



**TOWN OF CLINTON**  
**SELECTMEN'S MEETING MINUTES**  
**April 28, 2020 – 6:30 p.m.**

**This meeting is being held via ZOOM video conferencing with  
Selectmen, department heads and the town manager participating  
from remote locations.**

1. **CALL TO ORDER – 6:34 pm** – Chairman Towne opened the meeting.
2. **SELECTMEN PRESENT/QUORUM:** Jeffrey Towne, Chairman, Stephen Hatch, Vice Chairman, Ronnie Irving, Edward Blanchard and Brian Bickford. Roll call revealed five Selectmen in attendance.
3. **ACTION ITEMS:**
  - a. **Approval of Selectmen's Meeting Minutes – April 14, 2020**  
Selectman Irving moved to approve the Selectmen's Meeting Minutes for April 14, 2020 as presented. Selectman Bickford seconded the motion. An audio vote was taken – Vote: 5-0. Motion Carries
  - b. **Approval of Selectmen's Public Hearing on the FY 2020-2021 Budget – April 15, 2020**  
Selectman Irving moved to approve the April 15, 2020 minutes for the Selectmen's Public Hearing on the FY 2020-2021 budget as presented. Selectman Bickford seconded the motion. An audio vote was taken – Vote: 4-0-1. Motion carries. Selectman Hatch abstained because he did not attend the public hearing.
  - c. **Award Bid for Spring 2020 Paving Plan** – Selectman Irving moved to award the bid for the 2020 Spring Paving Plan to Pike Industries, Inc. Selectman Hatch seconded the motion. An audio vote was taken – Vote: 5-0. Motion Carries.
  - d. **Approve Contract for Spring 2020 Paving Plan** – Selectman Irving moved to approve the Paving Contractor Agreement with Pike Industries, Inc. in the amount of \$156,434. Selectman Hatch seconded the motion. An audio vote was taken – Vote: 5-0. Motion Carries.  
  
Chairman Towne advised the contract would be signed electronically with a facsimile signature for each selectman.
  - e. **Approval of Draft Solid Waste Disposal Ordinance** – Selectman Irving moved to approve the ordinance as presented. TM Haggerty asked if the Board was comfortable with the change in the price per ton for Demolition Debris from \$96 per ton to \$106 per ton. Selectman Irving stated that it should be higher than \$106 in order to completely cover the cost of tipping and hauling. TM Haggerty said she would bring the draft back on the May 12<sup>th</sup> agenda with more research. Selectman Irving withdrew his motion.
  - f. **Hazard Pay for Fire & Rescue Department – Selectman Blanchard** – Chief Leary explained the logic of the Fire & Rescue Hazard pay plan of an across the board 10% to all positions. There was discussion about when the Hazard Pay would cease – all agreed it would be the same termination as the Transfer Station's Hazard Pay Plan – when the governor lifted the state of emergency.

Selectman Blanchard moved to approve the Fire & Rescue Hazard Pay Plan on an on-call basis. Selectman Bickford seconded the motion.

During discussion before the vote Chief Leary explained why he believed that hazard pay on an on-call basis was unfair. He explained that all members of his staff worked in an environment where they could become

exposed to the virus either directly while on-call or indirectly by those members returning from ambulance and emergency calls where those members could have been exposed and might not know if for 10 to 14 Days.

Selectman Bickford state that in lieu of Chief Leary's expanded explanation he wished to withdraw his second from Selectman Blanchard's motion. Chairman Towne stated the motion had failed for a lack of a second and asked the Board if there was a motion to approve the Fire & Rescue Department's Hazard Pay Plan as presented by Chief Leary.

Selectman Irving moved to approve the Fire & Rescue Department's Hazard Pay Plan as presented by Chief Leary which provided a 10% stipend to each position. Selectman Bickford seconded the motion. Vote: 5-0. Motion Carries.

Selectman Blanchard requested the Police Department's Hazard Pay Plan be on the May 12<sup>th</sup> agenda.

#### 4. **DISCUSSION ITEMS:**

a. **Town Clerk's Timeline to July 14<sup>th</sup> Town Meeting Election** – After review of the Town Clerk's Timeline Chairman Towne stated the first Public Hearing on April 15<sup>th</sup> on the Budget and the Town Meeting Warrant had met the Town Charter's requirement of at least 55 days and that the Town need not repeat the expense of holding a second Public Hearing simply because the Governor changed the election date. TMH replied the timeline would be corrected and republished on the May 12<sup>th</sup> agenda.

b. **FY 2020-2021 Municipal Expense Budget Revision – Tech Services Budget** - TMH explained that during the last week she had received two Trio contracts, one from for Inland Fisheries (MOSES) and, Motor Vehicle Rapid Renewal Program in the amount of \$2,600. She further explained the two contracts were new business between Trio and the State of Maine and therefore had not been included in the budget review of the Tech Services Budget. She asked Selectmen to approve revising the Tech Services budget by \$2,600 to cover the new expense to that budget making the budget total \$34,998.

