion, Selectman Laurie Haynes seconded, to include adding a week of vacation for all full-time employees after 20 years of employment.
Carried 5-0-0

Town Clerk, Lisa Young, will make changes to the Personnel Policy and have the Board review it at the next meeting.

Selectman Martha Marchut announced that she dropped off the letter to Waldoboro in regard to the Waldoboro Transfer Station.

6. Unfinished Business:

Lane Construction: Chairman Alton Grover reported that Lane Construction has signed the contract and will finish the paving project by July 30, 2015, if not, a \$100 per day fine will be charged. He also asked them to look at the bump on Spear Mill Road.

7. New Business:

Sand & Salt Bids: Chairman Alton Grover read the following bids for salt: New England Salt Co., LLC-\$64.95/ton, Harco Chemical, Inc.-\$68.57/ton, Eastern Salt Company, Inc.-\$79.50/ton, and Cargill, Inc.Deicing-\$84.85/ton.

ACTION: Selectman Daniel Staples made a motion, Selectman Laurie Haynes seconded, to accept the salt bid from New England Salt Co., LLC at \$64.95/ton.
Carried 5-0-0

Chairman Alton Grover read the following bids for sand: Heartland-\$11.00/cy (includes a dozer), Jake Barbour-\$10.00/cy (\$10.50/cy including a dozer), and Brad Aitken & Sons-\$13.25/cy.

ACTION: Selectman Daniel Staples made a motion, Selectman Laurie Haynes seconded, to accept the sand bid from Heartland for \$11.00/cy which includes a dozer.
Carried 5-0-0

Boston Cane: Town Clerk Lisa Young reported that someone has asked about the Boston Cane and who has it in town. Chairman Alton Grover noted that the last two recipients have passed, and the last time they presented certificates to the oldest male and female they did not present the canes they presented certificates due to the canes do not always get returned. After a brief discussion, John Olson was believed to be the oldest male, and Alma Black the oldest female. Selectman Laurie Haynes will look into printing certificates.

8. Comments from Citizens: Daniel Remian inquired if the contract for the paving has an inspection clause. Chairman Alton Grover said no, but he has talked to John Wood from the State in regard to the work Lane has done on route one. They had some problems due to using a sand mix but they will use binder in Cushing.

9. Adjournment:

ACTION: Chairman Alton Grover made a motion, Selectman Laurie Haynes seconded, to adjourn at 7:10pm.
Carried 5-0-0

Respectfully submitted,
Lisa M. Young, Town Clerk