

**TOWN OF TREMONT  
SELECTMEN'S MEETING  
MAY 24, 2004  
TREMONT COMMUNITY BUILDING**

**1. CALL TO ORDER**

Alden Gray called the Selectmen's meeting to order at 6:00 pm.

**2. ROLL CALL**

Dean Tozier, Alden Gray, Steve Harper, Scott Grierson, Charlie Dillon, Recording Secretary McKenzie Clough, Town Manager Millard Billings, Kathy Thurston, Heidi and Scott Farley, Stuart Murphy, Everett Beers, Mel Atherton, Clyde Carter, Laurie Schreiber, Mark Good and David Gibbs.

**3. ACCEPT MINUTES**

Steve Harper motions to accept minutes from May 3, 2004 Selectmen's meeting, Dean Tozier seconds the motion. Charlie Dillon abstains, all others in favor of approving minutes.

**4. APPROVE WARRANTS**

Warrant #136 \$2,888.25  
Warrant #137 \$3,807.20  
Warrant #138 \$3,146.75  
Warrant #139 \$3,630.85  
Warrant #140 \$1,341.50  
Warrant #141 \$3,907.77  
Warrant #142 \$77,778.54  
Warrant #143 \$683.33

Steve motions to approve warrants 136-143, Dean Tozier seconds the motion. All in favor of approving warrants 136-143.

**5 NEW BUISNESS**

**1. ELECT OFFICERS**

Ballots were handed to the selectmen. After voting the ballots were handed back to the recording secretary and tallied. Alden Gray was voted Chairman and Steve Harper was voted Vice-Chairman.

**2. GENERAL POLICIES OF BOARD OF SELECTMEN**

Steve Harper motions to accept the general policies of the Board of Selectmen as written, Dean Tozier seconds the motion. All in favor of accepting policy.

**3. POLICY ON TREASURER'S DISBURSEMENT WARRANTS FOR EMPLOYEE WAGES AND BENEFITS.**

Steve Harper motions to accept Treasurer's disbursement warrants for employee wages and benefits. Charlie Dillon seconds the motion, all in favor.

**4. POLICY FOR TAX COLLECTOR TO APPLY TAX PAYMENT TO OLDEST OUTSTANDING BILL.**

Steve Harper motions to accept Tax Collector policy, Dean seconds the motion. All in favor of accepting policy.

Steve Harper motions to abandon the agenda and move to **5C-ISLAND AQUACULTURE**, Dean seconds the motion. All in favor of abandoning the agenda.

**5C. ISLAND AQUACULTURE**

David Gibbs is present from Island Aquaculture to discuss contracts with the town. The state of Island Aquaculture is uncertain as of right now. They are beginning to empty out their pens at Black Island. They wish to keep a good working relationship with the town and would like to continue the garage rental and use of the wharf. They feel the current amount of their contract is too much, for the amount of use they will have at the wharf. Island Aquaculture would like to keep lease at a reduced rate until they are sure of their future in Tremont. Board of Selectmen would like to consult with the Harbor Committee Wednesday. Scott Grierson motions to table this item, Steve Harper seconds the motion. All in favor of tabling Island Aquaculture until they can meet with Harbor Committee.

**5D. PCI**

PCI wasn't able to attend tonight's meeting, they would like to reschedule at a later date.

Steve Harper motions to return to the agenda, Dean seconds the motion. All in favor of returning to agenda.

**5B RESIGNATIONS**

Steve Harper motions to accept the resignation of Jim Keene from the Cemetery Committee, Charlie Dillon seconds the motion. All in favor.

Steve Harper motions to accept the resignation of Hazel Rich from the Tremont School Board, Charlie Dillon seconds the motion. All in favor of accepting Hazel's Resignation.

**5E REQUEST FROM AUDITORS**

1. Dean Tozier motions to confirm auditor's service for 2004, Steve Harper seconds the motion, all in favor.

**2. GASB 34**

Town Manager Billings explains to the board that GASB 34 is a set of guidelines audits. The state will require Towns to list all fixed assets for the 2004 GASB-34 is required and value of roads by 2006.

Steve Harper motions to implement GASB 34 for 2004, Charlie Dillon seconds the motion.

## **5F APPOINTMENTS**

Town Manager Billings informs the board there have been four applications for Harbor Master, 2 of the applicants missed the deadline. After much discussion the board decided to review all four applications and get recommendations from the Harbor Committee. Mel Atherton requests to view the applications before the committee meets. It is explained that applications are confidential information. The Harbor Committee can view the applicants as a whole, but individual members may not have access to the documents. Once the position has been filled than that application becomes public knowledge.

Steve Harper motions to appoint Gary Geaghan as Tremont Assessor for one year, Dean seconds motion. All in favor.

Steve Harper motions to appoint Millard Billings as CEO and LPI for one year, Dean seconds motion. All in favor.

