

TOWN OF CUSHING
BOARD OF SELECTMEN
Minutes of Meeting
April 27, 2020
via ZOOM Video Conference due to COVID-19

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: none

1. Call to Order: Chair Alton Grover called the meeting to order at 6:07 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 65 and 66.

Discussion: none

Motion Carried 5-0-0

4. Review and approve the minutes of the April 13, 2020 2020 meeting

ACTION: Selectwoman Martha Marchut made a motion, seconded by Dan Staples, to approve the minutes of the April 13, 2020 meeting as written

Discussion: Martha questioned who was Bob that was named on public present. Craig responded that was the only thing that showed up as his identity on the Zoom. Martha suggested to ask in the future.

Motion Carried 5-0-0

5. Additions and Changes to the Agenda:

5a. Trees down

ACTION: Chairman Alton Grover made a motion, seconded by Dan Staples, to look at the fence at the Rec Field and have repairs made if needed

Discussion: Corey informed the Board that Gretchen had asked about a tree down at the Rec Field that fell on the fence. She wanted to know if when Tom Fence is there fixing the back stop if they are okay to go ahead and fix that part of the fence, too. Corey said he was going to cut the tree up to get that out of

the way but added he hadn't seen it yet and didn't know how bad it was. Dan suggested going to take a look at it, and if it needs to be fixed to get it fixed. Corey also there was a tree reported on Spear Mill that was about to fall on a wire. He asked if that was us or the State. Alton said Spear Mill would be us and asked if it was the one down on the ground. Corey said he hadn't been by to see but said it was by Kara Dow's house. Craig said he saw it and thought CMP would need to be called for that, he said it was on the wires. Alton said he would look at it and call CMP if they need to be called.

Motion Carried 5-0-0

5b. Electronic deposit

ACTION: none taken

Discussion: Lisa informed the Board that she received an electronic deposit on April 17th. She said she had no idea what it came for at the time, but today she received a letter explaining that it was from the federal government under the Care Act. She said they gave \$1,314.09 to the Rescue Squad because of their dealings with ambulance runs and Medicare. She said there is a 10-page acceptance of terms and conditions that came along with it to receive it.

6. Unfinished Business

6a. Plow driver pay

ACTION: none taken

Discussion: Dan said he reviewed the minutes and on the 15th of November Martha made a motion seconded by Laurie to increase the wages for the plow drivers on the 20/21 season. Dan said we just finished the 19/20 season, so there is a pay raise but will go into effect the next season. Alton thought we were in the 20/21 season now. Dan said no you just finished the 19/20, the pay raise will start next fall. Alton asked what raise. Dan said he will be going to \$22 an hour. Alton said oh okay, if that's the way it goes. Martha confirmed, that's the way we did it. Alton asked if everyone agreed. Dan said it's all taken care of and voted on, we're just reviewing those minutes.

6b. Workers Compensation Safety Incentive Program

ACTION: Chairman Alton Grover made a motion, seconded by Martha Marchut, not to pursue the program

Discussion: Dan said he read it through and he feels it doesn't make much sense to go through all of the paperwork because being such a small town it won't change the tier level enough; he feels it's for bigger towns with more employees and full time functions. Martha said she didn't feel strongly about it but thought it might be worth it to save even a little bit of money; she added we don't pay that much anyway. Lisa said last year for workmen's comp the town paid \$5,623. She said every year we have to do an audit, and after this year's we received a refund of \$623. She said when they decide each year what to pay, you don't really know how much payroll and stuff you will have. She added after the audit and refund it made last year's cost \$5,000. Martha said above and beyond that, it would be worth checking it out, but again added it isn't a huge amount of money. Dan said in his 11 years on the Board he has only seen a couple of workmen's comp claims, and they have most always got a little something back. He said he doesn't feel all the paperwork would be worth it. Martha said she isn't disagreeing, but she thinks it's worth looking at rather than just shuffling it off to a pile. Craig confirmed last year the town paid \$5,000 for workmen's comp and asked how many full-time employees that covered. Lisa said she is the only real full-time person but would have to check into the number they use as the equivalent. Martha said it is under 3. Craig asked if it would save a lot more to go through the process, adding he agrees

with Dan that a lot of the things don't apply to a town of our size. Martha said it could save between 5-10%. Dan said he isn't shuffling it off to the side, he did go through it and assumes everyone else did too. Martha just felt it was worth looking at. Craig said a lot of the questions didn't apply to us. Martha said she is fine without doing it, but just felt it was worth while looking at it in a meeting. Alton asked if they wanted to wait for more information. Dan said they have all of the information, that's what they are looking at. Martha said it was nothing she felt strongly about, just felt it should be looked at, which we are now. She said she feels the Board is in agreement to not move forward with it.

