

TOWN OF CUSHING
BOARD OF SELECTMEN
Minutes of Meeting
Monday, November 23, 2020
via ZOOM Video Conference due to COVID-19

Selectmen Present: Chair Alton Grover; Selectmen Craig Currie, Corey Jones, Martha Marchut, and Dan Staples

Selectmen Absent: none

Staff Present: Town Clerk Lisa Young

Public Present: Fire Chief Clarence Flanders

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 97 and 98.

Discussion: none

Motion Carried 5-0-0

4. Review and approve the minutes of the November 9, 2020 meeting

ACTION: Selectwoman Martha Marchut made a motion, seconded by Dan Staples, to approve the minutes of the November 9, 2020 meeting as amended

Discussion: Dan noted a change on second page, line 15, it said Corey said it's no question about TJ at Copeland's screwing the town. Dan said to cross out the no and say it wasn't, that's what he meant as he wasn't trying to downplay TJ or anything; Dan said it just didn't read good. Dan also noted on the same page 7 lines down there was a vote on things before spending money; it talked about something being over a \$1000 supposed to be done that way. Dan clarified that \$1000 has nothing to do with repair bills, that \$1000 was only that it doesn't need to be put out to bid if under the \$1000. That includes fixing roads and stuff, he said it doesn't have anything to do with the trucks, only repairs in general so if a small job needed to be done we didn't need to put it out to bid and wait two weeks. Lisa asked what the change was. Dan said it's not a change, just a correction, adding Corey thought things need to be talked about before getting the trucks fixed, and thought if over \$1000 it needed to go out to bid. Lisa said so if it's over \$1000 it doesn't need to be? Dan said well yeah that policy was so any repairs to roads, buildings, any of that can be done without the wait to go out to bid. Anything over \$1000 needs to go out to bid but that isn't inclusive of the plow trucks or hasn't been since he's been on the Board. Lisa noted that the minutes are fine though because that is what he said. Dan said yeah, he just wanted the correction on

record. Alton noted a correction on the first page next to the last line down that said that's why he's done; Alton said it should say it after done.

Motion Carried 5-0-0

5. Additions and Changes to the Agenda:

5a. Cemetery Meeting

ACTION: none taken

Discussion: Lisa said Bob Weisert would like to hold a meeting for the Cemetery Committee on the first Friday in December and wondered if he can do it in the gym with masks and distancing. Craig asked if he would want to use Zoom; Lisa said she asked but he asked as he'd rather hold it in the gym. Dan said it was an interesting subject, as today they had a call about the school wanting to use the gym. Dan said we ourselves felt while things are going on with Covid we probably shouldn't be doing it and should be doing Zoom. He said then they turn around and Dan asked why the school wanted to use our gym and it's because they're worried about the Covid and don't want them inside their building just ours. Craig said it was not the school doing it, it was the PTA for the school. Dan said he understood but his point is if we now feel we should meet by Zoom to protect our staff and people that go in the library then he doesn't see why we allow others to do it until we're comfortable to be in there. He felt it seemed inconsistent and he feels they should be more consistent until things change. Craig said he agreed and is why he suggested Bob doing the meeting on Zoom as he could use the Town's account to do it as he would need to be there anyway as he's the liaison for the Town Cemetery Committee. Craig said he would talk to Bob and set up the meeting. Martha asked if Craig would suggest or require. Craig answered he would use the word suggest in a strong way but felt Bob would understand. Craig said to finish up on today's event, it was a pick up for pizza kits for those that had ordered and a physical location to go to was necessary, but he did agree that any sort of meeting or anything should be on Zoom while the Select Board is. Craig mentioned it could go to that in the office as well down the road and asked how things have been going in that sense. Lisa said it's been fine; today we were contacted because it was planned for outside and the weather restricted that. Lisa added we didn't see anybody as they used the back entrances and it was fine as there weren't huge numbers of people coming anyway. Lisa said every parent delivered their own orders, so it wasn't a lot of people in and out. Corey asked if moving forward is the building being made off limits for any use of the gym or anything. Dan said that was his whole point; he said there is no one more supportive of kids and he knows it's a last-minute thing, but we can't pick and choose, we either allow it or not. Craig said the only other use besides the office is the library and they allow a very limited amount of people in during their hours. He added that they were allowing curbside pick up a while back while no one was allowed inside, then moving forward when things began to open, they limited their numbers to 5 at a time, which is lower than the 10 the Governor suggested. Martha went back to the pizza pick up and said something we tend to do is when things are thrown at us at the last minute we tend to act rather than taking the time to discuss or think about it, and we can say no just for that reason. She said they had to have known that there was a possibility of weather problems at this time of year so they could have figured out a contingency plan ahead of time and they didn't. Craig said that is a good point and usually its all at the school but frankly they couldn't use that gym as the district itself has a strict policy of no visitors at all. Martha said she thinks they would have known that.

5b. Hazard Communication Program

ACTION: none taken

Discussion: Lisa asked if anyone had a chance to look at the Hazard Communication Program. She said that's when the guy came to look at the buildings and the CCC did not have the program in regard to materials used to clean and what not. She said Danika did go online and get all the SDS sheets, so we now have those all on a spreadsheet along with recommendations on use. Lisa said she can call and tell them we now have that, but we still need a policy. Martha asked about a time limit. Lisa said it was ASAP. Martha said she didn't see it on agenda and suggested waiting until the next meeting. Dan said he mentioned that the Fire Department has one we can look at. Alton said he's never seen the guy ask for it, this was the first time.

6. Unfinished Business

6a. Town road speed limit

ACTION: none taken

Discussion: Alton said we have contacted DOT but haven't heard anything back yet. Alton said if he doesn't hear anything back fairly soon, he will check again.

