

TOWN OF BRADFORD
BOARD OF SELECTMEN'S MINUTES
Monday, March 20, 2023

Item 1. Open meeting: 6:07 pm

Attendance: Errol Hanson, Amber Hines, Julie McCarthy, Carlene Oakes

6:20 Timothy Bubar

Pledge of Allegiance: commenced

Item 1. Approval of March 6, 2023 minutes- Motion made by Selectman C. Oakes and 2nd by Selectman A. Hines to accept minutes as presented

Vote 4 in Favor 0 in the Negative

Item 2. Review of Treasurer's Warrants: 18, 19 and 20 Motion made by Selectman C. Oakes and 2nd by Selectman A. Hines to accept warrants as presented

Discussion: E. Hanson pointed out that on the sand from H.A. Higgins charged \$14.00 should have been \$12.25 a yard will take the difference from the April snow plowing check. (\$364.00)

Vote 4 in Favor 0 in the Negative

Item 3. Open Session: 9 Residents

P. Nevells- the Historical Society have offered to donate towards the sound system for the Community Center.

J. Young- asked some questions- Is there a disciplinary actions or processes for the Selectman. J. McCarthy responded we don't have one but she has some citizens working on it. I don't know where they are at with it.

Executive sessions – should executive sessions be discussed outside of the meeting. C. Oakes responded to this- what is discussed in executive should stay there but it doesn't and there isn't anything we can do about it.

Do you know what a toxic environment is? E. Hanson responded "yes" .

Do you know what work place harassment is? E. Hanson responded again- yes, he has been harassed for the last 2 years.

Are you representing the Town's people properly as a Board. E. Hanson responded by saying no, with the miss information given as facts and the fire station letter we are not.

J. McCarthy asked for the questions to be emailed so they could try to answer them. MMA cannot answer questions from the public. J. Young does not have access to MMA as Fire Chief the Board made that decision last year.

L. Surrett asked about his write up for the newsletter T. M. asked him to email it to the town email. It would be going into the newsletter a few weeks before April 28th.

Item 4. Committee Reports:

- a. **Planning Board / CEO:** report handed out at last meeting
- b. **Future Fire Station Committee:** T.M. has sent out the application to USDA a few pages came back for some more details or the information needed to be in a different format.
- c. **Recreation Committee/ Bradford Days committee:**
- d. **Fire Department:** Trucks going out for inspection this week going to Freightliners due to the issue of Mike's Big Rigs is too busy.
Generator is up and running. Everything is good.
J. McCarthy asked about if he was going to make some changes to the job description.
A. Hines stated if it is unrealistic make it realistic.
- e. **Road Commissioner:** E. Hanson received a call on the Station Rd.- wood was being hauled off it on March 9th. It wasn't that bad a little slimy and maybe an inch deep ruts. They said they will take care of it. He spoke to one of the drivers hauling wood.
E. Hanson received an email from J. McCarthy about trucks coming in on the south end of the Middle Rd. E. Hanson spoke to Parkers about it they have been trying to get the word out to all of the drivers.
Williams Rd.- call about the plowing up the gravel at the end of the Drake Rd.
J. McCarthy asked the T.M. about a warrant article for accepting the road money from the State, Hudson and Corinth has one. No we just have the one general warrant article for accepting gifts, grants etc. but we can add another warrant article for the acceptance of state funds.
Sand Salt Shed- door needs to be greased. **Motion made by Selectman A. Hines and 2nd by Selectman T. Bubar to get N. Jones to do the job and give the Board a guest estimate close to what it will cost to do the job.**

Vote 5 in Favor 0 in the Negative

- f. **Town Manager:** Auditor was in Friday (03/17)
Received and signed the application for a commercial real estate construction loan from Camden National Bank. All this is doing is saying to USDA that we the Town have the credit to fund the gap funds. This way we are not accumulating any interest before we need to use the gap loan.
Received a call from MMA work's comp from our individual independent contracts need to add worker's comp to their policy or we are charged a higher rate.
Chair rack is here it needs to be put together.
E. Hanson will talk to people about being an on call handy man and will bring two names to the T.M.
J. McCarthy asked the T.M. if she reviewed the evaluations. T.M. responded that she has read over comments that were written.
Received an email from someone interested in roadside mowing. Board discussion that they are looking for 1 mowing cut this year. Not to mow too early in the season, get through the faster growing part of the season then cut.

