

TOWN OF CUSHING
BOARD OF SELECTMEN
Minutes of Meeting
April 8, 2019
Cushing Community Center

Selectmen Present: Chair Alton Grover; Selectmen Corey Jones, Daniel Staples, and Martha Marchut

Selectmen Absent: Selectwoman Laurie Haynes

Staff Present: Deputy Clerk Samantha Jones

Public Present: Andrew Blanchard

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 Daniel Staples made a motion, seconded by Selectwoman Martha Marchut, to approve 2019 Warrants 13 and 14.

Discussion: none

Motion Carried 4-0-0

4. Approve Minutes of the 03/25/19 Meeting:

ACTION: Selectwoman Martha Marchut made a motion to approve the minutes of the March 25, 2019 meeting as written. Selectman Corey Jones seconded.

Discussion: Dan Staples commented that although he wasn't at the last meeting and can't vote he just wanted to add that where it was mentioned that at the end of a probationary period a raise was a given/automatic thing, it isn't an automatic thing. It's a probationary thing and probation hasn't been going the way it is supposed to, personnel policy says six months and we've been doing three. He added if a person is on probation and goes through the time and we [Selectman] feel they're not ready yet, we might give them three more months or something, and once the board agrees that they're up to where standards are then we can agree to give a raise but it's not automatic. Dan summarized he just wanted that to be a point of correction so people don't think that they get a job and automatically get a raise, they do have to meet certain standards, Alton added that was correct and felt people should know that. Martha then added a small detail that where minutes stated the name Sami, it should read Samantha Jones so that everyone knows who is being referred to.

Motion Carried 3-0-1, Daniel Staples abstained

5. Additions and Changes to the Agenda: none

6. Unfinished Business:

6a. Spirit of America Award

ACTION: none

Discussion: Martha just wanted to update the board that she contacted the Spirit of America people and gave the information on Dan and that it will go wherever it goes.

6b. Transfer Station Committee

ACTION: none

Discussion: Dan Staples questioned if anyone had checked into rather or not they were going to start the committee over the transfer station again. Martha said she had spoken with Bob Butler and told them that there was interest and Bob had told her that if there is interest Alton should send an email to the town manager [of Waldoboro] and that could get something started. Alton said he had asked John Daigle too and he had said he hadn't heard much about it. Dan Staples added that's where a problem lies because right now he can go to the town manager and they ask what he thinks and its done, that's why he [Dan] thinks it's important they get the committee back. Martha added that Lisa can put an email together on Alton's behalf, send to town manager and cc Bob Butler on it as well. Alton wondered if we could get Friendship to do the same, Martha added yes if they were interested, she knew of a couple of people that were involved she could reach out to and check if they were interested, and if so ask them to send emails to the town manager of Waldoboro as well. Alton said he felt the ball got dropped, Martha said she wasn't sure if it was that the ball got dropped but rather that the Town of Waldoboro doesn't have the same level of interest. Alton agreed. Dan feels the Town Manager wants to do it the easiest way possible and right now that is John's way. Corey added hauling the trash never went out to bid like it was supposed to either. Alton ended saying he would send the email, and all agreed and hoped that the committee would be a good thing to get back, meeting once a month, easy way to keep everybody informed.

7. New Business:

7a. Review & accept resignation from Planning Board member Andrew Blanchard

ACTION: Selectman Dan Staples made a motion, seconded by Corey Jones, that until further discussion that we do not accept the letter of resignation from Andrew Blanchard

Discussion: Andrew Blanchard stated that he was asked to resign from the Planning Board and that he accepted to resign for the fact that his work schedule is crazy and a lot of times he can't attend the meetings and he feels that in fairness to the Planning Board if they want to go ahead and find someone else to fill his spot he doesn't see any reason why they shouldn't but that if the Selectman would prefer for him to stay on and fulfil his term that he will do that and it will be it after that, but he can't make a commitment to be at every meeting and every workshop. He added that when he joined the Planning Board Dan was in charge and that they had an understanding that he [Andy] would make what he could and Dan understood what his [Andy's] job entailed and it was all good but now things have changed around a bit. Alton asked if meetings got changed from nights to days. Andy said a lot of meetings were happening now at 8:00 in the morning, adding that sometimes he works during the day and sometimes he works at night, he made it when he could and he had missed four meetings and he was informed that in the by laws missing four or more meetings it [the position] goes to review. Dan Staples said he was going to make a motion to accept it but was now a little leary that it sounds he might not want to resign