6b. Update on town garage use

ACTION: none taken

Discussion: Lisa said she contacted MMA, our Property and Casualty Insurance people, and they recommend if you do allow someone to use the Town Garage that there should be a written agreement and you should work with the town legal counsel to make the agreement. She said they also recommend the contractor provide a certificate of insurance naming the Town as an additional insured. Alton said that would be over and above what he shows us for insurance anyway. Lisa said he has showed us insurance, but the Town needs to be named on it. Dan said it would be above and beyond because he would now be using the Town Garage. Corey said the other thing we need to be very clear with is that it's not just a garage, it has a new truck in there and all of our compressors and stuff. He said it's like letting someone in your own personal garage, anything in there could get damaged so we should have good record and pictures of everything in there beforehand. Alton asked if we should check with the lawyer, Lisa answered that is what MMA recommended. Alton said Danny could contact her. Dan asked if we should draft something up together, Alton agreed. Dan said he and Corey could go over and take some pictures as he mentioned. Corey said it is just in the odd chance that the truck was ever backed into or something. Dan said it's a good idea. Corey said if his truck ever burned down and everything goes, there are so many gray areas where it's not just an empty building. Dan agreed with Corey, that is good coverage to have. The Board discussed use of the garage was not in the formal contract and discussed rent. Alton said they will have to find out more for the next meeting. Craig asked what the Board would propose as rent on that for Kalloch. Dan felt \$800 minimum, everything plus the liability. Alton said he only wants to put one truck in there and the loader. Dan felt we are compensating him quite well to do the roads, he feels that is a good compensation to the Town in return for the use of a building that size. Craig confirmed that is \$800 per month. Dan confirmed, and asked if Board was in agreement. Corey said between heat and power the Town pays for, it really is only about \$500 the Town would get as profit. Dan said we need to protect us [Town]. Martha said if he didn't like the price, he doesn't have to rent it. Craig agreed and felt the next step would be see if he agrees on the \$800 first, then write the contract and take next step if he is in agreement; Craig felt doing all the work with lawyer and everything would be a waste if he isn't even interested in it for that price. Alton said the other thing he would like to do is plug the backhoe in at the sand shed. Corey said there are plugs there isn't there; Alton said yes there is. Alton said maybe he'd just want to do that; he said he would talk to him and ask him which way he wants to go.

The Board decided they would have Alton ask Kalloch which option he wants to go with and then they would get the information together for the next meeting.

6c. Broadband committee update

ACTION: none taken

Discussion: Craig said they had their first meeting last week and there ended up being eleven people on the committee; he said not all showed up, but that was expected. He said the next step is to send out a Cushing Post and, on the website, to link to the statewide speed test that everyone can report in what their internet speeds are at their house or business to get an idea. He said a lot of the figures being sent out are not done at that local of a level, so they want to know what that is. He said they also want to do a survey through the Cushing Post of anyone who wants to participate just asking if you are happy with your internet/speed and how much more you'd be willing to pay for quicker internet. HE said he is not optimistic that Cushing will be a good candidate for getting a lot of money from the bond because most folks here who are not on private roads and have Spectrum have pretty good internet. He said he will still continue to see what we can do. Martha asked if he knew how many private roads or people are having difficulty. Craig said it's hard because many private roads are well supplied because they paid the money to have Spectrum hook them up, and some are not. He said you can't even look at all the private roads in town and make the assumption; it's really hard to know. He said he feels the bond is oriented to communities of folks who can't afford good internet and he said many people on private roads in Cushing probably wouldn't meet the income/wealth criteria for the State. Alton said before Stone's Point and Raccoon Road were two of the bad ones. Craig said no one from Stone's Point is on the committee and because it's a public road they seem to have good internet now.

6d. Cemetery tree work update

ACTION: Selectman Dan Staples made a motion, seconded by Alton Grover, to accept the Benner Tree Service quote of up to \$3,000 to take down the two trees at Norton Cemetery

Discussion: Alton said he got a couple prices. Craig said he contacted the arborist the Weisert's recommended and he was very nice on the phone but he was very busy and was going to call back to go out and look, but said in all honesty he wouldn't be able to do anything until February. Alton said he had a price from Hoppe's for \$1800 per tree totaling \$3600 and he also got a price from Benner's for \$2500-3000. Dan said he was surprised Benner was cheaper. Corey asked if that was per tree or all together; Alton answered all of it. He said he would chip it all and everything would be all cleaned up and gone. Dan said he didn't like the range \$2500-\$3000 he wishes it was more of a stable price. Alton said even at \$3000 you're still cheaper than Hoppe.

6e. Snowplow truck

ACTION: none taken

Discussion: Lisa said at the last meeting it was talked about putting it out to sale, but Lisa hasn't heard since. Dan said he went through the old minutes and read, "November 13, 2019; under the warrants they questioned why it costs so much to fix the [old] truck." He said they had two and a half pages of discussion, at times quite heated, but in the end we approved the warrants and never made a motion on the trucks saying that we needed to get estimates although they did discuss it heavily but we never made a motion it was just part of the warrant motion and discussion included. He added Corey is half right, half not right; we've done it before and had discussions and then gone away without making a motion and then moving on. He said he has copies of another five or six minutes talking about the trucks, and

