

TOWN OF CUSHING
BOARD OF SELECTMEN
Minutes of Meeting
October 15, 2019
Cushing Community Center

Selectmen Present: Chair Alton Grover; Selectmen Corey Jones, Laurie Haynes, Martha Marchut

Selectmen Absent: Dan Staples

Staff Present: Town Clerk Lisa Young

Public Present: none

1. Call to Order: Chair Alton Grover called the meeting to order at 6:00 P.M. and a quorum was determined.

2. Pledge of Allegiance was recited.

3. Approve and sign the Warrant:

ACTION: Selectwoman Laurie Haynes made a motion, seconded by Corey Jones, to approve 2019 Warrants 40 and 41.

Discussion: none

Motion Carried 4-0-0

4. Review and approve the minutes of the September 23, 2019 meeting

ACTION: Selectwoman Martha Marchut made a motion, seconded by Laurie Haynes, to approve the minutes of the September 23, 2019 meeting with one change.

Discussion: Martha mentioned one spot on the last page of the minutes; rather or not the motion was clear enough as to where Dan and Corey made a motion nominating Bob Stackpole that was later rescinded after the discussion

Motion Carried 4-0-0

5. Additions and Changes to the Agenda:

5a. Map Issue

ACTION: Selectman Alton Grover made a motion, seconded by Martha Marchut, to have Scott contact Aerial Survey to look into getting the change made.

Discussion: Lisa informed the Board that Scott had mentioned the shoreland zoning map colors between limited residential and commercial fishing maritime activities are pretty much the same color and hard to distinguish the different areas. Scott would like to see the colors changed to be more clear on the different areas. Lisa asked where you would get that changed. Corey suggested whoever made the map should be able to do that. Lisa said that was Aerial Survey that did the maps. Martha didn't think anyone in town should make the changes. Laurie added she feels they should be totally different colors used. Lisa questioned if it would be Scott or Planning Board that should contact. Corey suggested having another copy made at the same time as he feels as time goes on it could be more of an issue dealing with the different zones. Lisa said she will talk to Scott and contact other towns to see who they use.

Motion Carried 4-0-0

6. Unfinished Business:

6a. Discuss Clerk's office remodel

ACTION: none

Discussion: Lisa said Larry Miller did come in on Friday and is going to draw up a sketch and give a price

6b. Salt Pond Road ditching and culvert

ACTION: Selectwoman Martha Marchut made a motion, seconded by Corey Jones, to direct Alton Grover to find someone to ditch the areas on Salt Pond Road.

Discussion: Laurie said everyone had showed up and there was supposed to be an email coming to the office with more information. Alton said the email did come and more information is supposed to be looked up such as what has already been done and what's going to be happening in the future. Laurie said she thought the meeting was just to let the Town know if the grant was available or not but it seems like they want a lot more; engineers, etc. Corey said he feels it'll be easier to just have someone put a little bit bigger culvert there and prep the sides of the road. Martha thought they were supposed to let the Town know if it seemed to be worth their while. Alton said a few years ago an engineer came down and recommended to build the road up a couple feet and make less of a hill. Lisa read the email received, "project estimate to reflect total project costs, an outline of expected damages for mitigation and after mitigation based on professional engineering, the year the culvert was installed, one way daily traffic counts, confirmation of detour time and distance of roads closed due to flooding or culvert failure. We will need a formal engineering analysis depicting expected flood damages in the future. Will need an engineer to perform and hydrological study to assess flow to the area and to tie monetary damages to proposed flood events." Laurie said what Lisa just listed would cost more than taking care of the ditch ourselves. Corey asked if you could get someone to just go give a price to replace culvert. Alton said the smooth culvert would help and might work against the beavers plugging it up with sticks and such catching on the corrugated sides. Laurie said you can see where some of the sides of the road wash away and thought some ditching might help that. Alton said it's a bad time of year to do it right now because we'll be getting rain and the pond will be full. He suggested waiting until next summer would be the best time to change the culvert but could do some ditching now before winter. Alton asked if he should just go down and do it or if it should go out to bid. Martha asked costs. Alton said probably just a couple hours. Corey suggested asking Meklin's if they would go down and do it where they did the rest of the things this year. Side talk of a small bridge on the road right of way off Pleasant Point Road, the Board directed Alton talk to Scott about sending the homeowners a letter regarding the removal of the bridge from the right of way.