but yet you had given a letter resigning so now he was a little conflicted what he [Andy] really wants. Alton added the letter wasn't totally Andy's idea, Andy confirmed that was correct, he was asked to step down through the Chairman of the Planning Board stating that maybe it was done the wrong way but that in fairness to the Planning Board if the Selectman think it's better for the Planning Board to find someone else moving forward he will resign, if you [Selectman] do not want to find someone else at this time and want me to finish my term I will do that but I can't guarantee to the Planning Board that I will be at every meeting. Dan asked how much longer was in his term, Andy wasn't positive but thought there was another year or two. Martha asked if there were any other openings on the board at this time and Andy replied no, they had all been filled. Corey said his only bother was that we [Selectman] meet the 2nd and 4th Mondays at 6 pm and that's what it is, occasionally it may be switched, but the Planning Board had been switched from something that had always been nights to now mostly days, and of course some people have to work, and then to kind of strong arm someone because they cant make those meetings to resign, now we're at where were at. We [Selectman] meet certain times, we all know when, and we all make it work [feeling that Planning Board should do the same]. Martha agreed with that, but added with Andy working some nights also, that might not make a difference for this certain situation. Andy stated that when he joined it was with the understanding he may not make all meetings but was easier for him to make meetings when he worked locally, now he travels more for work making it harder for him. Corey added that yes [in this case] it didn't matter but more for in the future when someone else joins, it would be good to have set meeting times people can plan on. Andy did say that when Dan was Chair, it was always discussed in the meetings anytime things were going to change, it was discussed in the meeting to make sure it was okay with all members. Dan added it was easier to do the day meetings because all were retired, he added that if there is controversy, it's hard for a working person to come to an 8:00 in the morning meeting and give an opinion, too. Martha had said it is something to suggest, but again reminded it doesn't solve Andy's problem. Andy added that was true, he just can't commit to making every meeting and workshop. Dan Staples asked Andy if he can commit to the letter [of resignation]. Andy said he could commit to the letter and can resign, Dan clarified he meant could Andy commit that he wrote the letter. Andy confirmed he did not write the letter. Dan stated that was his problem. Alton questioned that Andy signed the letter but did not write it, Andy confirmed. Martha confirmed she is in favor of agreeing not to accept the resignation at this time not because they [Select Board] wouldn't accept his [Andy's] resignation if that's what he chose to do, but would want a letter from Andy, all agreed.

Motion Carried 4-0-0

7b. Sign annual appointments

ACTION: Appointments were signed

Discussion: The following annual appointments were signed; Lisa Young for Town Clerk, Municipal Treasurer, & Registrar, Samantha Jones for Tax Collector, Andrew Blanchard for Rescue Squad Director, Charlene Benner for Rescue Squad Assistant Director, Austin Donaghy for Harbor Master, William Demmons for Animal Control Officer, Scott Bickford for Licensed Plumbing Inspector & Code Enforcement Officer, Mariann Ahold for Health Officer, Arthur Kiskila for Director of Emergency Management, and Thomas Leblond for Addressing Officer.

7c. Review Selectman duties for 2019

ACTION:

Discussion: Alton asked if anyone wanted to change anything. Corey added if it ain't broke don't fix it. All agreed to keep the same duties as 2018.

7d. Cushing Community Center office renovation/heat pump

ACTION: Selectman Daniel Staples made a motion, seconded by Martha Marchut, that once the girls come up with a plan with what will work well for them in the office that we put it out to bid with and without heat pump just so we can get both bids.