possibly getting both trucks repaired, but again never a motion to do or don't. Dan said inconclusion he thinks getting the truck ready by Alton was okay. Dan pointed out the old truck was taken to Copeland's for inspection and then to Cushing Diesel for another, and now they have \$300 tied up with no repairs and he doesn't know what they want to do now. Corey thinks moving forward once things clear we need a big workshop to go over because the Town really has no rules set in place for a lot of the things we do. He feels it should be all set-in stone and we should write up some by laws on how we do a lot of stuff we do. He said there are a lot of things that could be updated that probably haven't been done since the 1980s or whenever if it ever has. Dan said that is why he did all this because to be honest it involves a lot of discussion and work as a Board rather than going at each other all the time; he said at times he doesn't think we're a very good working Board. He said there's no trouble in disagreement, but he would like to see a little more cohesiveness and working together to get things rather than so much hustle between each other. Dan feels its all of us and it would make us a better Board as a whole, which is why he did all of the research and read adding he gets tired of it after a while. Corey agreed and said that's why having policies would make a lot of what we bicker about go away and make it a lot easier long term. Dan agreed. Lisa asked about the truck again, stating last meeting they were going to put it out to bid and what came of that; she said there wasn't a motion but the decision was made to put it out with a minimum bid of \$18,000. Dan said that goes back to his point, they discuss but make no motions, so they do it, but they really don't. Dan asked if he should make a motion or how the Board feels about it. Craig said it kind of goes into the first new business item he had put on; he would like the Board to take a really hard look at the cost analysis of our plowing. He said he knew there wasn't much choice this year and it was kind of a last minute thing but he would really like to take a step back and look at how should we really be handling one of our largest expenses which is snowplowing. He said his personal preference is to delay any decision on equipment we already own until after we look at and kind of talk about possibilities for snowplowing moving forward. Dan agreed saying we're going to spend over \$60,000 more on plowing and he thinks he mentioned maybe if we had gone up to \$25 per hour, we could have saved \$40,000. Craig said we need to think outside of the box adding we have spent more on snow plowing this year than we ever have and it's a fixed cost so if this winter turns out to be as mild as it looks it could we could end up paying who knows how much per plow. Alton said today was proof, if there's thunder in the fall, no snow at all. Craig said yeah, who knows, but now is the time to look at it. He said clearly to do our own snowplowing is the cheapest, but if we can't get people to do it than that's not an option. Dan agreed and felt it was good to hold off as it doesn't cost anything to wait and added the new one is all set to go now anyway. Craig said it will have to be done before town meeting because we need to get the budget together. Corey said like he said before, you think I'm foolish but the only way you're going to get somebody to do the job Alton has done is to offer a road commissioner position that that's what they do. He said make it full time, Jimmy Kalloch will tell you the same thing, the only way he can keep his guys is to offer them year-round work; ditching, landscaping, full time job. Craig agreed it is hard to do but wondered if Cushing has enough work to keep somebody occupied the rest of the year. Dan and Alton didn't think there was. Martha said Alton can't be the only person out there that can do something like that and felt we might be able to find a part time person if we look at someone a little older. Alton said what Craig said, if offering \$25 an hour maybe we would have got somebody. Dan suggested a workshop to toss ideas around. Craig said they all have a lot more experience than him with what's involved, and he gets it's not steady or attractive work in terms of the hours but on the other hand should they just give up on the idea of doing our own or not. He said on the other side we're looking at \$160,000+ every year and that doesn't include the salt and sand, that was already bought this year. Craig said he is new, and he doesn't know if they get together to do a budget workshop but felt that would be a good idea to talk about all of that. Alton answered yes, we always do a budget workshop. Corey said this year we are still doing it all together right. Dan said yes. The Board said they usually do that the beginning of January. Corey said if the truck isn't going to be put out to bid they really should think about having Whitten's come down and wash it and fluid film it or something because just sitting around for another year the maintenance will probably go up half as much again as things will freeze up from not being used. He said that truck is a lot more susceptible to rust and universals seizing up not being used through the winter. Dan said he is probably right, we should at least clean it and take care of it, not just disregard it. Craig asked if it sits in the garage; Alton said it always has. Craig asked what that would cost. Corey said Copeland's and what they did to Alton's truck was three something for the fluid

film; he said that truck could use a good washing and spray down with a rust prohibitor. Dan thought Mike Whitten is pretty reasonable price wise. Alton asked if he doesn't fluid film too; Dan said no but Copeland's or Cushing Diesel could for about \$350-400. Alton said to look on bill for other truck and see how much it was. Dan said it's good, cheap maintenance. Martha asked if we needed a motion. Alton said we don't know what we're doing yet. Dan said if we decided we're going to hang on to the truck for now we need to do the maintenance. Alton said we can get them cleaned and fluid filmed at the same place, don't need two different places. Corey said Whitten's will come right to the Town Garage and do it. Alton said I know but two or three different people, here we go again, why don't we get it all done at one place. He asked if Cushing Diesel will pressure wash it. Corey said he didn't know; he said he would call Whitten's and ask if they fluid film and get a price. Dan said we will get a price from Whitten's, Cushing Diesel, and TJ and we will bring them back and vote on them next meeting. The Board agreed.

7. New Business

7a. Snowplowing cost analysis for 2021 budget work

ACTION: none taken

Discussion: Craig said this would be done at the budget workshop in early January. Craig said he knew what it cost this year but wasn't sure what it has been past years. Dan said he thinks it's around \$90-100,000 past years. Craig said that includes salt and sand, so that's more than \$60,000 difference. Alton said that's true.

7b. Fire Department Christmas party

ACTION: none taken

Discussion: Dan said Clarence decided to cancel due to everything going on with Covid. Alton asked if we were hiring a new plumber. Clarence said he will be there tomorrow. Alton asked if he's provided insurance as Lisa will need it. Clarence said he can get a copy of it. Alton asked who it was. Clarence said it was the same person he told him the other night; his name is Eric Yataaw. He said they can't use the guy the town has previously used; we'd have snow on the ground before he shows up. Alton said that was some of your fault too, nothing was getting done or ready for him. Clarence said it's not my fault, usually if you hire someone to do a job, why is it up to me to do all their work, I shouldn't do their job plus my job too. Corey clarified Clarence will be sure the new plumber gets his insurance to Lisa; Clarence agreed. Alton asked who hired the guy. Clarence said they had to get somebody as the other guy never showed up or returned calls. Alton said that wasn't the question, who hired him. Clarence said probably me since the other guy wasn't showing up for the job. Clarence asked if Alton wanted to do the job; Alton said he's already been doing part of it, he got him the jack hammer; Clarence thanked him for that.

