

SELECTMEN'S MEETING

January 12, 2010

PRESENT: TammyJo Girard, Gordon Littlefield, Dennis Abbott, Jon Gale, Nancy Brandt, Pam Witman, Dave Lowe, Dean Look, John Cloonan, Fred Fay, Tina Cote, Jack Seery, Roger Macomber, Colin Canning, Scott Bartlett, Tom Ursia, Willis Lord, Jon Tufts and Steve Ross.

Selectman Abbott opened Selectmen's Meeting at 6:05 p.m. with the Pledge of Allegiance

ANNOUNCEMENTS

Selectman Abbott extended sympathy to the family of Betty Ann Hammond who passed away this week.

APPOINTMENTS

Fred stated that they need a building for the salt & sand. When they remixed what was left from last year there was no salt left in it and that's taxpayers money at \$67.00 per ton, it needs to be covered. Selectman Gale stated that they can use tarps, they do in Portsmouth, NH but Fred explained that they won't stay on even with tires and we can't buy the expensive tarps they use. Selectman Abbott stated that he believes this is on the CIP for next year to allow time to research grant money. Selectman Girard noted that we do have money in an account for this purpose, Nancy stated approximately \$16,000. Fred stated that Hollis has a 120 x 80 building and he will find out who the builder was and try to get a price. Stated that he wouldn't have to put up as much if it was covered. Selectman Gale stated that they need also to look 15 – 20 years out and plan for increased need as the town is going to continue to grow. Selectman Littlefield questioned if there might be a building available to rent for this purpose which Fred stated there isn't.

Jack Seery reported that the Friends have approached Rep. Pingree about some federal money for the new library and have also contacted Senator's Snowe and Collins. They are asking for \$500,000. Stated that Rep. Pingree's office was very encouraging but it is a very long process and probably won't see anything until 2012. Stated that if all goes well and they get federal money it will come to the town.

Colin Canning stated that the Ice Fishing Derby will be held on February 14th. The only change they made this year is to break out a separate Bass division. Total prizes have gone up from \$5,500 to \$6,750 this year due in large part to added support from Lakeside Market. Will coordinate the usual trash pick up, the working with Fire Dept. as well as hiring a deputy. Lion's will be returning with food this year and want to keep it to non-profit community type support whenever possible. Scott stated that they have received a few emails from residents of Waterboro mostly from the back side of lake addressing parking concerns from the derby, blocking of private roads primarily. Selectman Abbott requested copies of the correspondence they received. Scott didn't feel it was their responsibility to hire additional law enforcement to patrol private roads but they are happy to work with the town and do whatever they can to assist. John stated that he feels the town or FET should address this issue, there are plenty of places for these people to park. They are parking on the private roads and blocking them, if emergency vehicles needed to get in they could not. Stated that last year Webber Road was difficult because

of vehicles parked on both sides of the road. Town has a bus now could shuttle them from the school parking lot. Selectman Girard suggested perhaps we should request our Sheriff to be on duty that day to supplement the one they are hiring. Scott offered to share the cost of signs or purchase them and donate to the town. Discussed having the Sheriff they hire do a couple loops around the lake and offered to assist with having vehicles towed. Scott stated that if they come up with the wording for the signs FET will donate them to the town. Stated that they will determine a week before the event if they need to postpone or cancel due to ice conditions. John suggested that the CERT team might also be able to help with parking.

CORRESPONDENCE

Selectman Abbott reported that they received, from the Selectmen in the Town of York correspondence and a position paper regarding the Turnpike Authority proposal to change the York Tollbooth. Selectman Gale stated that he is not sure why they would spend all this money now, they are only speeding up people coming into or leaving the state, there is no benefit in either income coming in or cost savings.

TOWN ADMINISTRATOR'S REPORT

1. Reported that they held their first budget workshop last Thursday and will hold one every Thursday at 5:30 for the rest of the month.
2. Held a joint meeting with the Finance Committee and Dept. Heads last night and Tom presented the CIP's. Dept. Heads were given an opportunity to give a little explanation of their capital improvements plans.
3. Still working on the insurance bids.
4. Will have all updated budget sheets with the recommendations coming from last weeks meeting for this Thursday.

SELECTMEN'S REPORT

1. Selectman Girard noted a memo from the Economic Development Committee. Brian Doyle of Economic and Community Development will be attending the next Economic Development Committee Meeting. He has found that there are some Community Development Block Grants that the town may be eligible for and will come to discuss this. Two purposes of these grants, one to develop an economic plan for the community focusing on where we could attract business within the community and the types of business and type of workforce, the other option are grant monies that would help us complete our comprehensive plan and get it approved by the state which will make us eligible for many more grants. Invited the board to attend and hear what he has to say.
2. Nancy stated that the board should look at and become familiar with the correspondence from Dick Brown regarding the County Charter process. Selectman Abbott explained that there has been a move to look at a charter for York County government. Today it is run by state statute. The outline has been laid out as to what that would look like and consist of.
3. Selectman Abbott explained that the 12 Town Group will be meeting on Monday and will be discussing the County Budget.

ROAD REVIEW COMMITTEE REPORT

Jon Tufts explained the ditching program and the reason it's needed. Explained that they put in a budget request for the first time ever for equipment purchases, training etc. Selectman Abbott stated that at some point we need to look at doing some significant work on our roads even if it means bonding so will task the committee with reviewing all the roads. Discussed having an engineer review the roads and Selectman Girard stated that the committee has already discussed having an engineer evaluate all the roads. Jon requested that the amount of the CIP needs to be increase.