Item 5. Old Business:

a. Budget comments from the Budget Committee-

T.M. to look at all the electricity lines with the jump in March they might be too conservative.

Putting more money into Revaluation and Middle Branch Bridge.

b. Water retention pond article vote (J. McCarthy)- J. McCarthy has done a 3rd revision.

Motion made by Selectman J. McCarthy and 2nd by Selectmen E. Hanson to place the article in the newsletter with the edits made by Selectman A. Hines.

Vote 5 in favor 0 in the negative Motion Carries

J. McCarthy read the respond she received back from MMA to the questions that were asked by a citizen at the last selectmen’s minutes. MMA does not answer questions from citizens for they are working for the Board and for the citizen to seek legal advice themselves. They did give some general information to the questions and where we could find answers to the questions.

c. PBC Sound-We need to get back with him regarding sound system (J. McCarthy) bring back to the table at the next meeting

d. Executive Sessions & Update on Purpose of TM Evaluation- (J. McCarthy)

Read a letter she wrote to the purpose of T.M. evaluation. This would not fall under executive session.

J. McCarthy-The performance evaluation is a review based upon an individual’s job performance and assigned duties. A supervisor typically looks at an employee’s skills and accomplishments during a specific time period and tracks whether the employee has lived up to expectations, exceeded them, or failed to meet desired results.

Ideally, performance evaluations provide a stepping-stone for the employee and supervisor to identify and discuss areas where performance can be improved. It can also be an important opportunity for employee and manager expectations to be reinforced or clarified.

In addition, for us as a Select Board, good evaluations typically would be complete with agreeing to enter a contract with TM.

e. Text messaging plan- table until put into place

f. Rock rake- waiting for payment– Called and said he would pick it up at the end of the month or mid-April.

g. Town Web site- table until put in to place – J. Pineo is working on it, she just has been very busy. J. McCarthy asked the Board if they were ok with how long it is taking. The Board was ok with the slower time frame.

Item 6. New Business:

- a. **Wilder Davis Rd- property** – It has come to the Town through foreclosure. The deed description is all wrong. It describes the east side of the road and not the west side. Will ask the lawyer how we can sell this with out a correct description. Recommend to sell it by bid, quit claim deed and let the new owners deal with the survey issue.
- b. **Jones Rd. property-** This property was given to the Town would recommend selling it through a realtor for they will reach a wider market and a warranty deed will bring in a better price. **Selectmen A. Hines made a motion and 2nd by Selectmen T. Bubar to start the process with a realtor.**

Vote 5 in favor 0 in the negative

- c. **Cemetery annuity money – ladder treasury bond** – The annuity has grown to \$37, 000 called and asked what would be our best way to invest the money. Ladder treasury bonds were recommended, one for 12 months and another for 24months. Split the money evenly between the bonds. This way we would have money available every 12 months. At the time interest rate for the bonds was 4%. **Motion made by Selectman T. Bubar and 2nd by Selectman A. Hines to invest the \$37,000 into ladder bonds making it so there is money available every 12 months.**

Vote 4 in favor 1 opposed (J. McCarthy)

Motion made by Selectman A. Hines and 2nd by Selectman E. Hanson to extend the meeting to 9 pm.

Vote 4 in favor 1 opposed (C. Oakes)

- d. **Small write-up encouraging town voting and participation (J. McCarthy)**
Would like to have another article in the newsletter express the importance of coming out to vote. **Motion made by Selectman J. McCarthy and 2nd by E. Hanson to have an article about coming out to vote and have it on the 2nd or 3rd page of the newsletter.**

Motion to add paragraph to “News from the Select Board” encouraging townspeople to vote and requested that the article to be placed on page 2 or 3 of the newsletter.

