# Minutes for Waterboro Board of Selectmen Meeting December 7, 2021, at Waterboro Town Hall 5:00 p.m. Executive Session - 6:00 p.m. Regular Meeting

# Pursuant to 1 M.R.S.A §405 (6)(a) – Discussion of a Personnel Matter

Selectmen Dennis Abbott, Dwayne Woodsome, David Chauvette, and Michael Provencher were present. Dana Brown was Absent.

Dwayne Woodsome made a motion to enter into Executive Session at 5:10 p.m. David Chauvette seconded the motion. The motion passed 4 - 0.

Dwayne Woodsome made a motion to come out of Executive Session at 5:25 p.m. David Chauvette seconded the motion. The motion passed 4 - 0.

## 1. PLEDGE OF ALLEGIANCE – Regular Meeting

Chairman Abbott started the Regular meeting with the Pledge of Allegiance at 6:00 p.m. Attendance: All Selectmen listed above except Dana Brown, Matt Bors, Julie Giles, Todd Smith, Joshua Andrews, David Lowe, Clyde & Hedy Smith, Greg Burns, and Laura Lowe.

- 2. PUBLIC HEARINGS none.
- 3. ANNOUNCEMENTS none.

#### 4. ADDITIONS OR DELETIONS TO AGENDA

David Chauvette made a motion to add to the Agenda under New Business 9f – Discuss/vote on Disaster MOU Agreement for York County. Michael Provencher seconded the motion. The motion passed 4-0.

**5. APPOINTMENT –** none.

#### **6. PUBLIC COMMENTS**

Clyde Smith requested that the condition and status of Bennett Hill Road to be added to the next agenda or have a public hearing. Chairman Abbott stated that he felt that a discussion should come before a public hearing and that the Board will discuss adding it to a future Agenda tonight under item #14 – Discussion of Agenda Items.

- 7. CORRESPONDENCE Available upon request.
  - **a.** Treasurer's reports
  - **b.** York County Sheriff's Office Waterboro November Report

#### 8. REPORTS & STAFF INITIATIVES

## a. Selectmen's reports

**David Chauvette –** Stated the importance of having visible numbering on your house for Fire, Rescue, and Police. At the last meeting Selectman Chauvette offered that he

would be willing to help anyone needing assistance attaching the numbering to their house. Just contact the Town Hall and speak with the Administrative Assistant or Matt Bors and the message will be relayed to him.

**Dwayne Woodsome –** Stated that he has noticed that some side roads still need to be graded and should be done before the snow flies. Chairman Abbott requested a list of the roads from Dwayne to be given to Matt Bors so he can give them to the DPW Director, Peter Smith.

## b. Interim Town Administrator Matt Bors report

#### **General Information:**

Preparations for FY 22-23 budget are continuing. Matt is waiting to hear back from Budget Committee Chair, Jim Southworth, regarding dates and times the committee can meet. Chairman Abbott stated that because the hiring of the Town Administrator may not happen until after the budget is done, the Board should have a workshop with the Budget Committee and Department Heads before the Budget Committee starts meeting. The Board decided on the 4<sup>th</sup> of January at 5:00 p.m. for the workshop.

Matt spoke with Clyde Smith this past Thursday regarding Bennett Hill Road. Since Clyde attended this evenings meeting and spoke during the Public Comment section of the meeting, Matt did not comment on this.

# **DPW Updates:**

Custodian Pete Cote will be out until December 15<sup>th</sup> with a foot injury. Peter Smith has been helping in the mornings with taking care of trash and cleaning the common areas of the Town Hall in his absence.

DPW Director, Peter Smith was able to get a contractor to grade Garland Hill Road today and Ossipee Hill Road shoulders have been completed.

Peter Smith also reports the equipment is ready for the winter months.

