

**TOWN OF CUSHING  
BOARD OF SELECTMEN  
Cushing Community Center  
Minutes of Meeting  
August 10, 2020**

**Selectmen Present:** Chair Alton Grover; Selectmen Dan Staples, Craig Currie, Corey Jones, and Martha Marchut

**Selectmen Absent:** none

**Staff Present:** Town Clerk Lisa Young

**Public Present:** Clarence Flanders, Anthony Winchenbach, Charlene Benner, Ken Smith, Carole Leporati, William Aboud, Chris Champagne and Tom Shook from Greenwood Emergency Vehicles, and Robert Stackpole

**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:** Selectman Dan Staples made a motion, seconded by Corey Jones, to approve 2020 Warrants 81, 82, and 83.

**Discussion:** none

**Motion Carried 5-0-0**

**4. Review and approve the minutes of the July 27, 2020 meeting**

**ACTION:** Selectwoman Martha Marchut made a motion, seconded by Craig Currie, to approve the minutes of the July 27, 2020 meeting

**Discussion:** none

**Motion Carried 5-0-0**

**5. Additions and Changes to the Agenda:**

**5a. Letter to be included in Tax Bills**

**ACTION:** none taken

**Discussion:** Craig discussed a letter written by him and William Aboud as a notice to property owners in Cushing. He said it's three different pages but includes reasoning on why the town mil rate is increasing,

as well as a request for contact information. He said it would be mailed in the same envelope as the property tax bills. Martha suggested adding that the notice is coming from the Assessor's Office.

## **6. Unfinished Business**

### **6a. Personnel Policy**

**ACTION:** Selectwoman Martha Marchut made a motion, seconded by Dan Staples, to set up a workshop to discuss vacation time

**Discussion:** Martha said she did put something together on what qualifies full time vs. part time, but she feels it may be premature to give that out because we really haven't really hashed out where we stand on full time vacation vs part time vacation. Dan asked if she'd prefer to do it in a workshop. Martha agreed that a workshop would make a lot of sense. Corey pointed out in the Town of Cushing Personnel Policy, although the Board was all saying 40 hours is full time, the policy says 30-40 hours. He feels Sami is at 25 hours, but how can she get more when the office isn't even open more than that. Martha said the way to get it is to come in even when the office isn't open like Lisa does. Corey said the Good Labor Law said it's up to the employee, adding they hired Sami giving her 5 days, adding he feels she is full time as far as he can see. Martha felt the discussion should be moved to a workshop adding it shouldn't be between her and Corey exclusively, it's everybody. Corey added he can't vote, but he can talk about it, adding it's not right to hire someone and offer them something then take it away when it's the only benefit they get, no insurance or anything besides vacation is offered. He added he would have this stand for anyone in that job position, it's not just because it's Sami. Alton added Sami gets sick time too, Corey said he'd hope so, Alton pointed out Corey said she got nothing besides vacation. Workshop was scheduled for Saturday, August 22 at 8:00 a.m.

**Motion Carried 4-0-1, Corey Jones abstained**

## **7. New Business**

### **7a. Open bids for the 2020/2021 snow removal contract**

**ACTION:** Selectman Dan Staples made a motion, seconded by Corey Jones, to accept the bid from S&S Excavators pending voter approval at Special Town Meeting

**Discussion:** Alton opened and read bids as follows, S&S Excavators \$135,000, JK Kalloch \$159,500. Lisa added she did not get any applications for a snowplow driver. Dan asked Bob Stackpole what his includes; he said putting the sand up, trucks and plows, and drivers. Dan said the sand is bought and will already be put up this year, just will need to be loaded. He added next year his bid should be written a little more clear. Alton said there isn't enough money in the account, Dan said the roads still need to be plowed. Alton said you'll need a Special Town Meeting to change the wording on the article. Bob agreed, all the articles will need to be changed and re-voted. Bob asked about a timeline of when he'll know for sure. Lisa said she would figure things out tomorrow and will schedule that ASAP, hopefully no later than the end of August giving enough time to post.

**Motion Carried 5-0-0**

### **7b. Selectman Duties**

**ACTION:** Selectman Corey Jones made a motion to have Dan Staples Chairman; no second

**Discussion:** Lisa said these are usually discussed after Town Meeting in March, but it's been put off. Dan asked if Craig would have any interest in the Knox County, Craig said yes. Dan also said he added the Fire Dept. to his list. Craig added he's happy to take all that Laurie had as hers, as well. Corey said he doesn't have much and thought maybe the Fire and Rescue should be together. Corey also mentioned maybe switching up protocols regarding the Chair position, so it changes every few years like the Rescue does. Dan said he has talked with other towns around here and they've all changed a few times since he's been a Selectman. Alton said change it right now if you want to. Corey said he just feels it would be a good practice to start, and also feels next year the pay between Selectman should be a bit more even as all the Chair is supposed to do extra is bring the information to other Board members and an additional \$3,000 a year seems high. Alton asked if he really knows what he really does. Corey said that's his point, and why things should change a little. Craig said he doesn't know enough at this point; he needs to think about it a bit more. Alton felt we were already into it enough this year he didn't see why it would change now. Corey said it can start whenever, but he feels the change needs to come just to limit the issues we had at the Fire Station with Kiskila at the end of it. Craig agreed it needs to be looked at but isn't sure about an immediate change. Martha asked Dan when his term is up. Dan answered his is up in March. Craig suggested adding this to the workshop as well.