Motion Carried 5-0-0

6c. Fee Structure

ACTION: Chairman Alton Grover made a motion, seconded by Corey Jones, to table discussion to a later date

Discussion: Dan said they had discussed Garnett's fee structure a couple times. He said Lisa printed off his contract with the town, and the last paragraph it explains his pay structure for the next couple years in contract and with each one it says the current rate at one day per week, equivalent of 26 days per year. Dan explained they are supposed to be covered for one day per week, and added they were when they had Becky. He added his problem is that he sometimes sends two people for half the time, and calls it a full day; he said the contract says it's one full day and he feels we should have full coverage for one full day every week. Corey added the other problem is if he isn't here for a full day it's harder for the town's people to meet with him. Dan agreed, adding two people on one day shouldn't count as two days, and someone should be here the full 7-8 hours each day, not 3-4 hours. Martha asked if two people had stayed for half a day or a whole day. Dan said they were each half a day and he counted it as a full day. Dan feels if you contract out a full day, you should have coverage for the full day, and just wonders who else agrees. Craig agreed, adding if he is supposed to be there for the whole day, and people want to come in that day, limiting it to a few hours that day doesn't seem fair to people, especially if that isn't what the contract says he is going to do. Corey said he feels we aren't getting the same service as we did when Becky was coming. Craig asked when the current contract expires. Dan answered June 2021, adding a price increase is happening in July. After more discussion on board member's understandings of the contract wording, the Board feels they should bring Garnett into a meeting to discuss with him, but first they need to get together as a Board and get on the same page with understanding of the contract. They decided to come back to it when the social distancing is over, and the Board can meet to go over it.

Motion Carried 5-0-0

7. New Business

7a. Town Trucks

ACTION: none taken

Discussion: Dan said he feels last year the trucks were taken to the garage later in the year and there were a lot of repairs needed. He added that rather than being surprised with the repair bill, we should take the trucks over this spring and if there's a lot of repairs needed, we may be better to use the money in the account and update the truck while we can still get something for it. He said if the truck is gone over and in good shape, then we keep it, but he doesn't think we should wait until September/October to take it over. Alton said last year we took it over August 9 and got it back October 29. Dan said then BJ needs to do it sooner than that. Alton said we can take them over as soon as it stops snowing. Dan said we should get them gone over soon. Alton said he will take them over and get a quote on costs of repairs needed to pass inspection, the Board agreed.

7b. Annual flail mower rental for town roads

ACTION: Selectman Dan Staples made a motion, seconded by Alton Grover, to rent the flail mower for the roadsides this year

Motion Carried 5-0-0

ACTION: Selectman Dan Staples made a motion, seconded by Alton Grover, to stripe the Town roads this year

Motion Carried 5-0-0

ACTION: Selectman Dan Staples made a motion, seconded by Corey Jones, to have a grate made at Rockport Steel for Stones Point Rd

Motion Carried 5-0-0

ACTION: Selectman Dan Staples made a motion, seconded by Corey Jones, to put the culvert on Salt Pond Rd out to bid according to Town specs

Motion Carried 5-0-0

ACTION: Selectwoman Martha Marchut made a motion, seconded by Craig Currie, to have Alton locate someone to take care of the project (at the Food pantry)

Motion Carried 5-0-0

Discussion: Dan feels the flail mower is good to get and saves the town a lot of money and since we've been doing it the roadsides have been 100% better. He said it used to cost about \$20,000 to do it, not we do it all for about \$5,000 so he feels it's a no brainer. Alton said it's even less, probably about \$35-3800 for the mowing. Alton asked the Board how they felt about doing the road striping again this year. The Board agreed to stripe the roads. Alton asked about the rock down on Pleasant Point, he asked if that had been agreed to get fixed or not. Corey thought they already voted on having Meklin's fix it, Dan thought they agreed to have it fixed too. Dan added that last winter there was a problem with ice build up in that area, this winter it didn't seem to be too much of a problem but is a good idea to get it taken care of. Alton confirmed it was okay to go ahead with it. Dan said yes, he was quite sure it was already voted on to take care of it. Corey agreed. Alton then asked about the grate on Stone's Point, he said he got a good heavy duty one, but it's too small; he asked if it was okay to have Rockport Steel or somewhere and have one made. Dan said it needs to get done, so he felt it was okay to get Rockport Steel to make one up unless someone else has a better idea. Alton then brought up the culvert on Salt Pond Road, which has been previously discussed. He said it should get out to bid now so it can be replaced in August when it dries up. Alton said he knows the whole bottom is gone and it needs to be replaced. He said it is an 18" culvert now and should go up to a 2-foot smooth wall one. Dan asked if the bid will include re-hot topping over the top of it. Alton said yes, it'll have to be included like it has been before, with the other specs. Lastly, Alton brought up a cement box in front of the Food Pantry, that has a 90-degree elbow in it (culvert). He said one side of the box is broken and needs to be replaced, either the box or the 90-degree elbow. He asked if it should be out to bid or just get someone to fix it where he thinks it'll be under the \$1000. Dan said if it is under the \$1000, we can go by the policy we have and just hire someone in town to fix it. Alton asked if he should try to get someone lined up to do it or what.