TMH advised there was another possible revision of Administrations' budget the Board might want to consider reducing the budget by \$27,493.86. She explained the dollars in the budget for new town manager benefits would not be for 11 months as originally planned but, more realistically would probably be only 3 months if the new manager had a start date of April 1, 2021.

After discussion the Board agreed to add the \$2,600 to the Tech Budget and reduce the Administrative Budget by \$2,600 thereby having a zero impact on the bottom line. Selectmen opted to leave the Administrative Budget otherwise intact in the amount of \$345,108.

TMH advised that the town had received new information regarding the status of the DEP Stream Crossing Grant for the True Road. She asked Frank Gioffre who had been corresponding with DEP and Army Corp of engineers regarding the project to update the Board on the latest information. Frank advised the grant was virtually dead and would not be funded because the purpose of the grant was to protect the habitat of fish that the stream does not have. Frank stated that he would continue the permitting process with the Army Corp of Engineers to be ready for the project to begin. TMH asked the Board to consider whether the \$75,000 they would have after town meeting election would be adequate to complete the project or should the \$60,000 be increased. After conversation among the members of the Board the \$60,000 transfer was left in the budget.

Chairman Towne advised the Town Meeting Warrant needed to be finalized in this meeting to allow the Town Clerk and the Town Manager to follow the timeline for public notice to residents and the printing ballots and asked Board members if they had further questions.

Selectman Blanchard asked TMH if there were employees that received more than the 2% merit increase. TMH replied there were two departments where adjustments were made to salaries that

exceeded 2% - that being the Code Enforcement Officer and the Library. TMH advised that the Budget Committee had agreed with her recommendation to significantly increase the hourly rate of the two part-time and no benefit employees that had worked for the town in excess of 12 years and were still being paid minimum wage or just above minimum wage.. TMH stated she found that situation to be untenable and requested the Budget Committee allow an adjustment to be made. The adjustment to the salaries was 14% and added \$6,600 to the Library Budget. Budget Committee Chairman Judy Irving and Budget Committee member Terry Knowles stated they agreed the adjustment to the Library was prudent. Selectman Blanchard thanked TMH for that explanation for the increase. TMH explained the salary line for the CEO had increased by a change in job description to include the responsibilities of Supervising Town Owned Facility Maintenance which the Board approved in January 2020.

Selectman Blanchard requested the Board schedule a Workshop between now and the May 12<sup>th</sup> Selectmen’s meeting to go over the budget. Board conversation revealed they were ready to finalize the town meeting warrant without a workshop.

Selectman Irving moved to approve the FY 2020-2021 Town Meeting Warrant and the corresponding Municipal Expense Budget in the amount of \$2,883,098 with an off-setting Municipal Revenue Budget of \$1,731,260. Selectman Bickford seconded the motion. Chairman Towne clarified the Administrative Budget – Article 3 – would be \$345,108 and the Tech Services Budget – Article 5 – would be \$34,998 and called for a vote. Vote: 4-1. Selectman Blanchard voted as non-support of the town meeting warrant and the budget as presented. Motion carries.

TMH advised the Board that she considered their approval of the town meeting warrant and the budget to be final and she would not present it to them on future agendas but would begin pushing it out into the community as a finished document.

**b. Affinity Contract – LED Streetlight Conversion Project** – TMH advised that she had received a revised contract from Affinity with the correct start date, but because Affinity had not also included the language “contingent upon voter approval” she was not comfortable having the Board authorize the contract. She stated it would come back to the Board on the first agenda in July.

**5. UNFINISHED BUSINESS: None**

**6. TOWN MANAGER’S REPORT**

- **Brush Burning** – TMH asked Chief Leary to inform the Board about his department’s first brush burning event at the Transfer Station. Chief Leary advised the burn had gone well but went longer than he had planned because of the large tree trunks and firewood size pieces of wood mixed in with the brush. He advised that Dave Woods would be monitoring the loads more closely and educating the public about bringing only brush and slash.

**8. SUPPLEMENTS AND ABATEMENTS - None**

**9. NEXT AGENDA ITEMS – Tuesday, May 12, 2020**

- Solid Waste Disposal Ordinance
- Comp Plan Review – Terry Knowles
- Parks & Recreation Maintenance Plan for Cindy Blodgett Park
- Hazard Pay Plan – Clinton Police Department
- Railroad Street Parking Ban on Sidewalks

**10. TREASURER’S WARRANT #21: April 28, 2020**

Selectman Blanchard moved to approve Treasurer’s Warrant # 21 in the amount of \$55,799.43. Selectman Bickford seconded the motion. Vote: 5-0. Motion Carries.

**11. COMMENTS / QUESTIONS FROM THE PUBLIC CONCERNING MATTERS NOT RELATED TO ITEMS ON THE AGENDA.** (Rules of Procedure – 15 Minute limit) TMH advised she had not received questions from the public in her email regarding the agenda.

**12. ADJOURN – 8:47 pm** – Selectman Irving moved to adjourn. Selectman Hatch seconded the motion. Vote: 5-0. Motion Carries.

Respectfully submitted,

*Earla J. Haggerty*

Earla J. Haggerty  
Town Manager/Deputy Treasurer