7c. COVID-19 Policy

ACTION: Selectman Craig Currie made a motion, seconded by Martha Marchut, that the Select Board send a letter to everybody that uses the public facility that the Board is in charge of saying that masks must be worn at all functions in public buildings until the Governor rescinds the order

Discussion: Dan said he went to the fire meeting and one of the people went on quite a speel about wearing masks and Dan got thinking about it. He said the policy the Governor has ordered it says in all

government buildings (which the fire department, town garage, etc is) are supposed to be wearing masks and social distancing which many haven't. He said the ambulance crew wears theirs at their meetings and he feels that while the Governor has the order, they should be worn at all meetings inside the government buildings. He said he is glad Clarence is there so it can be directed by the whole Board, not just Dan being the bearer of bad news all the time. The Board agreed; Corey agreed adding he thinks everything should be done that way, any decisions with any of our places. Dan said he doesn't like to play the bad guy role all the time. Corey said it should be sent to all departments. Dan said the letter will make it easier for Clarence to enforce to his couple guys that can get upset. The Board decided it will be sent to the fire, rescue, library, office, assessor, Jim Kalloch, etc. Craig said he will write it if Lisa will send it. Alton said asked if this was mask protocol. Lisa said the Covid was actually Corey's agenda item. Corey said Dan had called Thomaston for him, and the information Corey had heard to spark the item was no longer an issue. Dan said there was a rumor that Thomaston was fined \$10,000 for not having a policy at the office, but he talked to Kara and that wasn't true, and they go by the same policy Lisa got from the Governor. Corey said he had put a policy he received from Ken Smith in the folders to look over thinking we needed a separate policy, but we don't. Martha asked if we make n95 masks available for use if they want. Dan said we already do; Martha said those are n95, those are more efficient than the ones used in the town office. Craig said it's the highest level of mask there is; Dan didn't think we needed to go that extreme. Dan said he's been in the hospitals quite a bit lately and sometimes they'll have you remove a cloth mask and use a surgical mask, but he feels if they are good enough for the hospital they are good enough for the town office. Martha said she wasn't referring to the town office, but the emergency departments; she added if you go farther about the hospital, she bets you'd notice more are wearing the n95 masks. Corey said Andy has them and they do wear them. Martha said it's not a mandate it's just an offering, so nobody comes back and says I wish I had that, but I didn't. Dan said Andy has them and is set, so he didn't think we needed to supply them over there. Martha said they are now out there and available online. Corey said he was pretty sure when Andy has a patient, they have to put one of those on the patient and he is already real efficient with them. Dan said on scene they must wear them. Clarence said in his department most wear the surgical masks, but they do have a few n95's on hand for use if someone wants.

Motion Carried 5-0-0

7d. Mask protocol

ACTION: see above

Discussion: included in above discussion

7e. Colonel Stairs Road

ACTION: none taken

Discussion: Alton said there was a trash spill over there the other day. He said the Sheriff's called Alton and wanted to know which town it was in, so he went and checked it out. He said it was in Cushing; there as a bunch of bags of trash busted open and had received a citizen complaint. He said him and the police department did a little research and the next day it was all gone and cleaned up.

7f. Stones Point Road

ACTION: Selectman Dan Staples made a motion, seconded by Alton Grover, to hire Richard Olson to clean up the trees, in the Town's right of way, on Stones Point Road

Motion Carried 5-0-0

ACTION: Selectman Dan Staples made a motion, seconded by Corey Jones, to send Jorgen Heidemann a letter letting him know that the rocks, sod, and stakes that he placed are in the Town's right of way

Motion Carried 5-0-0

Discussion: Alton said there was a pretty good size tree that came down and knocked all the wires down to the ground. He said when they went down to cut the tree, they left the tree on both sides of the road and on one side of the road if you weren't careful it could scratch the side of your car. He wondered about having Richard clean that up. He said there is another one down almost at the other end where another dead tree fell down and is sticking out in the road pretty good. Dan said it would cost more to fix if someone hit it the way CMP left it so close to the road. Dan then brought up some sod with stakes and rocks up along the side of the road by Jorgen's. He said they need to be moved because they are so far in the road right of way that it will prevent the plow from putting it's wing out and doing its job. Alton said that one rock would do some damage to the wing if it hit the rock. Craig asked a general question on issues like this asking if it's the private landowners responsibly to clear up trees that are blocking the road. Alton said no, not here there because the roadway is 16.5 feet from the center of the road back is ours; that is town right of way. Alton asked if you think we should write Jorgen a letter or go see him. Dan said it should come from the whole Board and added we could write it then deliver it. Corey said it needs to be written to have as coverage for the town. Alton asked if sending it registered to have a signature would be better to have receipt of it. Dan agreed that would be better. Corey said it doesn't really matter what he thinks, it's in the right of way; we're just covering us to not have to lay sod next summer. Martha said Dan could talk to him and tell him the letter is coming if he wants.

8. Comments from Citizens: none

---Executive Session---

The Select Board entered into Executive Session, pursuant to 1 M.R.S.A. §405(6)(A), for a personnel matter, at 7:16 p.m. A motion was made by Selectman Dan Staples and seconded by Corey Jones, to go into Executive Session.

Motion Carried 5-0-0

Chairman Alton Grover motioned, seconded by Martha Marchut, to enter back into the main meeting at 7:35pm.

Motion Carried 5-0-0

ACTION: Chairman Alton Grover made a motion, seconded by Corey Jones, to let him drive on a six-month probationary period

Motion Carried 5-0-0

ACTION: Seletman Dan Staples made a motion, seconded by Corey Jones, that any complaint that comes in about any department must be in writing

Motion Carried 5-0-0

9. Adjourn

ACTION: Chairman Alton Grover made a motion, seconded by Dan Staples, to adjourn at 7:38 p.m.