Motion Carried 4-0-0

6c. Discuss appointing an Appeals Board Member

ACTION: none taken

Discussion: Alton said Brooke Harrington had applied. Martha asked if Bob Stackpole had applied also. Lisa said Dan Staples had made a motion to appoint him (which was later rescinded), but she didn't know if he had been told. Corey said there are two openings and an alternate position and suggested waiting until the next meeting to see if more people come forward before appointing.

6d. Discuss snowplow driver position

ACTION: Selectwoman Laurie Hayes made a motion, seconded by Martha Marchut, to hire Myron Overlock as the new snowplow driver pending a clean driving record at \$18.00 per hour for the 2019/2020 season. After one-year pay will increase to \$20.00 per hour pending a satisfactory performance review.

Motion Carried 4-0-0

ACTION: Selectwoman Martha Marchut made a motion, seconded by Laurie Haynes, increase Alton Grover's hourly wage to \$22.00 for the 2020/2021 snowplow season.

Motion Carried 3-0-1, Alton abstained

Discussion: Alton said he has one application that came straight from him, not from the ad in the paper. The candidate was Myron Overlock. Laurie asked if there is a check of driving record or anything before actually confirming hire. Corey added he has to pass a drug test too. Alton asked what his pay should be. Corey suggested a set standard and said he was making \$17.00 hour. Laurie asked if he will also get the on call pay. The Board confirmed he will and that is \$200.00 per week on-call pay. Alton said he gets \$20.00 an hour now. Laurie said she feels there should be a probationary starting period at one pay, like the office help, and then after that you can get a raise. Alton felt he should start out at \$18.00 per hour, make it good because they aren't getting any other interest in help. Corey feels there should be a pay schedule set in stone, he feels personally it's a slap in the face he busted his a-- for \$17.00 per hour and why would someone new start higher. Laurie asked what he made when he finished, he replied the same. Alton said no you got a raise, everyone did. Corey said I might have been about a \$0.40 raise; still wasn't at \$18.00. Corey said he really feels it should be a set \$20.00 an hour plus on call pay regardless of time you've done it, it's a lot to do it, and to get anyone decent to do it you have to pay. Alton said Friendship starts at \$18.00, but Lisa added they don't do an on call pay. Martha suggested reviewing the whole pay scale. Alton said bump him up to \$22.00 per hour, if he's going to get a \$2 pay raise then he [Alton] should as well. Martha said where Alton has much more experience, he should make more than someone with less experience and that should be looked at, too.

7. New Business:

7a. Nominate candidate to serve on the Municipal Review Committee Board of Directors

ACTION: Selectman Alton Grover made a motion, seconded by Martha Marchut, to nominate Bob Butler to the MRC Board of Directors

Discussion: Laurie asked what exactly this is. Lisa said it's the Board for the Fiberight and all that and said Bob Butler is interested and would appreciate if the Town would consider nominating him. Martha thought he was already on the Board. Corey said he thinks his term is expiring. Laurie mentioned a concern that MRC Fiberight has started single stream recycling and that Hampden has an opportunity to get a lot more money because they pay less in tonnage. She added that because Waldoboro isn't on board, they send all of our recycling to Lincoln County, who is losing the battle and hasn't made money in years and we are getting no benefit as a Town. Martha thought that when we send recycling to Fiberight as a town we have to pay a small amount; \$35.00 a ton. Martha said they don't pay as much as they do for trash, but still some, and sending to Lincoln County we don't pay anything. Laurie asked if Alton could get an answer to that at the meeting, he has to attend this week. Martha asked where this was coming from. Laurie replied that Will had sent her a bunch of information and it made a lot of sense to her. Laurie said we send our recycling to Waldoboro and they send it to Lincoln County, saying it doesn't cost us anything; however, somewhere in their budget they pay Lincoln County for that purpose, in which is probably being broken down by Town and we are paying it anyway and it could be more than the \$35 per ton. Martha said there has been discussion about not using Lincoln County and switching to the single stream and feels it may be discussed at the meeting. She added the problem with single stream is that it tends to not be as clean, which makes it not as good for the environment and lowers the value.

Motion Carried 4-0-0

8. Comments from Citizens: none

9. Adjourn

ACTION: Selectman Alton Grover made a motion, seconded by Laurie Haynes, to adjourn at 6:53 p.m.

Motion Carried 4-0-0

Respectfully submitted,

Samantha Jones
Recording Secretary