

MINUTES

for a regular meeting of the Pittsfield Town Council, held on *Tuesday, July 05, 2022* at 6:30 pm in the Council Chambers at the Pittsfield Municipal Building at 112 Somerset Avenue and by teleconferencing technology.

Councilors Present: Mayor Michael Cianchette, Deputy Mayor Peter Logiodice, Councilor Jason Hall, Councilor Brent Frost, Councilor Ronald Jester, Councilor Eric Saucier and Councilor Lindsay Holmstrom.

Councilors Present by ZOOM: None

Councilors Absent: None

Also Present: Town Manager Kathryn Ruth; Public Works Director Don Chute; Hoyle Tanner Representatives Robert Furey and Nils Gonzalez; Airport Manager for Operations and Fixed Base Operator Caleb Curtis; Airport Committee members Mark Cochrane and David Ross; Jan Laux; Howard Margolskee; and Heather Donahue.

Also Present by ZOOM: Nancy Breau and another citizen.

1. OPEN MEETING/PLEDGE OF ALLEGIANCE, FOLLOWED BY A MOMENT OF SILENCE:

Mayor Cianchette opened the meeting of the Council by leading the Pledge of Allegiance. The Council observed a Moment of Silence.

2. ADOPTION OF MINUTES OF:

Regular Meeting held on June 21, 2022

Moved by Deputy Mayor Logiodice and seconded by Councilor Frost to adopt the Minutes of June 21 2022.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

3. PRESENTATIONS, CONGRATULATIONS AND INTRODUCTIONS:

A. Community and Economic Development Activities and Events

1. Projects and Grants:

- a. Main Street Sidewalk Project:
- b. Route 11 (known as Route #11/10 and Main Street) Highway Construction/Rehabilitation
- c. Town Main Street Sidewalk Project Grant Funding; Northern Border Regional Commission Grant; Project Canopy Grants; and multiple smaller grant projects
- d. Main Street Sewer Main Rehabilitation Project including DEP American Rescue Plan Act (ARPA) Grant Funding
- e. Airport Grants
- f. Many other smaller Grant Opportunities
- g. Certificates
- h. Ceremonies

The Town Manager advised that the draft scope of services for the Planning Initiative Program had been received from the MaineDOT Planner Jarod Farn-Guillette who had met twice with the Town Council on the project. The document had been shared with the Town Council, Planning Board, Pittsfield Economic Expansion Corporation, staff, businesses and entities located along Main Street. In addition, the document was forwarded to as many people as possible who had been interested in the concept and had attended the Informational Session hosted by the Town on the Main Street project. The funders continue to be contacted to determine the feasibility of the funding sources being available if there was a possible delay of 2-3 years. For the increased cost for the Hangar project, the Town Council will hear more about the proposed resolution this evening from the Town's partners and interested parties as a lot has been accomplished in the last few weeks.

4. PUBLIC HEARINGS:

5. REPORTS:

A. Council Committees:

The Finance Committee, Ordinance Committee and Recycling Committees reported that they had not met.

B. Committee Updates by Town Councilors and Manager:

The Town Manager reported that the Planning Board will not be meeting in July.

C. Town Manager's Report

TOWN MANAGER'S REPORT FOR 07/05/2022:

STREAMLINED VERSION FOR TOWN COUNCIL

1. Planning Partnership Initiative: The draft from the State MaineDOT Planner was distributed to the Town Council, Planning Board, town staff and known interested parties. A few comments were received which were forwarded to the State Planner for review.

2. American Recovery Plan Act Funds: The second one-half or \$211,159.79 of the funds allocated to the Town has been received since the last Council Meeting.

3. Critical Infrastructure Grant: This grant is for actual infrastructure for a town that we hope to apply for and not for software. At this time, our contact went through the State office and did not find anyone who knew of a grant opportunity to cover the cost of the software conversion and upgrade at the Somerset County Dispatch that was allocated to the Town, however, will look around for us. It was noted that it would be unlikely.