Motion Carried 5-0-0

Respectfully submitted,

Samantha Jones
Recording Secretary

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BOARD OF SELECTMEN
Minutes of Meeting
Monday, November 23, 2020
via ZOOM Video Conference due to COVID-19

Selectmen Present: Chair Alton Grover; Selectmen Craig Currie, Corey Jones, Martha Marchut, and Dan Staples

Selectmen Absent: none

Staff Present: Town Clerk Lisa Young

Public Present: Fire Chief Clarence Flanders

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 97 and 98.

Discussion: none

Motion Carried 5-0-0

4. Review and approve the minutes of the November 9, 2020 meeting

ACTION: Selectwoman Martha Marchut made a motion, seconded by Dan Staples, to approve the minutes of the November 9, 2020 meeting as amended

Discussion: Dan noted a change on second page, line 15, it said Corey said it's no question about TJ at Copeland's screwing the town. Dan said to cross out the no and say it wasn't, that's what he meant as he wasn't trying to downplay TJ or anything; Dan said it just didn't read good. Dan also noted on the same page 7 lines down there was a vote on things before spending money; it talked about something being over a \$1000 supposed to be done that way. Dan clarified that \$1000 has nothing to do with repair bills, that \$1000 was only that it doesn't need to be put out to bid if under the \$1000. That includes fixing roads and stuff, he said it doesn't have anything to do with the trucks, only repairs in general so if a small job needed to be done we didn't need to put it out to bid and wait two weeks. Lisa asked what the change was. Dan said it's not a change, just a correction, adding Corey thought things need to be talked about before getting the trucks fixed, and thought if over \$1000 it needed to go out to bid. Lisa said so if it's over \$1000 it doesn't need to be? Dan said well yeah that policy was so any repairs to roads, buildings, any of that can be done without the wait to go out to bid. Anything over \$1000 needs to go out to bid but that isn't inclusive of the plow trucks or hasn't been since he's been on the Board. Lisa noted that the minutes are fine though because that is what he said. Dan said yeah, he just wanted the correction on

record. Alton noted a correction on the first page next to the last line down that said that's why he's done; Alton said it should say it after done.

Motion Carried 5-0-0

5. Additions and Changes to the Agenda:

5a. Cemetery Meeting

ACTION: none taken

Discussion: Lisa said Bob Weisert would like to hold a meeting for the Cemetery Committee on the first Friday in December and wondered if he can do it in the gym with masks and distancing. Craig asked if he would want to use Zoom; Lisa said she asked but he asked as he'd rather hold it in the gym. Dan said it was an interesting subject, as today they had a call about the school wanting to use the gym. Dan said we ourselves felt while things are going on with Covid we probably shouldn't be doing it and should be doing Zoom. He said then they turn around and Dan asked why the school wanted to use our gym and it's because they're worried about the Covid and don't want them inside their building just ours. Craig said it was not the school doing it, it was the PTA for the school. Dan said he understood but his point is if we now feel we should meet by Zoom to protect our staff and people that go in the library then he doesn't see why we allow others to do it until we're comfortable to be in there. He felt it seemed inconsistent and he feels they should be more consistent until things change. Craig said he agreed and is why he suggested Bob doing the meeting on Zoom as he could use the Town's account to do it as he would need to be there anyway as he's the liaison for the Town Cemetery Committee. Craig said he would talk to Bob and set up the meeting. Martha asked if Craig would suggest or require. Craig answered he would use the word suggest in a strong way but felt Bob would understand. Craig said to finish up on today's event, it was a pick up for pizza kits for those that had ordered and a physical location to go to was necessary, but he did agree that any sort of meeting or anything should be on Zoom while the Select Board is. Craig mentioned it could go to that in the office as well down the road and asked how things have been going in that sense. Lisa said it's been fine; today we were contacted because it was planned for outside and the weather restricted that. Lisa added we didn't see anybody as they used the back entrances and it was fine as there weren't huge numbers of people coming anyway. Lisa said every parent delivered their own orders, so it wasn't a lot of people in and out. Corey asked if moving forward is the building being made off limits for any use of the gym or anything. Dan said that was his whole point; he said there is no one more supportive of kids and he knows it's a last-minute thing, but we can't pick and choose, we either allow it or not. Craig said the only other use besides the office is the library and they allow a very limited amount of people in during their hours. He added that they were allowing curbside pick up a while back while no one was allowed inside, then moving forward when things began to open, they limited their numbers to 5 at a time, which is lower than the 10 the Governor suggested. Martha went back to the pizza pick up and said something we tend to do is when things are thrown at us at the last minute we tend to act rather than taking the time to discuss or think about it, and we can say no just for that reason. She said they had to have known that there was a possibility of weather problems at this time of year so they could have figured out a contingency plan ahead of time and they didn't. Craig said that is a good point and usually its all at the school but frankly they couldn't use that gym as the district itself has a strict policy of no visitors at all. Martha said she thinks they would have known that.

5b. Hazard Communication Program

ACTION: none taken

Discussion: Lisa asked if anyone had a chance to look at the Hazard Communication Program. She said that's when the guy came to look at the buildings and the CCC did not have the program in regard to materials used to clean and what not. She said Danika did go online and get all the SDS sheets, so we now have those all on a spreadsheet along with recommendations on use. Lisa said she can call and tell them we now have that, but we still need a policy. Martha asked about a time limit. Lisa said it was ASAP. Martha said she didn't see it on agenda and suggested waiting until the next meeting. Dan said he mentioned that the Fire Department has one we can look at. Alton said he's never seen the guy ask for it, this was the first time.

6. Unfinished Business

6a. Town road speed limit

ACTION: none taken

Discussion: Alton said we have contacted DOT but haven't heard anything back yet. Alton said if he doesn't hear anything back fairly soon, he will check again.

