

TOWN OF CUSHING
BOARD OF SELECTMEN
Cushing Community Center
Minutes of Meeting
August 24, 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:

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 84, 85, and 86.

Discussion: none

Motion Carried 5-0-0

4. Review and approve the minutes of the August 10, 2020 meeting

ACTION: Selectwoman Martha Marchut made a motion, seconded by Dan Staples, to approve the minutes of the August 10, 2020 meeting as amended

Discussion: Dan said on 7D under discussion, 4th line up it says might be about to get worked to deliver, it should say worker. Dan also asked Lisa if she got in touch with the lady from Rome regarding grant. Lisa said yes, she did and the grant deadline has passed but there may be a FEMA one available.

Motion Carried 5-0-0

5. Additions and Changes to the Agenda:

5a. Cemetery Repair

ACTION: Chairman Alton Grover made a motion, seconded by Craig Currie, to have Brooks Monument repair cemetery on Killeran Ln.

Discussion: Craig said he spoke with Bob Weisert regarding the cemetery repair and he has had a hard time finding anybody interested. He said the one quote he received was \$1711. Craig said he couldn't

see the name of the company but knows it was someone he has worked with before. Alton said he had asked Miller and Miller and they felt it would be around \$2000. Dan asked which account it would come from; adding it wasn't budgeted for and asked if there would be enough. Lisa said it would be the ancient cemetery account. Dan confirmed that you would be able to use funds from other cemetery accounts to make repairs if needed, Lisa said yes, in the past that has happened.

Motion Carried 5-0-0

5b. Broadband

ACTION: none taken

Discussion: Craig said he had spoke with Mike Roberts about money available for broadband improvements in towns called Maine Connect. He asked if anyone knew anything about it adding that towns need to apply for grants. Craig said he would look into it a bit and see about any grant money that may need to be applied for.

5c. Elected Official Workshop & Freedom of Access

ACTION: none taken

Discussion: Martha said she attended the zoom Election Officials Workshop and said they mentioned something about emails between Selectman. She said if you have emails going to three or more members, it could be seen as a Select Board meeting. She feels people may need to be notified about it from what she understood, and that people need to be really careful about it because it can fall under the Freedom of Access. She said doing anything more than sending agendas, minutes, etc. anything being done that can be seen as town business would need to follow certain requirements. Dan said that does make sense. She also mentioned that all Selectman should be attending Freedom of Access training upon election/re-election. Lisa said that is done and kept on record and added that she and other certain positions must do it as well. Corey said back when he went to the Board of Appeals Training, Kristen had said a lot about that kind of stuff. He said that she added even on a cell phone, if he calls one person and talks about anything that will deter the opinion of something that has to do with town business, not even in a group of three, its considered wrong. The new Selectman emails discussion came up for clarification on whether or not you can respond from that email. Martha added she doesn't want any responses or anything to have to do with her own personal email. Craig said to him this new email was a way for town citizens to send the Board information, an email vs a letter, and he feels responses should be sent as signed letters from all of them. He feels this new email is more of an inbound than outbound. Martha asked if this new email is for them to respond with each other. Craig didn't feel that it should be. Corey said that was the point that he thought they were going for with the new email, adding anyone using a personal or business email, or anything like that now, Freedom of Access could open all your private things publicly too. Martha said that problem hasn't been solved then. Craig said it could, you could all use a town email to communicate, but that goes back to the three people emailing being considered a public meeting is a problem. Corey said we need to communicate, rather it's a phone and everybody calling everybody, he feels a letter is what it says and what we all read is the same and can print off and have it. Craig said most of what he's got via email is information that comes in, not anything asking for opinions or making decisions. The talk continued to different town email options and web-based emails that can be read at home by individual members without going through their personal emails.

6. Unfinished Business

6a. Fire Doors & Garage Doors

ACTION: Selectman Dan Staples made a motion, seconded by Alton Grover, to have Lewis Orff fix the Fire Station doors and Town Garage Door

Discussion: Alton said the Fire Station doors and the Town Garage doors, the weather stripping needs some attention at both buildings. He said Lewis Orff would fix them and it shouldn't be over \$1000 so he asked if it could get done. Corey said they need some grease too, Alton agreed greasing the tracks will help.