#### 9. NEW BUSINESS

# a. Discuss/vote on American Rescue Plan Act (ARPA) Wages

We have received \$403,826.16 as the first ARPA payment. We will be receiving a second payment of the same amount. There are only a few areas the funds can be used for: COVID education, Premium wages, sewer and water. \$17,000 has been used so far for Spectrum to update Deering Ridge Road Broadband due to the home based teaching and learning due to COVID. This was on the June 8, 2021 ballot under Article #2 which read:

To see if the Town will vote to authorize the I.T. Department, with fiscal approval from the Town Administrator, to appropriate up to \$25,000 of franchise fees to enter into joint partnership with the Cable TV Company (currently Charter/Spectrum) and/or in conjunction with State and Federal grants for the purpose of expanding broadband

internet to un-served areas in the Town of Waterboro. Note this money is NOT raised through taxation.

Spectrum has already begun the work but there has been a set back with pole permits at this time.

Chairman Abbott asked I.T. Manager David Lowe if there are any other un-served areas in the Town and David replied that he believes there is only a mile on the Middle Road that is un-served.

Matt Bors went over with the Board a spreadsheet of the Waterboro Fire Departments pay rates compared with other Maine Towns that he handed out. Waterboro pay rates are significantly under the other towns. Matt proposed an at least \$3.00 per hour raise for the whole Fire Department. He feels we need to do this now before we lose any more qualified workers to other Towns. There was much discussion on this. Below is the proposed \$3.00 increase by Matt Bors:

#### WFD Recommendation vs Current Compensation

<b>Hourly/Salary:</b>	TIS Yrs	<u>Current</u>	<u>Avg</u>	+3.00/hr >>	Jul-Dec 2021	Jan-Jun 2022	\$3/hr FY22	\$3 vs Avg	\$4/hr FY22
Chief	16.4	36.96	42.91	39.96	38,438.40	41,558.40	3,120.00	(2.95)	4,160.00
Deputy Chief	20.4	30.10	36.23	33.10	31,304.00	34,424.00	3,120.00	(3.13)	4,160.00
Captain-FT	19.4	22.39	26.52	25.39	24,740.95	28,055.95	3,315.00	(1.13)	4,420.00
Captain-FT	9.4	21.76	25.75	24.76	24,044.80	27,359.80	3,315.00	(0.99)	4,420.00
Captain-FT	5.1	21.12	25.11	24.12	23,337.60	26,652.60	3,315.00	(0.99)	4,420.00
Captain-FT	4.3	20.83	24.86	23.83	23,017.15	26,332.15	3,315.00	(1.03)	4,420.00
Captain-FT	15.7	22.07	26.26	25.07	25,821.90	29,331.90	3,510.00	(1.19)	4,680.00
FT FF/EMT-P	1.1	19.89	23.27	22.89	21,978.45	25,293.45	3,315.00	(0.38)	4,420.00
FT FF/EMT-B	1.1	18.87	20.09	21.87	20,851.35	24,166.35	3,315.00	1.78	4,420.00
FT FF/EMT-B	0.2	18.50	20.02	21.50	20,442.50	23,757.50	3,315.00	1.49	4,420.00
FT FF/EMT-B	0.2	18.50	19.97	21.50	20,442.50	23,757.50	3,315.00	1.54	4,420.00
Admin Asst-FT	9.3	21.43	25.42	24.43	17,829.76	20,325.76	2,496.00	(0.99)	3,328.00
							38,766.00		51,688.00
Per Diem:									
FF/EMT-P		19.43	22.22	22.43	68,199.30	78,729.30	10,530.00	0.21	14,040.00
FF/EMT-A		16.13	19.51	19.13	28,329.12	33,573.15	5,244.03	(0.38)	7,020.00
FF/EMT-B		15.02	18.22	18.02	26,379.63	31,625.10	5,245.47	(0.20)	7,020.00
						_	21,019.50	_	28,080.00
							•		•
	Overall 6-month change					month change	59,785.50	Ī	79,768.00

Michael Provencher made a motion that from Deputy Chief down to Fire Fighter EMT basic on the spreadsheet a 12  $\frac{1}{2}$  % increase until this can be looked at further. David Chauvette seconded for discussion.