6b. Update on town garage use

ACTION: none taken

Discussion: Lisa said she contacted MMA, our Property and Casualty Insurance people, and they recommend if you do allow someone to use the Town Garage that there should be a written agreement and you should work with the town legal counsel to make the agreement. She said they also recommend the contractor provide a certificate of insurance naming the Town as an additional insured. Alton said that would be over and above what he shows us for insurance anyway. Lisa said he has showed us insurance, but the Town needs to be named on it. Dan said it would be above and beyond because he would now be using the Town Garage. Corey said the other thing we need to be very clear with is that it's not just a garage, it has a new truck in there and all of our compressors and stuff. He said it's like letting someone in your own personal garage, anything in there could get damaged so we should have good record and pictures of everything in there beforehand. Alton asked if we should check with the lawyer, Lisa answered that is what MMA recommended. Alton said Danny could contact her. Dan asked if we should draft something up together, Alton agreed. Dan said he and Corey could go over and take some pictures as he mentioned. Corey said it is just in the odd chance that the truck was ever backed into or something. Dan said it's a good idea. Corey said if his truck ever burned down and everything goes, there are so many gray areas where it's not just an empty building. Dan agreed with Corey, that is good coverage to have. The Board discussed use of the garage was not in the formal contract and discussed rent. Alton said they will have to find out more for the next meeting. Craig asked what the Board would propose as rent on that for Kalloch. Dan felt \$800 minimum, everything plus the liability. Alton said he only wants to put one truck in there and the loader. Dan felt we are compensating him quite well to do the roads, he feels that is a good compensation to the Town in return for the use of a building that size. Craig confirmed that is \$800 per month. Dan confirmed, and asked if Board was in agreement. Corey said between heat and power the Town pays for, it really is only about \$500 the Town would get as profit. Dan said we need to protect us [Town]. Martha said if he didn't like the price, he doesn't have to rent it. Craig agreed and felt the next step would be see if he agrees on the \$800 first, then write the contract and take next step if he is in agreement; Craig felt doing all the work with lawyer and everything would be a waste if he isn't even interested in it for that price. Alton said the other thing he would like to do is plug the backhoe in at the sand shed. Corey said there are plugs there isn't there; Alton said yes there is. Alton said maybe he'd just want to do that; he said he would talk to him and ask him which way he wants to go.

The Board decided they would have Alton ask Kalloch which option he wants to go with and then they would get the information together for the next meeting.

6c. Broadband committee update

ACTION: none taken

Discussion: Craig said they had their first meeting last week and there ended up being eleven people on the committee; he said not all showed up, but that was expected. He said the next step is to send out a Cushing Post and, on the website, to link to the statewide speed test that everyone can report in what their internet speeds are at their house or business to get an idea. He said a lot of the figures being sent out are not done at that local of a level, so they want to know what that is. He said they also want to do a survey through the Cushing Post of anyone who wants to participate just asking if you are happy with your internet/speed and how much more you'd be willing to pay for quicker internet. HE said he is not optimistic that Cushing will be a good candidate for getting a lot of money from the bond because most folks here who are not on private roads and have Spectrum have pretty good internet. He said he will still continue to see what we can do. Martha asked if he knew how many private roads or people are having difficulty. Craig said it's hard because many private roads are well supplied because they paid the money to have Spectrum hook them up, and some are not. He said you can't even look at all the private roads in town and make the assumption; it's really hard to know. He said he feels the bond is oriented to communities of folks who can't afford good internet and he said many people on private roads in Cushing probably wouldn't meet the income/wealth criteria for the State. Alton said before Stone's Point and Raccoon Road were two of the bad ones. Craig said no one from Stone's Point is on the committee and because it's a public road they seem to have good internet now.

6d. Cemetery tree work update

ACTION: Selectman Dan Staples made a motion, seconded by Alton Grover, to accept the Benner Tree Service quote of up to \$3,000 to take down the two trees at Norton Cemetery

Discussion: Alton said he got a couple prices. Craig said he contacted the arborist the Weisert's recommended and he was very nice on the phone but he was very busy and was going to call back to go out and look, but said in all honesty he wouldn't be able to do anything until February. Alton said he had a price from Hoppe's for \$1800 per tree totaling \$3600 and he also got a price from Benner's for \$2500-3000. Dan said he was surprised Benner was cheaper. Corey asked if that was per tree or all together; Alton answered all of it. He said he would chip it all and everything would be all cleaned up and gone. Dan said he didn't like the range \$2500-\$3000 he wishes it was more of a stable price. Alton said even at \$3000 you're still cheaper than Hoppe.

6e. Snowplow truck

ACTION: none taken

Discussion: Lisa said at the last meeting it was talked about putting it out to sale, but Lisa hasn't heard since. Dan said he went through the old minutes and read, "November 13, 2019; under the warrants they questioned why it costs so much to fix the [old] truck." He said they had two and a half pages of discussion, at times quite heated, but in the end we approved the warrants and never made a motion on the trucks saying that we needed to get estimates although they did discuss it heavily but we never made a motion it was just part of the warrant motion and discussion included. He added Corey is half right, half not right; we've done it before and had discussions and then gone away without making a motion and then moving on. He said he has copies of another five or six minutes talking about the trucks, and