Motion Carried 5-0-0

6b. Vacation Personnel Policy

ACTION: Selectwoman Martha Marchut made a motion, seconded by Dan Staples, to approve the vacation policy that was agreed on at the workshop

Discussion: Martha said at the workshop they all agreed and decided it would be brought to the meeting to be voted on. Martha said she wanted to add that Sami had asked her if she was to be grandfathered in some way because she had a different understanding of how the previous policy read. Dan said he mentioned it to the lawyer and that where it said days, it meant hours of days that they worked, so if they interpreted it different, they interpreted it wrong. Martha said that was her questions was what was meant by the original policy. Corey said look at what Renie got and what Kate got and that's what the Town has meant for a weeks' vacation. Dan said it was misinterpreted, not the intention, and the lawyer agreed so he is now trying to correct that. Martha said they are trying to make the wording more clear so it's not misinterpreted, they're not changing the policy. Dan didn't know how it could be interpreted any other way, anyway. Corey said he talked to MMA and he said the policy should be written to 25-40 hours being full time where that is what the town office is open. Corey felt they are twisting words, and things should be grandfathered as most businesses do, but you do have the right to take it away. Dan felt they have the best benefit packages from any part time employees around. He said out of the towns around us no part time workers get vacation, and some don't even get sick, and our girls get both. He added that he doesn't feel it's anything the girls would get mad and leave over because if they went to another town, they wouldn't get something so generous. He said he thinks they have it good and they deserve it, but they don't deserve more. Corey felt they were hired with that; you have a good crew and Lisa's workload is a lot less. Alton said Corey isn't even supposed to be discussing this. Corey said he can, the MMA lawyer said he can talk about it, he just can't vote. Dan said if it has anything to do with monetary and what your wife is going to receive. Corey said it is not just her, it's Danika and anyone who comes after his wife. He said he told Sami to quit because she's unappreciated but said it's her decision. Lisa said she is a big asset, they both are, and we've got numerous compliments on the office. She added they're both young and you want them to be here a while. Corey said what feeds his fire is we sit here and talk about giving Myron a \$2 raise on plowing and Alton says he should get one too and we all vote it in. He recommends it and we give him one, \$2 an hour. He said there is no consistency to what we do. Alton said the raise never happened. Corey said it did, it was voted on. Alton disagreed, saying he never got it. Corey said only because you're not plowing this year, it did happen, it was in the minutes. He said the point is we do that over \$2 an hour, why can't we give our employees a benefit of \$200 a year. Dan asked if anyone here felt they mistreat their workers and again compared to other towns. Corey said he didn't care about other towns. Dan said Corey is asking above and beyond what they're worth and he thinks they're good girls and do a good job, but if that's the case, then Lisa should get more vacation time too. Dan asked where it ends. Craig said he doesn't know the history of this this or the particular folks involved but he was seeing it from the internal fairness being brought up. He said you'd have to give Lisa more and you don't do that. He said it is what is right about the amount of hours worked in this time. Corey asked why Danika was told she has her next two holidays unpaid, he added that was never talked about at a meeting and asked where it was decided and who decided. Dan said she was overpaid, and she realized it and didn't have any problems with it. Corey asked which meeting it was talked about at and said he must have missed that one. Martha said in her mind that was a clerical error, she was overpaid, it wasn't a policy decision. Corey said we are all Selectman and we should all know about it all.

He said it's no different than Danny bringing stuff back from Clarence, Corey brings stuff from Andy. He said it's no different and Martha should bring back the office stuff to the meeting. He said he sees things different and it should all be black and white not shady. He said you can call it what you want, but it is shady as he had never heard one thing about it. Martha said in her mind it was a clerical error, a mistake that happens and now it's been corrected. She said no one made a decision to cheat Danika out of money, she was basically paid early. Corey said no decisions should be made without being in front of the Board, it should be simple. Martha said that makes sense. Dan said if he got paid for something, he wasn't supposed to get he would give it back. Corey said personnel policy, full time should read 25-40 hours. He said there is nothing part time about Sami's position, she is tax collector, she does the minutes, and she's here when the office is open, that should be full time; Danika yes, she is part time. Dan said he doesn't ever remember Sami being hired for full time. Martha agreed adding it was advertised as a part time position. Corey said the town is growing and maybe it's time to change that. Craig felt that was a separate issue, later deciding if we need another full-time position. Craig questioned if the position for tax collector was advertised part time. Martha confirmed, adding it was very specifically part time. Corey said when Sami was hired it was part time because Kate was here, he added Sami jumped out of her part time position to fill Kate's shoes when she walked out of here because she couldn't handle the pressure of people getting upset with her. Lisa said she was hired less hours, then a few months in she took over for Kate. Craig asked if the tax collector job description is full time or part time. Lisa said three days a week. Martha said that's part time. Corey said the MMA lawyer said that can be changed and Corey feels it should be changed for the future coming. Martha said you would be hard pressed to find a place that considers 25 hours a week full time. Corey said well when that's all your open its hard to compare to every other town that is open five days a week. Dan said we are a small town; we don't have all the full-time departments. Dan said it was time to move on.

