

TOWN OF CUSHING  
BOARD OF SELECTMEN  
Cushing Community Center  
Minutes of Meeting  
July 27, 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:** none

**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 79 and 80.

**Discussion:** none

**Motion Carried 5-0-0**

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

**ACTION:** Selectwoman Martha Marchut made a motion, seconded by Alton Grover, to approve the minutes of the July 17, 2020 meeting with additions.

**Discussion:** Martha mentioned that she had two things she said that Sami didn't put in there. The first thing was under the emails, under action, she asked a question that Craig answered which was that there is no cost to change emails. The second was on the last page, under the discussion about having made an agreement without having a bid for the sand; Martha said we would not have made the exception that we made if it had not been somebody that we knew, and that gives an appearance or impropriety.

**Motion Carried 5-0-0**

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

**5a. MRC Meeting**

**ACTION:** none taken

**Discussion:** Martha said she attended an MRC Meeting via Zoom, and later spoke with the executive director for a bit more information, too. She said basically he said that they had an executive session and what came out of it was that Coastal had been asked to do several things by them and had done most, but not all. She said they asked and were granted a time extension, but that's not too important. She said they are looking for \$14.7 million in funding and they began with 17-20 people looking at the plant that narrowed down to 6 leads they think look solid and will be doing due diligence looking into those. They feel there are 3 good solid leads for financing, and out of those 3 one could also run the place. She added the other 2 would have to hire an operator to run it but that's not a concern because they know somebody that could operate. She said if they are hoping to have picked somebody in 4-6 weeks and have it up and running in 8-12 weeks, however if they don't get the funding, they'll have to make some very difficult decisions. She said the next meeting will be Wednesday, August 19 at 10:00 on Zoom if anyone wants to attend. Alton thought it would be good if that happened because they'd be up and running before winter. Martha agreed, adding it will only happen if they get the financing.

## **5b. Deer**

**ACTION:** none taken

**Discussion:** Alton informed he cleaned up two deer the last week beside the road. He said he also cleaned up cement that a cement truck had run over from the back of the truck. He said he noticed there's another place down by Eli's (Ellis) that should be cleaned up off the side of the road before winter so that it doesn't harden and damage a plow wing. Corey said he feels the person responsible should clean it, and Dan added the cost for that can be passed onto whoever is responsible if it causes a fee to the town. Alton said he did it free of charge.

## **6. Unfinished Business**

### **6a. Town Meeting**

**ACTION:** none taken

**Discussion:** Lisa said it was all set up now, and we had the audio, so she didn't feel it needed to be discussed anymore. Dan added that Clarence will bring the stand for the microphone and set it all up. Martha added that the others and her are clearly not on the same page, but there is a sign posted that masks are required inside the town office and asked what will be done about that tomorrow night. She asked if we are expecting people to wear them, stating having a meeting we should be doing things right. Dan said he told Lisa to find out from MMA or however if it's required or not because if he does not have to, he does not want to. Martha understood and added she's sure none of you do. Dan said if the law states he has to, he will, but if not, he won't. Alton suggested using the glass that was used at voting and setting them on the tables in front of us instead. Martha said it feels like an official meeting, there will most likely be publicity from a reporter, and feels like it would be good to make a decision. Lisa said she printed off what the Governor said and read face coverings should be worn for large retail stores, outdoor bars and tasting rooms, and lodging operations and accommodations in said counties (including Knox). She added the order may be enforced by any governmental department or official that regulates. She said municipalities are authorized to enforced on public streets, etc. if they wish. Martha asked if MMA should be called. Lisa said that was off their website. Martha felt inside you are supposed to be wearing a mask. Corey added that governmental stuff on the news, they all take it off when they talk. Lisa said masks will be provided, but with the election you were not allowed to enforce or turn anyone away for not. Craig said he felt it was 6 ft. spacing and/or masks, adding they made chair spacing based on that guideline. The Board decided masks would be encouraged/provided but not necessarily required and they would use the glass barriers.

## **6b. Fire Station generator service**

**ACTION:** Selectman Dan Staples made a motion, seconded by Corey Jones, to hire Josh Spear to service the generator for a fee of \$150.00 which includes parts and labor (which will be put through payroll).

**Discussion:** Dan said Josh got back to him and it would be \$150 and that includes parts and labor, and would include cleaning, filters, plugs, oil. Corey added that sometimes when Guy mows it blows a lot under it and that could be bad, it should be blown away from it. Lisa asked if Josh will need proof of insurance to do that. Dan asked if it can be done through the Fire Department. Lisa said yes, he is on it so they can pay through payroll.