possibly getting both trucks repaired, but again never a motion to do or don't. Dan said inconclusion he thinks getting the truck ready by Alton was okay. Dan pointed out the old truck was taken to Copeland's for inspection and then to Cushing Diesel for another, and now they have \$300 tied up with no repairs and he doesn't know what they want to do now. Corey thinks moving forward once things clear we need a big workshop to go over because the Town really has no rules set in place for a lot of the things we do. He feels it should be all set-in stone and we should write up some by laws on how we do a lot of stuff we do. He said there are a lot of things that could be updated that probably haven't been done since the 1980s or whenever if it ever has. Dan said that is why he did all this because to be honest it involves a lot of discussion and work as a Board rather than going at each other all the time; he said at times he doesn't think we're a very good working Board. He said there's no trouble in disagreement, but he would like to see a little more cohesiveness and working together to get things rather than so much hustle between each other. Dan feels its all of us and it would make us a better Board as a whole, which is why he did all of the research and read adding he gets tired of it after a while. Corey agreed and said that's why having policies would make a lot of what we bicker about go away and make it a lot easier long term. Dan agreed. Lisa asked about the truck again, stating last meeting they were going to put it out to bid and what came of that; she said there wasn't a motion but the decision was made to put it out with a minimum bid of \$18,000. Dan said that goes back to his point, they discuss but make no motions, so they do it, but they really don't. Dan asked if he should make a motion or how the Board feels about it. Craig said it kind of goes into the first new business item he had put on; he would like the Board to take a really hard look at the cost analysis of our plowing. He said he knew there wasn't much choice this year and it was kind of a last minute thing but he would really like to take a step back and look at how should we really be handling one of our largest expenses which is snowplowing. He said his personal preference is to delay any decision on equipment we already own until after we look at and kind of talk about possibilities for snowplowing moving forward. Dan agreed saying we're going to spend over \$60,000 more on plowing and he thinks he mentioned maybe if we had gone up to \$25 per hour, we could have saved \$40,000. Craig said we need to think outside of the box adding we have spent more on snow plowing this year than we ever have and it's a fixed cost so if this winter turns out to be as mild as it looks it could we could end up paying who knows how much per plow. Alton said today was proof, if there's thunder in the fall, no snow at all. Craig said yeah, who knows, but now is the time to look at it. He said clearly to do our own snowplowing is the cheapest, but if we can't get people to do it than that's not an option. Dan agreed and felt it was good to hold off as it doesn't cost anything to wait and added the new one is all set to go now anyway. Craig said it will have to be done before town meeting because we need to get the budget together. Corey said like he said before, you think I'm foolish but the only way you're going to get somebody to do the job Alton has done is to offer a road commissioner position that that's what they do. He said make it full time, Jimmy Kalloch will tell you the same thing, the only way he can keep his guys is to offer them year-round work; ditching, landscaping, full time job. Craig agreed it is hard to do but wondered if Cushing has enough work to keep somebody occupied the rest of the year. Dan and Alton didn't think there was. Martha said Alton can't be the only person out there that can do something like that and felt we might be able to find a part time person if we look at someone a little older. Alton said what Craig said, if offering \$25 an hour maybe we would have got somebody. Dan suggested a workshop to toss ideas around. Craig said they all have a lot more experience than him with what's involved, and he gets it's not steady or attractive work in terms of the hours but on the other hand should they just give up on the idea of doing our own or not. He said on the other side we're looking at \$160,000+ every year and that doesn't include the salt and sand, that was already bought this year. Craig said he is new, and he doesn't know if they get together to do a budget workshop but felt that would be a good idea to talk about all of that. Alton answered yes, we always do a budget workshop. Corey said this year we are still doing it all together right. Dan said yes. The Board said they usually do that the beginning of January. Corey said if the truck isn't going to be put out to bid they really should think about having Whitten's come down and wash it and fluid film it or something because just sitting around for another year the maintenance will probably go up half as much again as things will freeze up from not being used. He said that truck is a lot more susceptible to rust and universals seizing up not being used through the winter. Dan said he is probably right, we should at least clean it and take care of it, not just disregard it. Craig asked if it sits in the garage; Alton said it always has. Craig asked what that would cost. Corey said Copeland's and what they did to Alton's truck was three something for the fluid

film; he said that truck could use a good washing and spray down with a rust prohibitor. Dan thought Mike Whitten is pretty reasonable price wise. Alton asked if he doesn't fluid film too; Dan said no but Copeland's or Cushing Diesel could for about \$350-400. Alton said to look on bill for other truck and see how much it was. Dan said it's good, cheap maintenance. Martha asked if we needed a motion. Alton said we don't know what we're doing yet. Dan said if we decided we're going to hang on to the truck for now we need to do the maintenance. Alton said we can get them cleaned and fluid filmed at the same place, don't need two different places. Corey said Whitten's will come right to the Town Garage and do it. Alton said I know but two or three different people, here we go again, why don't we get it all done at one place. He asked if Cushing Diesel will pressure wash it. Corey said he didn't know; he said he would call Whitten's and ask if they fluid film and get a price. Dan said we will get a price from Whitten's, Cushing Diesel, and TJ and we will bring them back and vote on them next meeting. The Board agreed.

7. New Business

7a. Snowplowing cost analysis for 2021 budget work

ACTION: none taken

Discussion: Craig said this would be done at the budget workshop in early January. Craig said he knew what it cost this year but wasn't sure what it has been past years. Dan said he thinks it's around \$90-100,000 past years. Craig said that includes salt and sand, so that's more than \$60,000 difference. Alton said that's true.

7b. Fire Department Christmas party

ACTION: none taken

Discussion: Dan said Clarence decided to cancel due to everything going on with Covid. Alton asked if we were hiring a new plumber. Clarence said he will be there tomorrow. Alton asked if he's provided insurance as Lisa will need it. Clarence said he can get a copy of it. Alton asked who it was. Clarence said it was the same person he told him the other night; his name is Eric Yataaw. He said they can't use the guy the town has previously used; we'd have snow on the ground before he shows up. Alton said that was some of your fault too, nothing was getting done or ready for him. Clarence said it's not my fault, usually if you hire someone to do a job, why is it up to me to do all their work, I shouldn't do their job plus my job too. Corey clarified Clarence will be sure the new plumber gets his insurance to Lisa; Clarence agreed. Alton asked who hired the guy. Clarence said they had to get somebody as the other guy never showed up or returned calls. Alton said that wasn't the question, who hired him. Clarence said probably me since the other guy wasn't showing up for the job. Clarence asked if Alton wanted to do the job; Alton said he's already been doing part of it, he got him the jack hammer; Clarence thanked him for that.

