

TOWN OF CUSHING
BOARD OF SELECTMEN
Minutes of Meeting
Monday, December 28, 2020
via ZOOM Video Conference due to COVID-19

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

Selectmen Absent: none

Staff Present: Town Clerk Lisa Young

Public Present: none

1. Call to Order: Chair Alton Grover called the meeting to order at 6:02 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 101, 102, and 103.

Discussion: none

Motion Carried 5-0-0

4. Review and approve the minutes of the December 14, 2020 meeting

ACTION: Selectwoman Martha Marchut made a motion, seconded by Alton Grover, to approve the minutes of the December 14, 2020 meeting as amended

Discussion: Martha noted a small change on page 4, the discussion of the Lover Lane situation, the last line said Alton said the Board should start with Scott and Garnett before proceeding. Martha believes it should say the residents should, not the Board.

Motion Carried 4-0-1, Dan abstained as he was not at that meeting

5. Additions and Changes to the Agenda:

5a. MRC Annual Meeting

ACTION: none taken

Discussion: Martha said she did attend the MRC annual meeting, but not much had happened because they still were not able to take a vote. She said the one entity still in the running to take over the plant is not at a point yet to be able to vote so they basically just did a recap of everything that's happened. Dan said when we joined the tipping fee was \$72, and now he sees new towns that join the fee is up around \$74; he wanted to confirm our fee will remain the same. Martha confirmed that is what they said. She said there is another meeting coming up she will try to attend.

5b. Shoveling at Town Office

ACTION: none taken

Discussion: Lisa wanted to bring up the shoveling at the office after snowstorms. She said there isn't anyone who really shovels, and she feels the Clerk and Tax Collector doesn't really dress appropriately to shovel snow to get into the building so she wondered if that is something that Kalloch's could do when they plow. She feels the Town Office and Library area walkways should be shoveled. Martha asked who has done it in past years. Lisa said she has done it, Corey has done it, and Mike Myrick has also done it in the past. Lisa asked Alton if he has done it, he answered many times. Dan said he has done it. Lisa said it needs consistency, she doesn't feel they should come into work and have to shovel. She added she doesn't mind, but when there is a lot they come in dressed and ready to work in clothing that isn't really appropriate for shoveling. Alton said he can talk to the guys and see if they can do it when they plow it out. The Board agreed. Dan said if they wouldn't, you might be able to find a neighborhood kid to do it and pick up a little bit of extra money; wouldn't cost too much.

6. Unfinished Business

6a. Town road speed limit

ACTION: none taken

Discussion: Alton said he finally got some information; the guy was down the other day and the problem is that Killeran Lane, Davis Point Road, and McCarter Point Road are not wide enough to have a speed limit. He said in order to have a speed limit the road has to be 18 feet or wider and those roads are only 16 feet. He said legally the road can't have a speed limit, the only thing you can do is put up a yellow speed limit sign which is a curtesy sign, which suggests a speed limit. He said he would get back in touch and see what should be on the sign and he assumes it'll be 25-30 mph. He added white signs are the law, yellow ones are not, but that's the only thing you can legally do.

6b. Cemetery Turf Doctors quote

ACTION: Selectman Craig Currie made a motion, seconded by Dan Staples, to approve the quote of \$965.11 for the Turf Doctors work at the Pleasant View Cemetery

Discussion: Alton thought we already had the quote and was going to wait until spring. Dan said there is a certain time of year to do it otherwise they keep coming back, and he felt it was the first or second week of August. Alton thought the turf guys must know when. Lisa said part of the reason it is back on the agenda is because at the last meeting you thought you needed to wait for approval at Town Meeting but there is the Pleasant View Cemetery capitol account which is for these kind of things. Craig said the only thing about waiting was that Bob was worried about not getting the discount if we don't sign the agreement now. Craig added the actual work will get done when the turf doctor folks know it needs to be

done and we won't pay out until they do the job, this was just to sign the agreement and accept the quote to get the discount.

Motion Carried 5-0-0

6c. Foreclosure Property

ACTION: Chairman Alton Grover made a motion, seconded by Dan Staples, to put the two foreclosed properties out to bid

Discussion: Lisa said these are the two pieces of land discussed at the last meeting. She said she never got an answer back from the assessor's, but she did look at the Knox County Registry of Deeds and didn't find anything. She said she doesn't feel like there's a reason we can't put it out to bid and Quitclaim it to whoever gets the property. She said before they go out to bid it does need to be in the paper three times.

Motion Carried 5-0-0

7. New Business

7a. Earned Paid Leave Law

ACTION: Selectman Dan Staples made a motion, seconded by Martha Marchut, to get an estimate of the extra people that would be involved in this and send the information off to our law office, Preti Flaherty, and have them come up with a plan for us

Discussion: Martha said her and Lisa both have some information on this. She said it is a law that goes into effect on January 1st and it requires that any business or public government entity that employs ten or more people accumulate for them for every 40 hours worked, one hour of what is called earned paid leave. She said if we already have, which we do, coverage of that through vacations then that can suffice for the people that have it, but we still probably need to change our policy because the policy needs to allow people to use that time in whatever way they want. She said even our vacation policy is somewhat restrictive so that would have to be changed. She said in addition to that, this covers people who we are not providing any of that too, such as Scott as he is a town employee. She said this covers people who make \$1,000 or more a year and work more than 120 a year. She said others who are covered are appointed officials, rescue squad, possibly the dog officer; she said it is quite complicated actually. She said if this is something you don't do and somebody comes after you, you can be fined up to \$1,000 for each event. Martha felt it may be something to get the attorney involved with and get her thoughts, and maybe even have a workshop with her to get a policy into place. She said something different than what we have, is that this goes into effect after 120 hours of work. She said if someone new was hired they start earning this time immediately and can use it after 120 hours of working. She felt this may need to be accounted for some extra in the budget, too, to cover these. Martha said Lisa can come up with some rough figures on the hours. Corey agreed that Kristen should dial this in and then we need a workshop on how to incorporate it. Dan said this is the good old State coming up with a law and telling you what to do it and fining you if you don't do it. He agreed to have Lisa come up with a good estimate and have Kristen come do a workshop; Dan feels \$1,000 fines could add up quick it would be worth the money to have the lawyer make it right. Martha asked about the budget since that workshop is coming up. Dan said there is always a buffer in that account for these things. Corey suggested maybe the lawyer that wrote the article would be better since she seems pretty fluent with it. Martha agreed whoever has the

expertise, definitely. Martha also wanted to add Lisa was on top of this and needs some credit for knowing this was going on.

Motion Carried 5-0-0

8. Comments from Citizens: none

---Executive Session---

The Select Board entered into Executive Session, pursuant to 1 M.R.S.A. §405(6)(F), for confidential records, at 6:29 p.m. A motion was made by Chairman Alton Grover and seconded by Martha Marchut, to go into Executive Session.

Motion Carried 4-0-1, Dan recused himself

Selectman Craig Currie motioned, seconded by Corey Jones, to enter back into the main meeting at 6:32pm.

Motion Carried 4-0-0

ACTION: Selectman Corey Jones made a motion, seconded by Craig Currie, to honor the agreement originally made and to move forward and foreclose on the property January 3, 2021 if not paid

Motion Carried 4-0-0

9. Adjourn

ACTION: Chairman Alton Grover made a motion, seconded by Corey Jones, to adjourn at 6:38 p.m.

Motion Carried 4-0-0

Respectfully submitted,

Samantha Jones
Recording Secretary