

TOWN OF CUSHING
BOARD OF SELECTMEN
Minutes of Meeting
March 25, 2019
Cushing Community Center

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

Selectmen Absent: Selectman Dan Staples

Staff Present: Deputy Clerk Samantha Jones

Public Present: Planning Board Chairman, Bill Aboud

1. Call to Order: Chair Alton Grover called the meeting to order at 6:03 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 Selectwoman Martha Marchut, to approve 2019 Warrants 11 and 12.

Discussion: none

Motion Carried 4-0-0

4. Approve Minutes of the 03/11/19 Meeting:

ACTION: Selectwoman Martha Marchut made a motion to approve the minutes of the March 11, 2019 meeting as written. Selectman Corey Jones seconded.

Discussion: none

Motion Carried 4-0-0

5. Additions and Changes to the Agenda: none

6. Unfinished Business:

6a. Samantha Jones to get the 2.8% cost of living raise & employee sick time

ACTION: Selectwoman Laurie Haynes made a motion, seconded by Alton Grover, for Sami to get 2.8% pay increase in addition have 3 days sick leave which would have gone into effect after her first 30 days.

Discussion: Alton said he and Lisa felt that Sami should have got the 2.8% raise the rest of the town employees received. Laurie agreed, and added the extra \$1 raise was a given, automatic thing. Alton also added about sick time, where Sami is doing the town clerk job now she should receive some sick

leave. Martha added that in the employee policy manual it had the number of days a part time person was to get but never said when it went into effect. She added her thought was that since it said for full time people it goes into effect after 3 months, but doesn't make any distinction for part time people, it should be the same. Laurie agreed that made sense. Martha said she thought it was after 3 months, she wasn't sure, but whatever it was, it should be the same for full time and part time. Alton said he felt she [Sami] should be getting some sick time as least, because she's kind of full time even though it's not a 40-hour week. Alton then read the employee guidelines, "full time employees shall receive up to 5 days per year, part time employees 3 days per year." Sami would be part time and receive 3 days. Martha said it talks about when it goes into effect for full time people but doesn't state when for part time employees. Alton then read "full time employees are eligible for sick leave after 30 days of employment." Martha said then part time should be the same time, Alton and Laurie agreed.

Motion Carried 3-0-1, Corey recused himself

6b. Why annual appointments aren't being signed without Dan Staples

ACTION: Selectwoman Laurie Haynes made a motion, seconded by Corey Jones, to nominate Alton Grover to be chairman.

Discussion: Laurie questioned why the annual appointments weren't being signed tonight, wondering if Dan Staples wanted to wait for him to sign for a specific reason, if he had a problem with one of them or had feedback to add. Laurie said if those were the reasons she agreed, but if not wasn't sure why they were waiting. Alton added he had thought things were fine to go, but then Dan had asked for them to wait. Martha didn't see a problem with waiting for him to get back since we [select board] don't know what he might or might not have wanted to say, and added we went through this last year too. Corey said knowing he was going to be gone through both meetings he could have filled us in beforehand. Laurie clarified the appointments being referred to were the yearly ones, such as rescue squad director, etc., and not referring to the selectman duties for the year. Alton added having 4 people there, it was majority and shouldn't have been a problem. Martha agreed but added that there could be something he is aware of that he wants to bring to attention before. Laurie added that going forward, if there is no problem, then we're going to do it and get the business of the town done. Alton reminded that after town meeting a new chair is supposed to be chosen and asked if we should wait for Dan to do that. Martha asked if we could make Alton an interim chair, asking if that's what happened last year. Laurie said no we just voted him in and added that Dan was there when we voted for that last year. Martha knew there was one year he wasn't there, Corey said we can't wait on everything.

