

Submitted by:

Approved by Selectmen:

Adele M Suggs

TOWN OF PHIPPSBURG
SELECTMEN'S MEETING MINUTES

Adele M. Suggs
Admin Asst

February 26, 2020

Chm 4/13/20

JWH 4/13/20
My 4/13/20

The Selectmen's meeting convened at 5:30 p.m. for an Executive session; the regular meeting reconvened at 6:00 p.m. with Selectman Mixon, Selectman Young, Selectman House and Administrator Jones present.

I. Executive Session

1. Per Title 30 M.R.S.A. 405 § 6A meet in Executive Session to discuss compensation.

Executive Session adjourned at 5:50 p.m.

II. New Business

1. Meet with Lindsey Grant to consider Posted Road Reduced-Load Exemptions for JBR Maine LLC.

Vote: Selectman Young motioned to move the meeting with Lindsey Grant to discuss posted road exemptions to the bottom of the new business list, which was seconded by Selectman House and passed by a vote of 3-0.

2. Meet with John Grotton, to consider Posted Road Reduced-Load Exemptions for North American Kelp.

Mr. Grotton has two tractor trailer trucks that will be run back and forth to the acre lot. He will be traveling 209 to Sebasco Road. Mr. Grotton did complete two applications for reduced loads. This is being considered under our Posted Roads Ordinance that allows reduced weight exemptions for vehicles that are carrying perishable goods (i.e. seaweed and kelp). This is in support of town fishermen.

Vote: Selectman Young motioned to approve the posted road exemption above for the two vehicles listed on the applications, which was seconded by Selectman House and passed by a vote of 3-0.

Mr. Grotton will be sending his load weights into Town Hall.

3. Determine Salary recommendations for reviewed positions for FY21.

As per the Employee Manual, a third of the positions need to be reviewed each year. This year was Codes Enforcement, Transfer Station Supervisor, Transfer Station Attendant, two summer road crew positions – truck and laborer, Police Chief, Parking Enforcement, Town Administrator, Harbor Master and Fire Chief. A lot of hours were spent doing comparisons and looking at information on these.

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Vote: Selectman Young motioned to recommend to the Budget Committee at Town Meeting the following rate increases: Codes Enforcement will be increased to \$58,000 from \$52,795 which is \$4,360.28 above COLA; Transfer Station Supervisor from \$15.47 per hour to \$18.50, Transfer Station Attendant \$13.63 to \$16.65/hour; Road Crew-Heavy Equipment #1 from \$19.83 to \$22.00/hour; Road Crew-Heavy Equipment #2 \$18.91 to \$21.00; Road Crew-Truck & Labor \$17.31 to \$19.50; Police Chief from \$62,915 to \$67,600; Parking Enforcement from \$14.00 to \$15.00; Fire Chief from \$8,225 to \$11,000; Town Administrator from \$57,061 to \$63,500; Harbor Master from \$5,500 to \$6,500. *Those are the total rate increases, including the COLA which is mixed into the rate increase.*

Vote was seconded by Selectman House.

Administrator Jones respected the time the Board put into this, but she believes compensation is a discussion that should happen in the public eye as well, not just in Executive Session. When the salary surveys were reviewed, they came up with very similar figures. The only explanation missing from the conversation is how the Board arrived from the median figure to the figure you're proposing for Town Administrator. Selectman Mixon explained this was the number that all three board members could get behind; there was not going to be another number. Administrator Jones is looking for the rationale. Selectman Young explained that the rationale for him is that he did a lot of studying on local salaries, MMA surveys, and he believes this is a fair wage for the position and the work that is done in the position. He knows, of all the board members, what the job entails as he did it for 21 years; it's not a Town Manager's job, it's a Town Administrator's job. Selectman Young feels that if this position was put out for advertisement at \$63,500, he has no doubt that they would find other people interested in the job. Selectman Mixon added that most of those figures were not at the average; still fall short on a few of them. He wanted to hit the middle of the pack, but you need to consider where we're coming from and where we're going, and we cannot jump extraordinary numbers. Selectman Young added that the Administrator position is almost a \$5,000 increase. Administrator Jones recognizes that, however, there were concessions that she had asked the Board to consider and she feels that those were not taken into consideration. Selectman Mixon went through the original data points that the Administrator provided; he also looked up the mil rate and the average income for every town. It didn't help him a great deal. At the end of the day, the data was not that different from the MMA data that they received. There were towns that were

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significantly higher because there were grouping the Manager and the Administrator in the same pot. Phippsburg is unique in a lot of different ways; not sure what it can be compared to.