7c. COVID-19 Policy

ACTION: Selectman Craig Currie made a motion, seconded by Martha Marchut, that the Select Board send a letter to everybody that uses the public facility that the Board is in charge of saying that masks must be worn at all functions in public buildings until the Governor rescinds the order

Discussion: Dan said he went to the fire meeting and one of the people went on quite a speel about wearing masks and Dan got thinking about it. He said the policy the Governor has ordered it says in all

government buildings (which the fire department, town garage, etc is) are supposed to be wearing masks and social distancing which many haven't. He said the ambulance crew wears theirs at their meetings and he feels that while the Governor has the order, they should be worn at all meetings inside the government buildings. He said he is glad Clarence is there so it can be directed by the whole Board, not just Dan being the bearer of bad news all the time. The Board agreed; Corey agreed adding he thinks everything should be done that way, any decisions with any of our places. Dan said he doesn't like to play the bad guy role all the time. Corey said it should be sent to all departments. Dan said the letter will make it easier for Clarence to enforce to his couple guys that can get upset. The Board decided it will be sent to the fire, rescue, library, office, assessor, Jim Kalloch, etc. Craig said he will write it if Lisa will send it. Alton said asked if this was mask protocol. Lisa said the Covid was actually Corey's agenda item. Corey said Dan had called Thomaston for him, and the information Corey had heard to spark the item was no longer an issue. Dan said there was a rumor that Thomaston was fined \$10,000 for not having a policy at the office, but he talked to Kara and that wasn't true, and they go by the same policy Lisa got from the Governor. Corey said he had put a policy he received from Ken Smith in the folders to look over thinking we needed a separate policy, but we don't. Martha asked if we make n95 masks available for use if they want. Dan said we already do; Martha said those are n95, those are more efficient than the ones used in the town office. Craig said it's the highest level of mask there is; Dan didn't think we needed to go that extreme. Dan said he's been in the hospitals quite a bit lately and sometimes they'll have you remove a cloth mask and use a surgical mask, but he feels if they are good enough for the hospital they are good enough for the town office. Martha said she wasn't referring to the town office, but the emergency departments; she added if you go farther about the hospital, she bets you'd notice more are wearing the n95 masks. Corey said Andy has them and they do wear them. Martha said it's not a mandate it's just an offering, so nobody comes back and says I wish I had that, but I didn't. Dan said Andy has them and is set, so he didn't think we needed to supply them over there. Martha said they are now out there and available online. Corey said he was pretty sure when Andy has a patient, they have to put one of those on the patient and he is already real efficient with them. Dan said on scene they must wear them. Clarence said in his department most wear the surgical masks, but they do have a few n95's on hand for use if someone wants.

Motion Carried 5-0-0

7d. Mask protocol

ACTION: see above

Discussion: included in above discussion

7e. Colonel Stairs Road

ACTION: none taken

Discussion: Alton said there was a trash spill over there the other day. He said the Sheriff's called Alton and wanted to know which town it was in, so he went and checked it out. He said it was in Cushing; there as a bunch of bags of trash busted open and had received a citizen complaint. He said him and the police department did a little research and the next day it was all gone and cleaned up.

7f. Stones Point Road

ACTION: Selectman Dan Staples made a motion, seconded by Alton Grover, to hire Richard Olson to clean up the trees, in the Town's right of way, on Stones Point Road

Motion Carried 5-0-0

ACTION: Selectman Dan Staples made a motion, seconded by Corey Jones, to send Jorgen Heidemann a letter letting him know that the rocks, sod, and stakes that he placed are in the Town's right of way

Motion Carried 5-0-0

Discussion: Alton said there was a pretty good size tree that came down and knocked all the wires down to the ground. He said when they went down to cut the tree, they left the tree on both sides of the road and on one side of the road if you weren't careful it could scratch the side of your car. He wondered about having Richard clean that up. He said there is another one down almost at the other end where another dead tree fell down and is sticking out in the road pretty good. Dan said it would cost more to fix if someone hit it the way CMP left it so close to the road. Dan then brought up some sod with stakes and rocks up along the side of the road by Jorgen's. He said they need to be moved because they are so far in the road right of way that it will prevent the plow from putting it's wing out and doing its job. Alton said that one rock would do some damage to the wing if it hit the rock. Craig asked a general question on issues like this asking if it's the private landowners responsibly to clear up trees that are blocking the road. Alton said no, not here there because the roadway is 16.5 feet from the center of the road back is ours; that is town right of way. Alton asked if you think we should write Jorgen a letter or go see him. Dan said it should come from the whole Board and added we could write it then deliver it. Corey said it needs to be written to have as coverage for the town. Alton asked if sending it registered to have a signature would be better to have receipt of it. Dan agreed that would be better. Corey said it doesn't really matter what he thinks, it's in the right of way; we're just covering us to not have to lay sod next summer. Martha said Dan could talk to him and tell him the letter is coming if he wants.

8. Comments from Citizens: none

---Executive Session---

The Select Board entered into Executive Session, pursuant to 1 M.R.S.A. §405(6)(A), for a personnel matter, at 7:16 p.m. A motion was made by Selectman Dan Staples and seconded by Corey Jones, to go into Executive Session.

Motion Carried 5-0-0

Chairman Alton Grover motioned, seconded by Martha Marchut, to enter back into the main meeting at 7:35pm.

Motion Carried 5-0-0

ACTION: Chairman Alton Grover made a motion, seconded by Corey Jones, to let him drive on a six-month probationary period

Motion Carried 5-0-0

ACTION: Seletman Dan Staples made a motion, seconded by Corey Jones, that any complaint that comes in about any department must be in writing

Motion Carried 5-0-0

9. Adjourn

ACTION: Chairman Alton Grover made a motion, seconded by Dan Staples, to adjourn at 7:38 p.m.

Motion Carried 5-0-0

Respectfully submitted,

Samantha Jones
Recording Secretary