

Selectmen/Assessor's Meeting Minutes  
February 23, 2016

**Board Present:** Greg Grotton, Lyle Cramer, Elmer Savage and Jim Justice.

**Absent:** John Shepard.

**Also Present:** Jay Feyler, Marcy Corwin, Holly Savage and Joseph Patricia.

1. **Call Selectmen's Meeting to Order:** by Chair at 6:30PM.
2. **Pledge of Allegiance:** given by all who wished.
3. **Public Comment:** there was none.
4. **Approve Minutes of February 2, 2016:** Motion James Justice to approve Minutes as presented. Seconded Lyle Cramer. One abstention. (Grotton).
5. **Discussion on Economic Development Goals:** Jay reminded the Board last fall they discussed Economic Development and having someone here to present some Proposals. He has names of several people with the possibility of collaborating with other municipalities but before he contacts them he needs to know what the Board is looking for. Greg's thought was to have an outside source come to a meeting to see what might be done in this area to help the tax base. Lyle agrees with Greg that it would be nice to have two or three Towns get together to offer what they have as neighbors. Towns along the coast face different issues than the inland Towns because tourism is there, we don't get much from tourism here. Things like light manufacturing, clean industry would be beneficial. One of the obstacles he thinks is most of the Towns around us are into some serious issues in terms of Town Governments he's heard about things in Warren and Washington and we have experienced things with Hope, he's not sure they're in the position where they are going to have time or the interest to do that. Greg noted when we starting talking about this the Comprehensive Plan had not yet started so this is where the two of them could work

together. Maybe we ought to put a hold on this to bring it together. Elmer who is Chair of the Comprehensive Plan Committee said last night we did the Economy Section and one section of it covers a local plan if we have a Local Plan; there is a place for it at the end of each Section where it gives strategies. The Strategy section is the meat of every Chapter because it tells you where you are heading and how you're going to get there. It does have a section for a plan which we don't have, if we could get something put in there it would really be nice. It could almost be, even if we come up with a plan to get a plan, this gives the framework for developing a plan and the strategy for getting other Towns involved or hiring someone to come up with a strategic plan. Eric is doing some edits to this Economy Section once we get it back Elmer will make sure the Select Board gets a copy. The Draft of the Economy Section that we worked on last night we didn't make any changes because there wasn't too much to make. One of Grant's comments that we might want to think about is, he is very critical of the Floating Industrial Zone that we have. It's a zone that really doesn't exist, it's a general area but it's a rural zone until somebody develops a plan to go in there. While they can go through the efforts of coming up with an idea get it all together do all the preliminary work and then its shot down because it's not allowed until they present a plan, it's a zone that doesn't even exist until it's approved. Greg thinks what Jay is looking for is to have a packet to give someone so they could review it to get an idea what we are looking at for the future and then come in and talk with us. Jay noted the general cost for these people is about \$250.00 per day which is not outrageous for Economic Development people. We should have someone who is just going to work in Union and develop something for the region. Originally we talked about up to six months one day a week for six months to develop something.

6. **Discussion on Salaries for 2016-17:** Jay noted we have to define what a raise is. Most people from the State of Maine don't consider step raises, raises and they don't consider cost of living raises, raises. So when you hear School people and State people say they didn't get a raise it is totally incorrect as you can see from your paperwork where one person got an \$8,000 raise in one year. Schools are about 4 1/2% every year. Jay considers it a raise when you get another dollar in your paycheck. If you look at our Clerk and the Office Staff they are below what everyone else is in the area. Jay put together figures for the Board to look at. Jay took roughly 5% take all salaries and raise them 5%. The total budget stood the day Jay took this was 1.6% it would go to 1.8% and that's before the Board has done any vetting of the Budget. It is not a giant increase. Not everyone would get a 5% raise. Jay noted his overall goal is to get these positions where they should be. Lyle thinks we should look back and look at the amount of money we have increased for all the salaries as a lump sum because if we base the raises on merit you don't want to mix merit with what we contributed toward wages. He said we need to stick pretty much entirely to how much we can afford to allocate to the Manager to do his merit plan. Greg asks if we said 5% each employee could get up to 5% based on their merit or are you looking to have 5% of the total amount spent on employees as a lump sum and then you'll divide that up? Jay responded we may not divide it all up. There may be somebody who gets a 6% raise and somebody who gets a 3% raise. Motion James Justice to go with what was presented the 5% in a lump sum.

Seconded Lyle Cramer. Greg noted we could change the figure later on to a lower amount based on what the budget is. Chair asks for a vote. Unanimous.

7. **Spirit of America Award Discussion:** Jay provided the Board with material on this, apparently this was in a lot of counties in the State of Maine in the past. They have expanded it to Knox County and asked us if we wanted to participate. The Spirit of America is a 501C3. If you want to do it we need to vote and at some point pick a name. Jay will get all the additional information. There is no cost and it will be awarded at Town Meeting. Motion James Justice to go ahead with The Spirit of American award. Seconded Lyle Cramer. Unanimous.
8. **Update on Comprehensive Plan Committee:** This was discussed earlier in the meeting.
9. **Sign Treasurers Warrant dated February 16, 2016:** Motion James Justice to sign Treasurer's Warrant. Seconded Lyle Cramer. Jay noted the addition of the February 22nd. Warrant. Unanimous.
10. **Other Business:** Jay reported when Irene Hawes was in doing research she made the suggestion that we apply to the Pullen Fund to digitize and preserve some of the records up stairs and in the vault down here. If the Board likes the idea Jay will apply to the Pullen Committee for funds to start digitizing restoring and preserving all of our Records which goes back to when this Town was formed. Jim asks how much money? Jay said you don't want to know, the total to do it all he guesses is \$150,000 to \$200,000. We will start small; you've got to start somewhere. Jay said the first year we could do The more sensitive records. The great advantage in the long run when this is all done is that anyone can go online search by road obviously some were different names back then and find what they are looking for. We'll all probably be gone before it is finished; it will be a really nice thing for the Town. It is Pullen money and it's there to help the Townspeople and it will help everyone in the long run. They are very important sometimes on Deeds that's how Irene got into it. If you digitize them first how you handle them on the second phase is a little bit easier. If you just preserve them you still have to handle them. If you Digitalize them you might be able to put them in Mylar in boxes and store them away in a Controlled environment. It's a long term process. Motion James Justice to apply to the Pullen Fund for monies to start digitalizing the records upstairs. Seconded Lyle Cramer. Unanimous.
11. **Town Managers Report:** Jay reported the Server upstairs is up and running. Jay has asked the DOT person to come to the next meeting to talk about the proposed light at Wottons Mill and Route 17 intersection. Jay has not heard from him whether he can make the meeting. PDQ Door will be doing some work at Public Works and on the Ambulance/Fire Door sometime next week. We have meetings scheduled for the next three Tuesdays, Lyle won't be here after March 21st. and John will be back for the March 8th meeting.

We'll do Administration on March 1st, Animal Control, Public Works and Cemetery on March 8th and everybody else March 15th.

12. **Selectmen's Report:** Jim asked about delinquent money owed from EMT, have we received it yet? Jay said not yet, but she signed an agreement to pay it by April 1st he thought. Elmer asked about the blinking light outside the Fire/Ambulance building. Jay said he told Kevin about it and thinks it's just a censor that needs to be replaced.
13. **Future Agenda Items:** there was none.
14. **Adjourn:** Motion James Justice to adjourn at 7:50PM. Seconded Lyle Cramer. Unanimous.

These minutes were approved on March 1, 2016 with the following amendments.