Motion Carried 4-0-1, Corey abstained

6b. Special Town Meeting

ACTION: Special Town Meeting will be held on September 8th or 9th at 7:00 p.m. pending Moderator Mike Mayo's availability.

Discussion: Lisa said Attorney Flewelling mentioned an article asking the Town to authorize a contract with a snow plowing company. She read the article he suggested. Lisa said the second article would be asking the Town to allow the use of the backhoe and snow truck fund to pay for the snowplow contract. Dan said you have snow removal a little over \$47,000 and the backhoe is \$35,000. He said that gives you \$82,000 roughly. He asked if you could take the rest from the truck replacement which has \$137,000 and would still leave some in there in case it was needed. Lisa said the attorney said anything that says snow you could use. The Board discussed budgeting account choices. Dan later suggested having Cushing Diesel look at the old truck to see what it would need for a sticker. Corey said it was voted on last year to take it to a couple different places for quotes. Dan said his point was some money should be left in that account to pay for those repairs if made. The Board came up with \$172,000 that could be available for the snowplow contract pending voter approval at a Special Town Meeting. Lisa asked if the fire truck/ambulance lease was on the Special Town Meeting too, or just the snowplowing. Alton said just the snowplowing. Dan thought it was both, Corey thought something was supposed to be looked into first. Craig felt with all of the snowplow changes, now didn't seem like the best time to buy new fire truck and ambulance too. Alton agreed saying this will be enough of a problem as it is. Dan said his thought was the ambulance might need to be replaced. Alton said Andy told him it was good for two more years. Corey said Tom Shook said they should be replaced every 10 years; he added Andy told him [Corey] the same thing but then told Alton something different. Corey said it makes sense, every ten years technology changes. Craig said he isn't questioning needing a new one, its just the timing with other things going on. Dan said with the price they got for a four-wheel drive ambulance was a good price and he wonders if you'd get that in another year. Corey agreed adding no payment for a year was good too. Craig said it wouldn't be a year, regular Town Meeting in March is six months from there. Alton felt that was the best time too to get the most residents out. Craig did add the selling point was interest rates, but

he didn't think they'd change much in the next six months. Lisa said a date needs to be set and the articles need to get written up, signed, and then posted 7 days before the date.

7. New Business

7a. Snowplow Contract

ACTION: Selectman Dan Staples made a motion, seconded by Martha Marchut, to approve Town of Cushing agreement for winter road maintenance pending changes recommended by our lawyer

Discussion: Lisa asked about the Public Liability Insurance part of the contract. Dan said Kristen added a couple things and there were some spelling corrections. Dan said he'd recommend with what MMA recommended to cover us.

Motion Carried 5-0-0

7b. Fire Station bathroom repair

ACTION: none taken

Discussion: Dan said we all agree it needs to be fixed, but they said they'd rather make it into one big bathroom that is handicapped accessible. Dan added they'd like a washer and dryer hook up in there. Corey felt the kitchen would be a better spot for those. Alton thought before a washer/dryer were talked about, they need repairs first. Dan said the plumbing would have to be built in as repairs were made. Martha said she'd be a little hesitant to add something that gives off moisture in a room that's already had mold issues. Craig agreed adding it's not even close to an outside wall and agreed kitchen may be better placement. Corey said you could also clean the vault up and put it there. The Board agreed one bigger, unisex, handicapped accessible bathroom may be a good idea. Lisa said Alton had her call MMA Property and Casualty to put a claim in. She said the company that handles that will be getting in touch to go look at it. Alton asked what was happening to get it fixed. Corey said you'll have to wait for the adjuster. Dan said if it's over \$1000 it will have to go out to bid but if it's an emergency that policy would be over-written. Corey said you could have Larry come look and get a price idea. Alton said he'll talk to Larry and had already told Lewis to get a number together. The Board discussed venting issues to help stop the mold problem from happening again.

7c. Transfer Station Meeting

ACTION: none taken

Discussion: Martha informed the Board of the Transfer Station meeting coming up on September 3rd and asked Corey if he planned on attending as it's on his list of duties. She asked if he wanted to take it over and she won't do it. Corey said he will go to get fluent on it. Alton thought Martha should still go too as she's been quite involved in it. She agreed but said it's on Corey's list. She said she'll continue to do it. Corey said he will go too.

8. Comments from Citizens: none

9. Adjourn

ACTION: Chairman Alton Grover made a motion, seconded by Dan Staples, to adjourn at 7:20 p.m.

Motion Carried 5-0-0

Respectfully submitted,

Samantha Jones
Recording Secretary