Motion by Selectman Girard and seconded by Selectman Gale to add County Budget discussion to the agenda under new business. Vote 4-0-0. Motion by Selectman Girard and seconded by Selectman Littlefield to add public meeting packets to the agenda under new business. Vote 4-0-0.

NEW BUSINESS

1. Motion by Selectman Gale and seconded by Selectman Girard for Nancy to provide them with a list of employees in the town office and what their job capabilities are then a recommendation for which areas each staff member would be recommended be cross trained whether each person is trained in two areas or whether they are trained in three areas. Then would need a schedule where those people work in those areas so they become proficient at those jobs. Selectman Littlefield felt they should look at what certifications those things hold to find out what extra expense we're going to incur to have more than one person trained in those areas as it may be cost prohibitive. Selectman Gale stated this would be another piece for Nancy to provide information on. Vote 4-0-0. Will bring back in two weeks.
2. Discussed town report deadline and dedication. Will provide the board with a list of citizens who passed away during the 08/09 fiscal year and bring back next week. Selectman Girard suggested dedicating to the town staff. Per the budget policy the deadline for the report to be complete with the warrant is April. Will make the deadline for committee reports mid-February.
3. Fred questioned if this job was posted for the public and Selectman Abbott stated that it's a job that has evolved over the years, not a new position. Selectman Girard stated that this is just pulling everything together because at this point he is doing work for multiple departments and being paid out of the individual departments. This also makes him available 24 hours so whenever we need him. Tina stated that the State of Maine is an employment at will state which means that employers and employees can terminate employment for any reason, for no reason and even unfair reasons as long as they are not illegal reasons. Every position in this town hall should have a job description clearly stating employment expectations and/or educational requirements for the job. At town meeting of June 2009 the voters agreed to a budget equivalent to 30 hours per week for our IT/Video Tech employee. Salaries across the board were cut by as much as 20%. Currently the IT/web salary is over expended by over \$3,000. What will happen when his salary budget runs out of money. Whatever funding was planned to use should instead be used to reduce the tax burden. Asked that the board suspend any decision to sign and/or put into effect this employment agreement for a information technology manager/video technician pending voter approval at town meeting with the additional salary being budgeted for the next fiscal year. Discussed him getting involved with the

GIS for which he has already taken the training but Selectman Abbott stated that he would not be doing the actual physical work inputting data unless it was a download or something of that nature. Will be supporting the network and all the pieces that make GIS work. The input will be through the Town Planner, Planning Board and Code Enforcement Office. Tina questioned why they feel they need to do this now and Selectman Abbott stated that they are consolidating from multiple departments, Selectman Gale stated that they know how much they will over-expend by doing this, don't know how much they will over-expend if they continue the way they are going. Selectman Girard stated this his funding comes from the Fire Dept. and Library budgets also. Tina felt they should have it effective July 1st. Selectman Abbott stated that if the IT network is down then we can not provide service. Tina also stated that she is not in favor of employee contracts. Motion by Selectman Gale and seconded by Selectman Littlefield to go with the contract recommended by the Town Administrator. Vote 4-0-0.

4. Discussed the Selectmen's position with regard to the County Budget. Selectman Girard stated that it looks like the budget committee is looking at an 8% increase. Selectman Abbott noted that Wednesday, January 20th will be an opportunity for municipalities to state their positions. Questioned how we absorb 8% or 10%. Selectman Gale stated that if you say you accept the increase you are endorsing poor management but if you don't you lost a lot of important services. Selectman Girard stated that she would like to see some of the services restored but not confident the money would be spent appropriately by the Commissioners. Nancy stated that she feels there will be an LD1 override and afraid they will cut where they shouldn't. Selectman Littlefield agreed and thinks they will also try to get municipalities to pick up more. Nancy stated that she dislikes an LD1 override to cover a mistake they made.
5. Discussed public meeting packets and will have Nancy review what is posted prior to and in her absence the Chairman will review.

OLD BUSINESS

1. Motion by Selectman Gale and seconded by Selectman Girard to accept the Personnel Policy as amended. Selectman Littlefield questioned if there is a timeframe to review with the employees. Nancy stated that it will be sent out with the changes to employees and they will sign off then they will get a clean copy. Selectman Littlefield stated that it should be reviewed yearly and Nancy stated that it is even when there are no changes.

OTHER

1. Motion by Selectman Littlefield and seconded by Selectman Girard to sign the warrants for bills and payroll. Vote 4-0-0.
2. Motion by Selectman Littlefield and seconded by Selectman Gale to accept the minutes of 1/5/10 as written. Vote 4-0-0.
3. Selectman Abbott read the reminders.

PENDING DECISIONS

1. Committee Involvement
2. Training Proposal
3. Signing of the Land Trust Deeds – Next weeks agenda
4. Parks Ordinance – Public Hearing next week

5. Street light request - Will follow up with Matt & Shawn
6. Staff training
7. Town Report Dedication

WEEK'S ACTION LIST

1. Nancy to set up a workshop with the auditor.
2. Nancy to provide revenue and expense summary for workshop

DISCUSSION OF AGENDA ITEMS

1. 5:30 workshop – Include Fred, Shawn, Matt, Pam L'Heureux & Mike re: fishing derby
2. Land Trust Deeds
3. Parks Ordinance Public Hearing
4. Alternate EcoMaine Rep.
5. Budget workshops

SIGNED:

1. Warrants for bills & payroll
2. Minutes of 1/5/10

ADJOURNMENT

Motion by Selectman Gale and seconded by Selectman Littlefield to adjourn at 8:35 p.m. Vote 4-0-0.

APPROVED:

Date: _____