Discussion: The T.M. said she can’t guarantee this it depends how it comes out. It can be a struggle at times to make it flow just right. T. M asked if anyone else would like to do the newsletter, no takers.

Vote 4 in favor 1 opposed (C. Oakes)

- e. **Station Rd Taxes (E. Hanson)** – it’s hard to read the receipt feels that they should get their money back for J. Poehmel spoke to his lawyer and he said it should have been fore closed because the lien was so old.

- f. **Request for Town Lawyer (E. Hanson)-** This goes along with Station Rd would like something in writing from the lawyer. A. Hines asked the T.M to write up something and send it to the lawyer.

J. McCarthy asked the T.M. if she reviewed and read the performance evaluations recently completed and the TM stated that she had.

- h. Letters of reprimand- (E. Hanson)-** Asked the Board if they were doing it right. It appeared the Board was ok with how it was being handle there was no objections were raised.
- i. Request for Forensic Audit (E. Hanson)-** Said he didn't know if that is what it is called but have a more in depth look at the accounts to make sure these kind of things haven't happened before. T. M said it will show up as bad debt for that is the line it was credited to. T.M asked the auditor about this when they were here. It is very expensive and not all auditors do a forensic audit. If we have one the T. M would like some of the account numbers changed so more reports and be run at one time instead of them being done 1 at a time. E. Hanson will do more research on it.
- j. Correspondence on School Bus accusations. (E. Hanson)-** Read a responds he wrote to the anonymous letter that was read at the last selectmen's' meeting. **Motion made by Selectmen E. Hanson and 2nd by Selectmen T. Bubar to have the responds placed in the minutes and placed on line.**

Discussion: The T.M stated this is not how we usually do this. With any other letter that has been read at the meeting and we receive a copy of it I place it in the Selectmen's minute book behind the minutes of that week.

Vote 5 in favor 0 in the negative Motion Carries

During the 3/6/2023 board meeting a complaint was made by an anonymous letter. The letter accused me (Errol Hanson) of passing a school bus with the lights still flashing. There are only two locations that I pass the school bus almost every day while going to pick up my granddaughter to take her to school and both locations are on the Storer Road I spoke with the bus driver who drives the route she stated that I have never illegally passed her bus and she would have reported me if I had. I feel that this complaint has no merit and nothing to do with the select board. I would like this as written placed in the meeting minutes.

Errol Hanson Select board

Item 7. Correspondence: School Board meeting with the Towns Select Board April 3rd at the elementary school. This conflicts with the Boards meeting with the Budget Committee @7 pm.

Item 8. Request for Additional Agenda Items:

- a. Brief comment regarding consistency from our last meeting (J. McCarthy)** read the responds she wrote up to the comments made at the last selectmen's' meeting about consistency.

J. McCarthy-Last meeting it was suggested for us to be more consistent as a Select Board in how we run meetings and take minutes. The less you say as a town, the better. We shouldn't cater to people who don't come to meetings, nor to people who troll Facebook. In addition, we shouldn't tailor minutes to those who don't

participate, complain, and are not engaged in town affairs. However, not even 1% of our town population attends Select Board meetings so the benefit is for the other 99%. I know that's not consistently how it was done in the past- yet, perhaps, the town has been in err all along-not being as transparent as it should've been.

- b. Select Board member J. McCarthy also reminded the board that when she ran as a Select Board member, she had stated to residents that she believed it was essential to know the public's opinions (confidential if requested) on a regular basis so we can make decisions that align with the town wishes as much as possible and desired to improve communication from town to community thus the need for detailed, timely, and accurate minutes.

Item 9. Executive Session: Executive Session ----- 1MRSA-405(6) (A) (E. Hanson) no executive session this evening for the T.M was not informed to the topic.

Item 10. Adjourn: 8: 55pm

Submitted by with edits from Julie McCarthy

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Vittoria J.B. Stevens

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Selectman Timothy Bubar

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Selectman Amber Hines

_____/S/_____

Selectman Errol Hanson

_____/S/_____

Selectman Julie McCarthy

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Selectman Carlen Oakes