Steve motions to appoint Millard Billings as Town Manager, Road Commissioner, Treasurer and Tax Collector and General Assistance Administrator for one year, Dean Tozier seconds the motion. All in favor.

Steve motions to appoint McKenzie Clough as Town Clerk and Deputy Tax Collector for one year, Dean seconds motion. All in favor.

Steve motions to appoint Katharine Thurston as Deputy Treasurer for one year, Dean seconds the motion. All in favor.

Steve motions to appoint Heidi Farley as Deputy Clerk for one year, Dean seconds the motion. All in favor.

Steve motions to appoint McKenzie Clough to the Police Advisory Committee for 3 years, Dean seconds the motion. After discussion from Chairman Gray, all in favor of appointing McKenzie.

Steve motions to appoint George Urbanneck to the Planning Board for five years, Dean seconds the motions. All in favor

Selectmen discuss Planning board appointments; Scott Grierson believes that boards should be diverse and inclusive. He also feels that as each five year term ends that position should be open and advertised so the town can have a pool of candidates to choose from. Scott Grierson believes that automatically renewing appointment makes them in effect indefinite and excludes others who may be better qualified.

Steve motions to appoint Linda Graham to the Planning Board for five years, Dean seconds the motion. All in favor.

There is one vacant position on the Planning Board, after advertising for several weeks the town has received 2 applications to this board. Kit Muzzy and Michael Ryan. Steve Harper feels that Kit Muzzy is already involved with the Planning Board he is on the planning board agenda often. It is explained to the Selectmen that Mr. Muzzy has been involved with the Planning board due to a subdivision plan he is proposing. Kathy Thurston would like to know if the Board of Selectmen ever take recommendations from the planning board.. Steve Harper motions to appoint Michael Ryan to the Planning Board for a one year term. All in favor.

Table Board of Appeals appointment for Frank Keenan; McKenzie wasn't able to locate him.

Steve Harper motions to appoint Scott Harper to the Solid Waste Committee for one year, Dean seconds motion. All in favor.

Steve Harper motions to appoint Frank Gray to the Solid Waste Committee for two years, Dean seconds motion. All in favor, Alden abstains.

Steve Harper motions to appoint John Buckwalter to Solid Waste Committee for one year, Dean seconds motion. All in favor.

Steve Harper motions to appoint Beth Gott as an alternate member to the Solid Waste Committee for two years, Dean seconds motion. All in favor.

Steve Harper motions to appoint Elliot Spiker to the Acadia Disposal District for two years, Charlie seconds motion. All in favor.

Steve motions to appoint Keith Higgins as Emergency Management Director for one year, Charlie seconds the motion. All in favor.

Steve Harper motions to appoint Terri Lanpher as Tremont Health Officer for one year, Charlie seconds the motion. All in favor.

Steve Harper motions to appoint Virginia Libhart to the Cemetery Committee for a three year term, Scott Grierson seconds the motion. All in favor.

Steve Harper motions to appoint Wayne Libhart to the Cemetery Committee for a three year term, Dean seconds the motion. All in favor.

The Cemetery Committee has two vacant positions due to the resignations of Jim Keene and Cathy Reed.

Steve Harper motions to appoint Elliot Spiker to the E-911 Committee for a one year term, Dean seconds the motion. All in favor.

Steve motions to appoint Susan Clarke to the E-911 Committee for a one year term, Dean seconds the motion. All in favor.

Steve Harper motions to appoint Dean Tozier to the E-911 Committee for a one year term, Scott seconds the motion. All in favor, Dean abstains.

Steve Harper motions to appoint Galen Warman to the CIP Committee for a one year term, Charlie Dillon seconds the motion. All in favor.

Steve Harper motions to appoint Janet Patton as Registrar of Voters for a one year term, Dean seconds the motion. All in favor.

Steve Harper motions to appoint Steve Carter as Animal Control Officer for one year, Dean seconds the motion. All in favor.

Steve Harper motions to appoint Scott Greirson to the Land Use Ordinance Committee for a three year term, Charlie seconds the motion. All in favor, Scott Grierson abstains.

Steve Harper motions to appoint Steve Carter to the Land Use Ordinance Committee for three year term, Charlie seconds the motion. All in favor.

Steve Harper motions to appoint Elizabeth Erickson to the Land Use Ordinance Committee for a three year term, Dean seconds the motion. All in favor.

Steve Harper motions to appoint Clyde Carter to the Land Use Ordinance Committee for a two year term, Dean seconds the motion. All in favor.

Steve Harper motions to appoint Galen Warman to the Land Use Ordinance Committee for a one year term, Dean seconds the motion. All in favor.

Steve Harper motions to appoint Art Paine to the Land Use Ordinance Committee for a two year term, Dean seconds the motion. All in favor.

Town Manager Billings will advertise for the Land Use Ordinance Committee and the Cemetery Committee positions.