**Motion Carried 5-0-0**

## **6c. Fire Station wall repair**

**ACTION:** none taken

**Discussion:** Dan said the wall is being repaired before he was told he could do it. Alton said he had asked Lewis about the repair and was told to repair it by Clarence. Dan said they should have come sooner and being over \$1000 it should have gone out to bid. Corey asked what the cost was. Alton said estimate was \$1200 or \$1250. Dan spoke about other charges on warrant for it and what they were for. Lisa said one was for building the sign for the pig roast, one was power washing the parking lot, and cleaned the Fire Station. Corey asked why that stuff wasn't done at a meeting. Dan answered they do and that's why it surprised him; adding a couple meetings ago Josh Spear was out there washing it down. Corey thought using the Fire Truck and the hose, it could be training. Alton said Clarence should be talked to again and reminded that he needs to come to Board before doing that stuff again, can't spend money the Board doesn't know about.

## **6d. Sign Personnel Policy for action that was taken in 2019**

**ACTION:** none taken

**Discussion:** Lisa said she was away when it happened and was never put into the actual personnel policy under the sick time, adding it just said full time and not part time. Dan said even though she was away the Board can sign, adding Martha made the motion and Laurie seconded. Lisa also asked for clarification where it said full time and part time under the vacation, it says full time and part time employees are eligible for vacation after one year, one week, and after three years two weeks or 10 working days, one week is 5 days. Lisa asked about Danika with her hours. Martha said one week would be her working hours. Lisa then asked about Sami, saying they've been doing the 5 days. Martha said with her it should be based on what their work week is, so a 3-day week should be 3 days. Corey asked how working 3 days, when you're only open 3 days, is part time not full, regardless of who it is. Lisa said it has always been done 5 days/40 hours in the past but said the way it reads it just wasn't clear. Martha felt it should be set up based on the hours they work and said she would write something up. Corey said rather its Sami or not, she is still a full-time worker just because it's only 3 days. Alton asked how many hours a week she works. Dan answered 24. Lisa added it is a benefit though. Corey said you have to have two full time employees, adding Lisa works what she works, and Sami works what she works, Danika is the overflow. Lisa added that they both sometimes work more with elections. Corey said you have to take care of your full-time workers. Dan said he's not trying to make Corey mad but he's speaking up on this with his wife working and that's an extreme conflict of interest even though he agrees with him somewhat. Alton said the only fair way to do it is by hours, like Martha said. Lisa said her input is when you get a good employee it's nice to have that when they aren't offered anything else. Craig

asked about Renee. Lisa said she got the 5 days. Alton said because of how long she had been there. Martha said her problem is a part time person is getting a higher percentage of time off than a full time and she doesn't know why we'd want to do that, adding its great to the part time person but not really fair to the full time person. Craig said traditionally it's done based on hours; Martha agreed. Lisa said there isn't really a tradition here, it's new. Alton said the girls haven't had an office a long time back, its new the last few years. Corey said regardless of Sami, he can't vote on anything, but he can speak his piece on it and if Renee always got it he doesn't see why it would be changed. Dan said if you give someone that works 24 hours the same as the 40-hour person, the 40-hour person is taking a beating on it; same as the 24-hour person getting the same as the part time person. He feels somewhere there needs to be a leveling place. Martha felt the word day meant different for a full-time employee vs. a part time meaning if you're a 4 hour a day employee a day is 4 hours; if you are an 8 hour a day employee a day means 8 hours for starters. Dan said he always thought a full time is 35 hours; Craig felt it was 40. Alton said they change. Martha agreed to write something and bring it back and then the Board will vote moving forward. Corey felt you should check with how Renee got it and it should stay that way. Martha said she understood what he was saying but added if we're doing something that doesn't really make sense because we always have, it's faulty reasoning. Corey said its faulty too, Sami is a full-time worker, just because we're only open 3 days a week. Martha asked how many hours, adding 24 hours isn't full time. Corey said she works the whole time we're open, you should take care of your people that are always here for the town. He added it has nothing to do with Sami, he would be doing this for anyone else, too. Alton asked what you consider a snowplow driver. Corey said yeah that's why I said pay should start out at \$18 then go to \$20 and stay there, plus you get your on call pay, that's a seasonal position, that's all your hired for.

## **7. New Business**

### **7a. Review an application to use the multipurpose room**

**ACTION:** Chairman Alton Grover made a motion, seconded by Craig Currie, to approve the use of the multipurpose room by the Salt Pond Lot Association on 9/12/2020 from 10:00 am to 12:00 pm.

**Discussion:** Alton read the application submitted by Thomas Nichols from Raccoon Rd wanting to use the room for their annual meeting. Insurance was provided.

**Motion Carried 5-0-0**

### **8. Comments from Citizens: none**

## **9. Adjourn**

**ACTION:** Chairman Alton Grover made a motion, seconded by Dan Staples, to adjourn at 6:38 p.m.

**Motion Carried 5-0-0**

Respectfully submitted,

Samantha Jones  
Recording Secretary