After much discussion Michael Provencher took his motion off the table and David Chauvette removed his second.

David Chauvette made a motion that we use ARPA wages to increase everyone listed on the spreadsheet provided for Fire & Rescue a \$3.00 per hour wage

increase from January 2022 – June 2022 which equals \$59,785.50. Dwayne Woodsome seconded the motion. The motion passed 4 – 0.

Chairman Abbott reminded Matt Bors that the AARPA funds will not help past June 2022 and that he needs to add it to the 2023 budget for the Fire Department.

Treasurer, Julie Giles asked where the money for the matching Maine PERS funds for the Fire Department will be coming from.

Dwayne Woodsome made a motion that any Fire department matching PERS funds or insurance will come out of the American Rescue Plan Funds. Michael Provencher seconded the motion. The motion passed 4-0.

**b.** Discuss/vote to approve a Special Amusement Permit for the York County Blues Festival to be held August 20, 2022

Todd Smith, Recreation Director was at the meeting to answer any of the Boards questions regarding the festival. He stated that the only changes will be the date and time of the festival to 1:00 pm – 7:30 pm. This will be safer for people driving home. He also stated that Rustic Taps will be serving the alcohol as they have every year and there has never been a problem. Police and an ambulance will be on hand. Selectman Chauvette asked if an ambulance can be designated only for the festival. Chief Bors stated that they can.

David Chauvette made a motion to approve the permit for the York County Blues Festival under item#9b to be held August 20, 2022. Michael Provencher seconded the motion. The motion passed 4-0.

c. Discuss/vote to approve liquor being served at the York County Blues Festival

David Chauvette made a motion to approve liquor license for the York County Blues Festival. Michael Provencher seconded the motion. The motion passed 4-0.

**d.** Discuss/vote to reappoint Nancy St.Amand as Registrar of Voters

Dwayne Woodsome made a motion to reappoint Nancy St. Amand as Registrar of Voters. Michael Provencher seconded the motion. The motion passed 4 - 0.

e. Discuss Town Report dedication

Chairman Abbott requested the Board to start thinking of people to dedicate the Town Report to. He stated that this will be rolled into Old Business for the next meeting.

f. Discuss/vote on Disaster MOU Agreement for York County

Some of the qualified employees of the Fire Department worked at the Sanford COVID vaccination Center during the pandemic. The cities and towns that support the Sanford Community Vaccination Center are eligible to file the labor

and expenses related to the site for reimbursement from York County EMA. In order to be eligible for reimbursement Waterboro Selectmen or the Town Administrator must sign the Disaster Mutual Aid Agreement for York County.

Dwayne Woodsome made a motion that Matt Bors to be able to sign the Disaster Mutual Aid Agreement for York County. Michael Provencher seconded the motion. The motion passed 4-0.

#### 10. OLD BUSINESS - none.

#### 11. OTHER

**a.** Discuss/vote to approve the minutes of the November 16, 2021, meeting

Dwayne Woodsome made a motion to approve the minutes of the November 16, 2021 meeting. David Chauvette seconded the motion. The motion passed 4 - 0.

#### 12. PENDING DECISIONS

ARPA Funds – other allocations

#### 13. WEEK'S ACTION LIST

Matt to send an e-mail to the Budget Committee and Department Heads alerting them to the Workshop that will be held on January 4, 2022 at 5:00 p.m. between the Selectmen, Budget Committee, and the Department Heads.

## 14. DISCUSSION OF AGENDA ITEMS

Add to the next meeting Agenda:

Under Old Business: Continue discussion & status of Bennett Hill Road Under Old Business: Continue discussion on Town Report Dedication

#### 15. ITEMS NEEDING SIGNATURE

a. Special Amusement Permit for York County Blues Festival

The Selectmen signed the Special Amusement Permit for the York County Blues Festival

## 16. ADJOURN

Dwayne Woodsome made a motion to adjourn the meeting at 6:58 p.m. David Chauvette seconded the motion. The motion passed 4 – 0.