## **5G PERSONNEL POLICY**

Town Manager Billings explains the changes that he has made to the personnel policy starting with the first section. Kathy Thurston, Heidi and Scott Farley and McKenzie Clough are present to discuss these issues with the Board of Selectmen. The office staff has many concerns with the way this policy has been re written. First and foremost the staff wasn't aware of these changes until last minute. The staff in this office

had worked together to update this policy several months ago. The Town office has a very small staff and is a close knit group, each of the employees feels that these changes were unjustified and unfair. Heidi Farley expresses her concerns about the dress code, and states that dress codes are very outdated. Most places are doing away with dress codes. The office staff asks if the Board is going to enforce a dress code will we be provided with a clothing allowance. The Board of Selectmen seems to forget that the office staff are also tax payers in the town. The Board refuses to give any sort of stipend for clothing. The office has never enforced a dress code, the staff feels that they are properly dressed and have never received any complaints from residents about their appearances. Chairman Gray questions Kathy Thurston's former attire; he wants to know what she has done with her dress clothes. Kathy is offended by Chairman Gray's comments and doesn't respond. McKenzie expresses her frustrations with the way the policy was presented to the staff. There is no communication in the office. The public works crew had no knowledge of the changes and the office staff was only informed Friday as Town Manager Billings went out the door. The staff feels that this is a very unfair way to operate a small office. This is causing many hard feelings and really upsetting the staff.

Another big concern is the definitions of part time. The way the policy is written no one will ever work part time for the Town of Tremont. The Board of Selectmen do not want to have to offer part time employees benefits. Circumstances could arrive when an employee might have to work part time. This policy states that this isn't even a possibility. Chairman Gray continues arguing with the staff. Scott Grierson feels that if the Town employees are going to be held at a higher standard than the Board should follow the same dress code. Town Manager Billings is instructed to consult with his staff on the changes and bring the policy back before the board. Scott Grierson motions to table this until a further time, Dean seconds the motion. All in favor.

#### **5H. TOWN MANAGERS REPORT**

The Public Works crew has finished putting the floats in the water, last float need plywood.

The Cape Rd, Carter Rd and Turner have been graded. Due to the rainy conditions the grading went fairly well.

The School has a school bus they are going to be selling. The Town had first refusal on the bus. The Bus has been recalled several times due to a defect in the gas tank and the roof structure.

Diane Miller has been authorized to plant trees at the Algerine Coast. Chairman Gray states that there is no Seal Cove Ramp Committee and they have no authority to be planting trees or spending any money. It is recognized that there is an actual committee and they did request money at town meeting.

Chalmers Enterprises was awarded the mooring bid on September 2002. The mooring chains were taken for another project. The Town has enough chain to finish the moorings now.

Town Manager Billings would like the Selectmen's permission to draft a letter on behalf of the town to request to keep the National Parks Advisory Committee after 2006. All the other Town Managers are drafting letters.

"NOT IN OUT TOWN" will be holding a public meeting to update the towns on the drug problems. The meeting will take place June 3, 2004 and Selectmen are encourage to attend.

Selectmen sign dog warrant to authorize ACO to per sue unlicensed dogs. Selectmen sign a thank you letter Town Manager Billings wrote thanking the anonymous donor for the donation to our Police fund. Millard also informs the board that the Town did receive the extension on the COPS grant; the Grant is good until July 31, 2006.

Town Manager Billings received a letter from Mark Habel and John Kennelly about dredging; this will go to the Harbor Committee.

Selectmen agree that Cathy Hinckley will continue to mow the McKinley Cemetery; she has been mowing this cemetery for several years and would like to continue. The Selectmen agree to pay her \$50.00 per time.

## **6 OLD BUISNESS**

### **6A ANNUAL TOWN MEETING REPORT**

The Town will hold a special town meeting on June 7, 2003 at 6:00pm at the Tremont Community Building to determine whether approved funding will be raised from taxation or appropriated.

Scott Grierson motions to raise from taxation \$10,117.00 for Harbor House, Steve seconds the motion. All in favor.

Article 20 was misprinted in the warrant; the amounts did not match each other. WHCA was omitted entirely; this needs to be acted on at special town meeting. Steve Harper motions that the Selectmen recommend \$511.00, Dean seconds motions. All in favor

## **7. OTHER**

Steve Harper wants to know why Al Price didn't stay for the entire town elections. He stated that he is responsible for being at the meeting the whole time.

Steve Harper wants to know why it takes the Public works crew so long in the morning to clean the office. Maybe the Town should think about hiring a supervisor for the Public Works crew.

Steve Harper wants to know if the Jeff Berzini's barge has a working wharf permit. He has been tied at the wharf allot lately.

Scott Grierson wants Town Manager Billings to look into getting the office tested for mold.

The next Selectmen's meeting will be held June 7, 2004 directly after the Special Town meeting.

Dean motions to adjourn meeting at 9:45PM, Steve seconds motions. All in favor.

Respectfully submitted

McKenzie Clough

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Alden Gray

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Steve Harper

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Charlie Dillon

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Dean Tozier

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Scott Grierson