Motion Carried 3-0-1, Alton abstained

6c. Planning Board resignation letter from Andy Blanchard

ACTION: none

Discussion: Laurie addressed a letter that was sent by Planning Board Chairman, Bill About to member, Andy Blanchard, and reminded that procedure for anybody leaving or joining any of our groups is through the Select Board. She added she is sure he didn't know that and was just trying to get things done but that going forward the Select Board needs to be the one to do that. Bill questioned that he shouldn't have sent the letter, Laurie confirmed, he should have come to the Selectman. Bill added that he didn't want him [Andy] to get fired, he wanted him to quit and that's what the select board would have done [fired him]. Laurie said he would not have been fired and added that somebody on a board can't ask somebody on their board to resign, the Selectman have to do that, and that they would have done it the same way you [Bill] did it, only it would have been proper procedure. Bill felt that as Chairman of the board he had that authority. Alton clarified that no it has to go through the selectman, as the selectman hired him, the chair of the planning board didn't hire him, and it has to go through proper procedures and the way it happened wasn't proper. Laurie understood that Bill was trying to do it the smoothest and

niciest way possible for Andy, but added that there are people in this town that if we don't follow procedure, cross every t and dot every I, that they are going to be all over us and we need to be sure that we are above board. Alton said the position needs to be advertised, adding we know what would happen if procedure wasn't followed. Laurie added people question us even when we do [follow procedure]. Martha later added that informal conversations between board chairman and members have happened in the past. She knew, because of Dan, that he had similar conversations with members, Andy included, in the past informally and that Bill had just formalized it by sending an actual letter. Bill said he thought if the Select Board initiated it, it would mean he would be fired, and he did not want to see him get fired, he just felt when it got to the point that he couldn't make it to anything that he would ask him to resign.

7. New Business:

7a. Review and sign the annual Septic Waste Disposal Facility Agreement

ACTION: Chairman Alton Grover made a motion that we all sign, seconded by Selectwoman Laurie Haynes.

Discussion: Contract with Interstate Septic for 2019, same thing that is in place every year

Motion Carried 4-0-0

7b. Maine Library of Geographic Information Maps

ACTION: Selectwoman Laurie Haynes made a motion going forward with the GIS 6" mapping, seconded by Corey Jones.

Discussion: Bill About brought to attention that when Dan Remian was the chairman that he had made arrangements with the State that we would acquire a map of the town at a 6" resolution. He added that the county allows us to get an 18" resolution and everybody gets that automatically but Dan felt that the 6" would be much more useful and could be used both by the public, the assessor board to see properties, and also by the planning board so we can approve things that come to the board and see it on the map much better. He said Dan had made arrangements for this about two years ago and had put it in the budget for last year, but it didn't come through and the State didn't finish it. The State is finishing it this year and the contract just came through saying it'll be ready, and they want to get paid. Bill has the money in the budget from last year that was carried over to this year so there is money in the budget dedicated to this, and he would like the board to approve his signing the contract. Bill said he signs it and returns it, then they sign it and send it back. Alton asked who signs it, him or Bill. Bill said he is down as representative of the town and that's why he was here [at the meeting] to get permission to do so.

Motion Carried 4-0-0

7c. Fire Truck Inspections

ACTION: none taken

Discussion: Alton made the board aware that the fire trucks were inspected last week and the newest truck had two back tires that didn't pass. Copeland's had quoted a new tire for \$670.85 each and a recap tire for \$314.22 each, Alton had decided to order the two recaps for the truck. Laurie had said if there was a hundred-dollar difference or so to go with the good ones, but for that you could buy a couple sets, Alton agreed adding recaps are his thought because the fire truck only goes about ten miles and the tires wont get hot in just those ten miles. Martha asked if the town trucks [plow] have recaps. Corey said no

they're all new. Alton said the old plow truck had recaps, and they had worked fine, adding recaps really only have trouble when roads are hot, down south and such. Corey said he would get a price from a company he used to deal with on new tires for future reference, thinking he could get a new one for about the same price as those recaps. Alton asked who would change a cheaper tire, Corey said the garage would still change them, and he is just saying for future reference, recaps are fine now, but that seems high, and in the future might be able to get a better tire for not much higher of a price.

8. Comments from Citizens: Bill Aboud requests the opening in the planning board be posted. Alton said that's a done deal, it'll be posted on the bulletin board, email, website, and in the paper, and we'll go from there.

9. Adjourn

ACTION: Selectman Alton Grover made a motion, seconded by Martha Marchut, to adjourn at 6:35 p.m.

Motion Carried 4-0-0

Respectfully submitted,

Samantha Jones
Recording Secretary