4. COPS Grant: The Town has a completed application for community resources on the federal COPS website. It was approved and cleared for upload after a few days of technical issues but then would not upload. We were advised that this grant opportunity was for the hire of new entry level officers and not veteran officers but did try to submit it anyway. We were on the help line for several hours the last day and disconnected when the office closed. A request for our account to be reviewed to determine why the grant was unable to be uploaded was assigned a number and then closed out without explanation. Calling has not been helpful. Although I had been skeptical from the start that the application would be

successful from what I was told, read and have heard, it would be good to know why it would not upload in case we submit another application. I would also like to obtain a copy of the application but to date have been unable to get into it to print it out. Acting Chief Cochran was very helpful with background information.

5. Tax Liens: It is now time to start the tax lien process for the 2021 taxes that are not yet paid. This is a very detailed process which needs to take place in July, therefore, I will be dedicating considerable time to it for the next several weeks. This is one of our statutory requirements.

6. Street Crosswalk Paint:

Update for 07/05/2022: We are looking at traffic signs to place in the crosswalks that are in high traffic areas. The signs are around \$500.00 each and will likely be good for one season as they are normally hit quite a bit and/or disappear although they are heavy. The signs are set up so that when they are hit, they are not supposed to damage the vehicle and can be set back up. The signs will meet the requirements of the Manual on Uniform Traffic Control Devices which we are required to follow.

Update for 06/21/2022: There is new paint on I-95 so I spoke with the PW Department which found out that an order placed 2 years ago was received by MaineDOT. The PW Department is checking to see if we can buy a few cans off them but it is highly doubtful based upon how difficult it is to obtain the correct type of paint.

From 06/07/2022: For several months, Public Works has been calling around for crosswalk paint to not find any available. Public Works advises that the State does not have any paint for the lines on I-95 this summer when they pave. The staff has called as far away as New York. There is a chain supply issue with this product at the factory. Last year, we were able to acquire a small amount of paint which with our inventory from the prior year, we were able to paint the main crosswalks. As we had a limited supply, the crosswalks along the side streets were not painted. This year, we do not have any paint.

7. Maine Department of Transportation Project Notifications: (left in due to its importance):

a. The Long-Range Transportation Plan (LRTP) is the overarching document for the Department's Family of Plans, which includes the Statewide Active Transportation Plan, the Statewide Strategic Transit Plan, the Statewide Aviation System Plan, and the Maine State Rail Plan. These plans can be reviewed along with a live public session that was taped earlier this year by typing into a search line State of MaineDOT Plans Pittsfield. You will see a link for Current Plans which these are under and a link for the MaineDOT Work Plan.

b. Work Plan for Pittsfield for 2022-2023-2024: As there have been quite a few questions raised about projects that are on-going in Pittsfield by the State and future projects, I have embedded the list of projects from the Pittsfield Page of the Work Plan for the 3-year period rather than attach it to the TM Report as attachments become unattached easily.

2022	Pittsfield	Highway-Bridges	I-95 NB/ North Main Street Bridge (#5989) over Madawaska Avenue. Located 0.38 of a mile west of the Palmyra town line.	023607.00		\$2,310,000
2023/24	Pittsfield	Runway/Taxiway	Safety and infrastructure improvements that may include crack seal and pavement markings.	018703.01	Aviation	\$361,000

2023/24	Pittsfield	Highway-Minor Spans	Osborne Bridge (#2634) over Farnham Brook. Located 0.18 of a mile north of Webb Road.	026111.00		\$1,500,000
2023/24	Pittsfield	Highway-Minor Spans	Farnham Bridge (#2274) over Farnham Brook. Located 0.12 of a mile north of Webb Road.	026109.00		\$1,500,000
2022	Pittsfield	Highway-Bridges	I-95 SB/ Sebasticook River Bridge (#1446) over Interstate 95 southbound. Located 1.06 miles south of the Palmyra town line.	023613.00		\$4,380,000
2022	Pittsfield	Rural Highways	Beginning 0.02 of a mile south of Nichols Street and extending north 1.85 miles. Project funding is contingent on Congressionally Designated Spending approval.	021812.00	Highway Construction/ Rehabilitation	\$4,420,000
2022	Pittsfield	Highway-Bridges	I-95 SB/ Route 152 and MCRR Bridge (#5986) over Route 152. Located 1.24 miles west of the Palmyra town line.	023603.00		\$3,710,000
2022	Pittsfield		Replacing curb, repairing rail, and piers on Hunnewell Bridge (#5778) in Pittsfield which carries Route 69 over West Branch Sebasticook River.	WR 43821	Bridge and Structural Maintenance	\$56,000
2022	Pittsfield	Highway-Bridges	I-95 SB/ North Main Street Bridge (#1445) over Madawaska Avenue. Located 0.36 of a mile west of the Palmyra town line.	023609.00		\$2,600,000