Selectman House stated that everything was taken into consideration, even what the Administrator is talking about. Administrator Jones feels that it is not reflected in the decision, because what she's hearing is that it was fair to take a look at the median salary and undercut it by \$9,000. She didn't expect them to meet it and figuring for a population that is smaller than what the Administrator was looking at. Selectman Young doesn't understand how you can go with a population of 5,000. Administrator Jones explained the amount of the services the Town must provide when you have a seasonal influx. Selectman Young stated the seasonal influx is only for five months. He further stated that the population is 2,200 and they used the range to 3,500. The Administrator wanted to use 5,000; that's double the population amount. Selectman House stated that someone can amend this from the floor if they want to. Administrator Jones, personally, was just asking for rationale. Selectman Mixon feels that a lot of the communities they looked at also have similar influxes when talking about the coastal communities and even some of the inland communities. Selectman Young feels they have been gracious using the upper limit of the 3,000. Administrator Jones said that population data is from ten years ago and her numbers reflect a more accurate picture.

Vote passed by a vote of 3-0.

4. Discuss the request by Boston Post Cane nominee to share the honor with another resident.

Administrator Jones did some research into what different towns in Maine do for their Boston Post Cane traditions. She found that towns do modify the program to their town. A letter was just received from the past chairman of the 200th Committee and the Administrator likes the halfway measure that is suggested. Selectman Young saw no towns that allowed it being given to two people; the biggest modification is years lived in the town. The Boston Post Cane went out of existence at some point and time in the past. When the 200th celebration came up, the committee got together and decided that they wanted to re-institute the Boston Post Cane. They used 10 years residency and for it to go to the oldest resident of the town as determined by going through the voter record. As such, when the request came in from the proposed recipient, the chairman of the 200th Celebration Committee polled the members that used to comprise the committee to get their feelings. Selectman Young read aloud the letter from the Chairman where the

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recipient wants to share the cane with a resident who is one month younger. "While this is a wonderful gesture, the established criterion for the Boston Post Cane does not support the award being given to more than one person at a time. The Boston Post cane was reestablished during the 200th celebration in 2014 and was presented to Margaret Wyman who was the oldest resident in town at the time. The committee's consensus is that they stand by the original intent of the Boston Post Cane tradition - to be awarded to the oldest living resident in the Town of Phippsburg. If the proposed recipient would like to accept the award also in honor of the second oldest resident, by one month younger, that would be fine. However, only the designated recipient will be officially recognized and have her name engraved on the Boston Post Cane plaque." Selectman Young feels that if an exception is made in this situation, you go down the road to making exceptions in other situations. He would prefer to have it stay as it is and if the proposed recipient would like to have the next oldest individual with her to recognize her it is OK, but the Boston Post Cane goes to the oldest resident in town. A certificate can be prepared from the town and presented to the second oldest resident congratulating her, with the Boston Post Cane and plaque going to the recipient.

The Administrator will reach out to the intended recipient to see if that would be favorable to her.

Note: Selectman Young motioned to continue the tradition of issuing the Boston Post Cane to the single, oldest, resident of the town that's lived here for 10 years, which was seconded by Selectman House and passed by a vote of 3-0. 5. Consider the recommendation of the Town Landings Committee to change the name of the Meadowbrook Landing to the "George Bowker Memorial Landing". The Town Landings Committee was approached by a resident in town that had the idea. The committee was unanimously in favor. There is already an effort underway to put a memorial bench commemorating George Bowker there on the property. The property originated with the Bowker Family; it was George's idea to have the landing in the first place. That's the heaviest used landing in town. The recommendation from the Town Landings Committee is to change the name of the Meadowbrook Landing to the George Bowker Memorial Landing. Selectman Young feels that this change should be voted on at Town Meeting as all other landings are named for where they are located. John Morse suggested changing the name to read "George Bowker Memorial Landing at Meadowbrook." Selectman Young would feel more comfortable for the town to vote to name it the George Bowker Landing.