7c. Selectman Policy Change

ACTION: none taken

Discussion: Dan spoke about the time during this pandemic and the office being closed down, and the two weeks Sami wasn't able to come in. He added that Lisa had to sign her own check, which wasn't a problem, but added he has been on Boards in the past where a Board member can be a fill in to sign checks and wondered about making Martha able to do so where she is the office liaison and could have the authority if it was to ever come up again. Alton informed Dan that's illegal for a Selectman to sign checks, Lisa confirmed it was checked on a while back and it is illegal. Lisa said she still could have had Sami sign, or she can also deputize Danika to have the authority, too. Lisa said it would have to be a deputy Treasurer.

7d. Update on Election and PPE needs

ACTION: Corey Jones made a motion, seconded by Martha Marchut, to authorize Alton to call and get a price on safety barrier glass

Discussion: Lisa told the Board how the June primary has been moved to July and that the State has been giving a lot of information on what this election will look like. She said right now it looks like they will be supplying us with masks, gloves, visors, and those kinds of things. Lisa said she isn't sure if they'll be providing any barriers, such as plexiglass, but feels they would be good to have to protect our workers. She said also in the office, we're going to have to start getting more wipes, sanitizers, and paper products as these things aren't that easy to get right now. She added it all ties in with the re-opening, as we might need a barrier for our front desk, and she wants the Select Board to start thinking about these things. She said the State has also said we will need to maintain 6 feet in between everybody coming into vote, exiting through the back door, having someone by the door only allowing so many people in at a time. She said she is just putting it out now so we can all brainstorm any ideas on what we can do. Corey thinks moving forward we should be looking into putting a piece of safety glass at the office counter for health reasons above and beyond all of this, adding this is more of an eye opener than anything. Martha asked if they were referring to plexiglass across the counter opening, Corey said yes. Martha agreed adding it should be for safety reasons as well, adding someone could jump over the counter, and if something was to happen when someone is in the office. Craig mentioned how the school has the buzz in system, and the town does not have a system like that, he agreed the safety glass would help protect from anything. Corey said he feels it will be the new normal, and these things will be up permanently for health reasons moving forward. Alton asked if the Board wants to get it done right away. Craig said he feels it'll be good to get quotes on it. Corey suggested safety glass over plexiglass so it is more long term and can be cleaned with windex as needed. Craig said he thinks certain companies make these types of things specially. Corey said he knows Dirigo Glass does because he has prices coming for areas at the building he works in; Craig also suggested trying Pen Bay Glass.

Motion Carried 5-0-0

7e. Thinking about what re-opening to the public will look like

ACTION: none taken

Discussion: Lisa said this is kind of combined with the above discussion. Corey asked the Board's thoughts on the re-opening as far as the one-person, two-person, three-person goes. Alton feels it should be at least another month. Corey agreed, and just asked when he feels it could change, or will it stay that way until we can open the doors. Lisa said even when we open, maybe only one customer can come in at a time, or maybe two people. She said it will be tricky. Martha said Janet Mills will be giving an update tomorrow with possible changes coming. Alton said he thinks Janet will extend it another month. Martha said she wouldn't be surprised and that she did say she expects to extend it in one form or another. Martha asked if all of this brings it to a level where maybe the Board wants to have a workshop to discuss. Alton asked if they should set a date. Martha suggested waiting until we hear what the

Governor comes up with first. Craig added that could change before we meet again; Corey agreed and said we can decide on that at the next meeting.

8. Comments from Citizens: none

ACTION: Chairman Alton Grover made a motion, seconded by Corey Jones, to adjourn at 7:06 p.m.

Motion Carried 5-0-0

Respectfully submitted,

Samantha Jones
Recording Secretary