8. Open Positions Recruitment:

The Town of Pittsfield continues to experience the same issues as many employers in Pittsfield and the State with positions unfilled and very few applicants. With very few applicants or sometimes one applicant for a position, the Town is often hiring people who do not match the qualifications, have the background or work abilities which has led to more issues. Once in a while, we do find a very good candidate. Since COVID, we have had to address many difficult situations and inappropriate behavior. While it is not appropriate or legal to go into specifics due to the State law and the Charter requirements, I will say that several supervisors and myself have had to deal with issues that we have never seen before including some strange items since COVID started and we went into mandatory lockdown (but still worked).

There are still 17 pages of jobs available on the Maine Municipal Association Job Bank, the one site in the State where nearly all municipal positions are listed. It is full of municipal positions in all departments with most pages having 20-30 position listings so there are likely more than 500 jobs listed.

During job interviews, we have experienced people leaving when they find out there is no working from home (have to cover the counter), do not fill out the background check for criminal/credit/driver's check and disappear, will not fill out an application and do not respond after receiving a job offer. The major issue we are running across is that people do not want to wait on customers. It is certainly a different work environment now.

Updated for 07/05/2022:

Position	Vacancy	Filled
Assistant (Revised by Town Council to handle Personnel/HR rather than assist Town Manager)	Late 03/2022	Interviews again**

Deputy Treasurer/Tax Collector	Late 08/2021	Interviews again**
Financial Clerk	Beginning 05/2022	Job Offer accepted
Public Works Driver/Equipment Operator	2 positions again	
Transfer Station Attendant	1 position	Applicant cleared to start
Police Officer	1 as of 04/2022; 1 as of 05/2022; 1 as of 07/2022	Applicants withdrew
Fire Department	Always recruiting, handles own hires	On-going all year

Also I put a general ad in The Rolling Thunder for part-time or day help for the outside departments where staff can be assigned duties as needed.

**Zip Recruiter was utilized, although candidates do not match the job descriptions, there were 20 unique applications with people not showing up for scheduled interviews and the 1 who did show up did not fill out the application as the job was too much work. No applications received from other sources such as the MMA Website; Town Website; Jobs in Maine; Jobs in the USA; State of Maine; etc.

Promotion had been newspaper ads, town website; Maine Municipal Association; State website; LinkedIn; several on-line publications; Career Center contacts; Indeed (recommended by Cianbro); and Zip Recruiter. Indeed brought in several candidates, however, due to carelessness/errors, my credit card was not utilized properly by a prior employee. Utilized Zip Recruiter for a while which did bring in some applicants from janitors to uber drivers with a few customer service representatives. Indeed has been re-installed setting up the account differently after working on it several times to no avail. Participated in option to see resumes and invite people to apply. Received responses that applicants were looking for remote work. All methods will be continued except newspaper ads and Zip Recruiter as these are ineffective.

9. Computer Services / Managed Services Onboarding:

Update for July 05, 2022: The meeting went well with Harris staff agreeing that the Town should have had more assistance with our calls instead of being told repeatedly that they do not service the version of TRIO that we have; their staff agreed that they can help and should have done so. We were advised that the assessing module issue with trailers had been fixed in June and then there was some discussion about the ticket for the company that requested that we not move over to the web version. Rather than get in the middle of a dispute that was not ours, we asked to move on to discuss how we needed actual training and the setup to practice on and explore that we had been promised. It has now been set up on all the computers except the TM, who also needs it also as I am required to be the town's bookkeeper. We go live on Wednesday, July 20, 2022 with the web version which is the newest version of TRIO. Therefore, we will put some signs on the door and website that we have a new software setup and that there may be delays, however, there are delays now with being bounced out of the system so it will be good to move over. Finding out that nearly 300 trailers would not have to be entered as supplemental bills was a relief as it would be hard to have the correct tax commitment which is a requirement of the law and to be fair to everyone. Now we can change over and hopefully, have the additional financial reconciliation issues that developed this year when we upgraded the computers but were asked to not update the software until after the tax commitment be eliminated. This is very good news.