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Vote: Selectman Young motioned to have a Warrant Article for Town Meeting which would change the name of the Meadowbrook Landing to the George Bowker Memorial Landing, which was seconded by Selectman House and passed by a vote of 3-0.

6. Meet with Lindsey Grant to consider Posted Road Reduced-Load Exemptions for JBR Maine LLC.

Ms. Grant is not present, but the Board has everything they need. This is the same routine that was used when it was Purse Line Bait; they contract with other companies to bring the bait in. It is required that they also fax/email in weight slips or a sheet where they log temperature, date/time they're doing the run so the Town can monitor it.

Vote: Selectman Young made a recommendation to approve the exemption list for the 24 vehicles on the list that was provided to the Board for JBR Maine LLC, which was seconded by Selectman House.

This will be for the shortest possible main route.

Vote passed by a vote of 3-0.

III. Selectmen/Administrator Comments and Announcements:

Administrator Jones added one page of phone numbers, on the town's website under Town Notices, to call if anyone is concerned about rabies. CDC provided the numbers. There are Municipal Nomination Papers available as of February 12th, if someone would like to be a candidate for either the Board of Selectmen for one three-year term or two three-year terms on the Budget Committee.

The Republican Caucus was this last weekend. The Democratic Caucus is coming up Sunday, March 8th, at the Phippsburg Elementary School at with doors open 3:30 p.m. Caucus will start at 4:00 p.m.

Presidential Primaries are on Tuesday, March 3rd; polls will be open from 8:00 a.m. to 8:00 p.m. at Town Hall.

On Saturday, February 29th, from 11:00 a.m. to 2:00 P.M. at the Fire Department, there will be a free rabies clinic, though donations are welcome.

The Town is implementing a new computer system and in order to make this possible the computers will need to be shut down. This will affect business on March 4th. The office will be closed from 11:30 to 2:00 p.m. to get thru the test environment of the new software. It will be posted on the website.

The deadline for the Maine Fishermen's Forum Scholarship applications is March 4th. There is information on the website.

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Absentee Ballot deadline to apply is tomorrow, February 27th, by close of business. You can return the ballot up until Election Day.

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Selectman House received an email from Kimberly Gates, Executive Director at the Bath Food Bank. She had a group come up to volunteer from the Phippsburg Fire & Rescue; they're a great group and she is very thankful for them. Since they have joined, she has gotten two other fire departments to volunteer.

Selectman Mixon wanted to clarify that the rabies clinic is free to residents of Phippsburg. Anyone coming in from out of town will be charged a \$10 fee for their vaccinations. There is also one happening in Bath but there is some confusion on whether it was held today or on March 4th. Administrator Jones will investigate and put it on the website if it is still available.

Selectman Young wanted to mention that the selectman's term will run until June 30th so whoever gets elected will be three years, one month and two weeks. It was voted upon last year at Town Meeting to extend the Selectmen's term to June 30th to coincide with the fiscal year.

IV. Review and/or Sign:

1. Payroll and Accounts Payable Warrants

Vote: Selectman Young motioned to sign Payroll Warrant 86 and Accounts Payable Warrant 87, which was seconded by Selectman House and passed by a vote of 3-0.

2. Job Ad - Comprehensive Plan Committee Secretary

Since the meetings are usually held at 1:00 p.m. during the day, that should be included in the job ad.

Vote: Selectman Young motioned to approve the advertisement for the Comprehensive Plan Committee Secretary with the meeting time added.

This will be placed on the website and some posters. The Administrator was not going to advertise it in the paper.

Motion was seconded by Selectman House and passed by a vote of 3-0.

3. Municipal Quit Claim Deed for Douglas E. Percy (Map 045 Lot 026-01), for tax lien years 2017, 2018 and 2019.

4. Municipal Quit Claim Deed for Douglas E. Percy (Map 014 Lot 028-A), for tax lien years 2017, 2018 and 2019.

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Vote: Selectman Young motioned to sign the two Municipal Quit Claim Deeds above, which was seconded by Selectman House and passed by a vote of 3-0.

V. Public Forum:

Ticks are out, so be aware.

Tomorrow there is supposed to be 60 mph wind gusts: charge everything to be ready.

Happy Birthday Julie!

Adjournment

Vote: At 6:44 p.m. Selectman Young motioned to adjourn into a Budget Workshop, which was seconded by Selectman House and passed by a vote of 3-0.

* Budget Workshop