Discussion: Alton asked what needs to be done for the office renovation. Dan said he feels we [Selectman] should step away from it and let the girls decide what will be best for them, write it down, and get it out to bid. Corey added it will basically be updating the floor and making the window bigger. Dan said if girls come up with a description of what will work, put it out to bid, and if there is money left over then we can talk about the heat pump but there is only so much in that account and it can't be run down to nothing. Corey said his thoughts with the heat pump is that he has one, and it'll be the best thing you can do with a security door being added. He has come in in the mornings and the office is cold, with a heat pump you can set it and leave it and its very efficient and won't cost much electricity wise. He added the biggest thing is that it doubles as air conditioner because he remembers coming in last summer when Lisa is here, that office was hot and he takes his hat off to her [Lisa] not knowing how she does it. He added that its consistent and doesn't stop, it heats everything in the room and keeps it at temperature. Martha asked how much space Corey's personal heat pump works confirming it'll work in that space. Corey said yes, it does his whole downstairs of his house, and it's not a big open design like the office is either. Dan suggested getting two bids, one for just the window, floor, and security door, and another with those three things plus the heat pump. Corey said he had gotten an estimate for the heat pump being about \$3500.00 for an 18,000 BTU unit, being commercial it's unable to get rebates like residential homes can get. He added it's worth every penny. Alton questioned since the room already has heat, why can't we just put in an air conditioner. Corey said from experience he can say it burns twice as much energy and doesn't cool as good. He added it [heat pump] works similar to a bait cooler, taking heat/cold from the air and transferring it somehow. Corey spoke of how many local restaurants and stores are using these [heat pumps] now. He [Corey] said you can get the next size smaller for about \$3200 but with people coming in and out all day, he thinks the larger one would be more beneficial. Dan said adding a security door will make the office area more air tight closing it off to the hallway and such, Corey added that's why he suggests the heat pump because with the door it'll be its own room and when the girls come in and it'll be warm, or they'll come in in the summer time and it'll be cool. Martha mentioned that there is an instructor at the University of Maine who has been very involved in the heat pumps and has done a lot of research on them and that Dan had some involvement with them connected with some other things, and that they are pretty well researched. Corey added last that if the bids are close, if legal, he would donate some of his time laying the floor to make it work to get the heat pump budgeted in.

Motion Carried 4-0-0

7d. Doreen Bickford – sewing club – use of gym in CCC

ACTION: Selectman Daniel Staples made a motion, seconded by Martha Marchut, that under the circumstance without insurance we won't be able to accept the application

Discussion: Alton read that Doreen Bickford wants to have a sewing club first and third Mondays. Martha commented that she does not want to have insurance. Alton said she is a part of the library, why couldn't it be in the library. Dan added that the library is publicly used not privately so it's different under the MMA insurance using that space. It was questioned if the library already has a group like that but was determined that is currently a knitting group, not sewing. Martha said she would need insurance to use the space for the group. Dan added that as good intended as it is, without insurance we can't accept because of liability.

Motion Carried 4-0-0

7e. MRRA

ACTION: none

Discussion: Martha talked that she had a thing from MRR for the Annual Recycling and Solid Waste Conference that they used to attend. She said Monika [Magee, Recycling Committee member] used to go and Martha had gone in the past as well. She said Waldoboro used to pay for it but that is no longer the case. Martha said she was thinking of going and was wondering if it is something that the town would cover the costs, she also wondered if Monika should be going as she is the recycling person, adding she used to attend. Alton questioned the cost. Martha said that not being MRRA members it was \$360 for the two-day conference in Northport. Dan said he had no problem with the conference. Martha asked if there was money in the budget for that, rather it would come from the transfer station funds. Dan said it typically comes from municipal training funds. Alton said he thought it came from the incidentals funds. Martha said she would ask Lisa to sign her up if all agreed and would check with Monika about attending as well. All other board members agreed,

8. Comments from Citizens:

---Executive Session---

The Select Board entered into Executive Session, pursuant to 1 M.R.S.A. §405(6)(F), to discuss a confidential record, at 6:52 p.m. A motion was made by Selectman Alton Grover and seconded by Dan Staples, to go into Executive Session.

Motion Carried 4-0-0

Selectman Daniel Staples motioned, and Corey Jones seconded, to enter back into the main meeting at 7:28 p.m.

Motion Carried 4-0-0

9. Adjourn

ACTION: Selectman Daniel Staples made a motion, seconded by Corey Jones, to adjourn at 7:29 p.m.

Motion Carried 4-0-0

Respectfully submitted,

Samantha Jones
Recording Secretary