### **7c. Burton Cemetery CD**

**ACTION:** Selectman Dan Staples made a motion, seconded by Alton Grover, to rollover both cemetery CD's to a 10 month 1% APY at Rockland Savings Bank.

**Discussion:** Lisa said two cemetery CD's are maturing, one is Burton Cemetery. She said Sami called around for rates while Lisa was out, and Rockland Savings has the best one right now being a 10 month at 1%. She added Camden National, The First, and Machias were also checked with and none of them had any that came close to that. Craig said that is not a bad rate at all. Alton asked where we were at with the Killeran Cemetery repairs. Craig said the last he had heard was they were waiting for quotes, he [Bob Weisert] had one but was hoping to present two or three to the Board. The one he had was \$1700 but he wasn't comfortable having just the one. Alton said Miller & Miller thought it would be somewhere around \$2000.

**Motion Carried 5-0-0**

### **7d. Benches at Good Neighbor Park**

**ACTION:** none taken

**Discussion:** Carole Leporati said the event over the weekend at the park was very successful and it's been nice to see people using the park. She said the benches were voted on and feels it would be nice to get them in. Alton said he had only heard about a bench. Carole said she is wondering the plan and when it'll be there. Alton said it was supposed to be there this week, but the guy that was going to deliver fell off his house and is in the hospital in Portland. Alton added the bench is made and is at his house and might be able to get his worker to deliver the bench this coming week. Carole also asked about the Board there being blank, adding it was supposed to have some signage and history on the park. Alton thought Kristi Niedermann was going to take care of that. Carole confirmed it is okay for her to do that then; the Board confirmed.

### **7e. Andy Blanchard (Cushing Rescue) and Clarence Flanders (Fire Dept.) to discuss Ambulance and Fire Truck**

**ACTION:** none taken

**Discussion:** Representatives from Greenwood Emergency Vehicles handed information packets to the Board and discussed lease/purchase options for new emergency vehicles. Dan said nothing could be done without the vote of the people and said it would require a Special Town Meeting. The rep said they were here for more informational vs. procedural at this point. He added if they wanted to get something going, there is a one-year lead time right now on fire trucks; the ambulance would be ready by September. He said the way the payment is structured is that the first annual payment isn't due until a year after the contract is signed. Craig asked why the loan rate on the fire was so much less than that of the ambulance. The answer was the value, and how banks see the different vehicles. He added terms on the vehicles can differ too. The rep spoke of the fire truck being discussed is \$375,000, ambulance \$267,628, and calculations can be made with or without money being put down. He said lease purchasing is used a lot by municipalities vs purchasing. Dan said in the budget now, there is almost \$180,000 already in the replacement funds. Dan felt MMA guidance on being able to do something without voter approval is needed. The reps added rates are historically low, and is a good time to do something, but on their end, there is no rush on making a decision. Dan felt going by the townspeople, it would be at least 5-6 weeks before they could go ahead with any decisions. The rep didn't see rates changing drastically in that time period. Martha requested a list of customers they could contact, the company agreed those would be provided. Clarence added Engine 3 is on its way out and he feels it should be replaced so they don't have to keep dumping more money into it. He added Engine 1 and 2 are old and needing work too, so he feels the lease would be a smart way for the Department to go. Corey said the way he understood it is if they take what they have for a down payment and paid the \$35,000 for ten years and still put aside the rest of what they normally do in the two accounts every year, in 10 years they'd have the same down payment to do it again. The reps agreed, that's exactly how most towns do it.

#### **7f. Septic Waste Disposal Facility Agreement**

**ACTION:** The Board signed the document

**Discussion:** Lisa said this agreement was approved at Town Meeting and now needs to be signed.

#### **7e. Property & Casualty Inspection**

**ACTION:** none taken

**Discussion:** Lisa said she received a call from MMA, Steve Cummings for the Property and Casualty and they like to check the operations of the building. She said they wanted to meet with Clarence about the operations of the Fire Station and also our building. She said he wanted to come September 14 at 10:00 am and asked about Clarence being able to do it due to his work schedule. Clarence said it would be best if he could do a Friday. Lisa then asked which Selectman wants to do this building and said she would try to change it to a Friday so both days coincide. Alton said he's done it before and can do it.

#### **7g. Digital Sign**

**ACTION:** none taken

**Discussion:** Lisa said Sami had looked into pricing for a digital sign and found that they are very expensive but that there are grants available, one being due in October. She said there was a name of a girl in the Town of Rome who had a grant and Lisa said she could call for information on it. She added the sign is \$18,000 but could be put down in the Good Neighbor Park for more visibility and it could still be worked from inside the office. Lisa said she would find information on the grant and how much it offers towards it. Craig said he would be happy to help with the grant if something we chose to do.

**8. Comments from Citizens:** William Aboud wondered if when finding out about a grant for a town sign, if Lisa could find out about a grant for the number signs for houses so emergency vehicles can find them easily.

**9. Adjourn**

**ACTION:** Chairman Alton Grover made a motion, seconded by Dan Staples, to adjourn at 7:05 p.m.

**Motion Carried 5-0-0**

Respectfully submitted,

Samantha Jones  
Recording Secretary