

Select Board Minutes

Date: September 13, 2022

Time: 6:30 PM

Location: Multi-Purpose Room

Next Meeting: September 27, 2022

Minutes: The minutes of August 23rd were accepted as presented.

Special Town Meeting: The minutes of August 25th

Present: Bob Arp, Colleen Stewart, Richard Doughty, Brian Haynes, Steve Conant, Dirk Walker, Dina Walker, Becky Durant-Vining, Steve and Lolita Lambert, Russel Banton and Carol Cochran

Department Heads:

There were no department heads present.

New Business:

AGENDA ITEMS

Status of Heavy Equipment Operator Position:

Richard gave some background about the position of Heavy Equipment Operator. The position was posted long time at \$17. There was one who was interested in the position and in his cover letter did a good job of his qualification for the job but said that he couldn't accept the position at \$17 per hour with no benefits. That was one of the things that made them regroup and to discuss the increase of wages and benefit for the Public.

Dina moved that the heavy equipment operator's position be offered to Dan Demers and if he rejects it then the Select Board will repost the position. Brian Haynes 2nd the motion and it was passed with 2 yes votes and Brian a no vote.

- Implementation of changes to Health Insurance Plan

Decide on final plan details

Complete and send letter to MMA Employees Health Trust

Debbie Bridges to present plan options and details to employees on October 3rd at 1 PM

Debbie Bridges will send a draft letter that needs to be sent to Maine Municipal Health Trust so that insurance for the employees can begin on November 1st with renewal for January 1st.

Debbie encourage options for more than 1 plan. She also indicated that 100% for the employee and 80% for the family is very generous and would recommend another choice for a less price and more of a deductible. Debbie would suggest PTO \$500 and POS \$200 and other changes can be made in January when they would re-enroll.

Richard moved to offer the POS – 200 and PTO \$500. Brian seconded the motion and it was a unanimous vote.

- Job Descriptions / Select Board role regarding employee staffing:

Select Board has done a Job Description for Road Commissioner and one was done by Kelly Hutchinson when it was voted to hire a full time heavy equipment operator.

After discussing the other Municipal Officials job descriptions, it was decided to work on them and present a draft copy at a future Select Board Meeting. Dina said that she was happy to work on the other job descriptions and make changes going forward.

The terms for Road Commissioner, Town Clerk, Tax Collector and Treasurer are all 3 year terms.

There is a Training workshop on the labor law October 25th which Dina will attend.

Richard moved that the Select Board have final approval for employee hiring and firing. Brian 2nd the motion and it was a unanimous vote.

- Risk Management facility assessment - Action required - Issue needs to be addressed – could be fairly expensive

Fuel gas detector is not presented

The emergency egress from the second floor needs maintenance.

Carol will forward the information to Brian that she worked on a few years ago getting a qualified person to come and look at the fire escape and give his recommendation for repair or replacing.

- Preparation for November 8th Election - School Referendum:

Voting hours are from 10 AM until 8 PM for the State Election and there will be a RSU 9 referendum vote as well.

- Status of Broadband proposal - Next steps need 60 days for the referendum

The Northern Borders Grand does not name weld in Grant, but Charlie has given his numbers in his email to us for Weld.

Richards feeling is that the Town is not likely to approve it in the end. It has been a lot of effort to get to this point.

Steve Lambert suggested sending out a survey to see what the feeling is from the Town. Dina thought that was a good idea and it may give the SB an indication whether or not to proceed with negotiations.

It was suggested to send out a revision of survey that Steve Lambert presented the SB by every door direct mail by the beginning of next week.

- Upcoming trainings/workshops

MMA Snow & Ice workshop (Craig and Dan signed up) Brunswick 10/18?

MMA Labor and employment law. October 25 - Dina will attend

Intro meeting with new Franklin County Administrator - 9/14 1 PM Farmington. Richard to attend.

Zoom meeting federal funds for upgrade: Dina will attend

- Efficiency Maine - Enhanced incentives for small municipalities.

Richard said that it is for most heating systems and LED lighting which he thought of the Town Office for lighting.

Next year

Town Garage – Septic Design – Plumbing Permit – Contractor - Options existing Town Garage and Option B to serve Town Garage and future Fire House if needed

Richard moved to get the estimates for the subsurface wastewater disposal system using option B at the Town garage to include in the next year's budget. Dina 2nd the motion and it was passed unanimously.


Cemetery stones - Richard is still working to find someone to fix the stones.

Town hall entrance light - Brian will work on it and get the handicapped ramp lit as well.

- **Next Meeting** – Richard will not be hear or available

Agenda will be out the Friday before the next meeting

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Carol J. Cochran".

Carol J. Cochran
Town Clerk