Update for June 21, 2022: A meeting has been scheduled for June 29, 2022 regarding the need for assistance in addressing the current version of TRIO and moving over to the web version. Evidently, the assessing issue was just straightened out so we should be able to begin moving over once we have some actual training. There are a number of items to be discussed. It would be best to move over during the summer vs. later in the year when the budget is on-going. There will be several people from TRIO involved so I believe we will finally have some progress.

Update for June 07, 2022: To date, we have not received an update from TRIO regarding this matter. As we are preparing for the Election, many due dates for filings and meetings as well as serving lines of customers, we have not pushed the issue.

Update for May 17, 2022: The training for the new web-based TRIO has not been scheduled due to notification by the Town Assessor that this program has seriously malfunctioned in the Assessing module. Evidently, it does not pick up any value for mobile homes and the Assessing company has been advised that it is being worked on. Currently we have issues with vehicle registrations, postings that malfunction and so forth and now if we move over to the web-based version that was in works, we are being told that there will be issues with the tax commitment. This notification on the assessing module problems was received on 05/16/2022 at which point our Assessor requested that we not upgrade to the web-based TRIO under after the tax commitment in late August.

10. Public Works Reports:

Requested that Plymouth Engineering put together a re-bid for the Crawford Road Bridge work and a new bid for the remaining Sebasticook Street culvert/s re-lining. Previously, the Town had bid out the work for the Crawford Road bridge abutments and the re-lining of one of the Sebasticook Street culverts. Due to the cost of the work, only the Sebasticook Street culvert was completed. Funding had been budgeted for some work to be completed to the bridges/large culverts in the Capital Improvement Plan this year. This is included in the large 2022 CIP loan.

Also requested that Plymouth Engineering look at Lancey Street which had been rebuilt entirely in 2001-2002 to determine a course of action to address the road condition and to put together a budget to do so.

11. Code Enforcement Status:

Our Alternate Code Enforcement Officer has stated it will take some time to address a Code Enforcement Plan. He is here 5 hours a week on Fridays (except when before a holiday). Some of that time is helping the current CEO finish or re-align items. Mr. Tempesta had advised that he is not comfortable with volunteers working in the CEO Office. He is more than willing to meet with any Town Councilor or citizen to update him/her on a specific code issue. However, people could get called into court which is too much for a volunteer position and/or too much can go wrong when people are trying to help. Therefore, he requests only staff work on code issues.

Since the last meeting:

- A. A staff member who lives in town has advised that he is going to assist the property owner at the corner of Madawaska Road and Harriet Street with the falling in barn to get this addressed.
- B. The tenants on the Webb Road property where there are alleged violations arrived at the Town Office to express outrage. The Town Attorney is working with the Alternate CEO to obtain access to the property.
- C. The Town Attorney is reviewing how to address the Washington Street property with the owners having no forwarding address available. The Town Attorney has advised that we are required to serve them to proceed forward and if we cannot, then we have to file with the court for permission to utilize an alternative service. In any case, the owners have to have actual knowledge of the proceeding or any resulting court order.
- D. The dumpster was dropped off at the Leonard Street property but was not fully utilized for the week as the property owner arrived home after arranging this with the Transfer Station, locked up and left for a while. A violation letter reviewed by the Town Attorney had been sent to Mr. Sprague by the Alternate

CEO and it was made clear that the availability of the dumpster did not relieve the owner of any of the obligations to clean up his property and bring it into compliance with town regulations.

6. OLD BUSINESS: N/A

7. NEW BUSINESS:

ORDER 22-04: Ordered that the Town Council Authorizes the Equipment Lease Agreement with Visual Edge IT; approval of the Image Management Agreement with Wells Fargo Financial Leasing, Inc., and Appropriation of the required funds for the Agreement to not Exceed \$9,765.

Moved by Deputy Mayor Logiodice and seconded by Councilor Frost to adopt Order 22-04.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

RESOLUTION 22-63: Resolved that the Town Council Waive the Bid Policy, Chapter 2, Administrative Code, Section 106 to Accept the proposed bid from Visual Edge IT for a printer, copier, scanner and fax all in one machine and Authorize the Town Manager to Execute all necessary paperwork for the lease of a Toshiba E-Studio 2510AC Color Copier at a cost to not exceed lease and service contract totaling \$155/month for 63 months at a total of \$9,765.

Moved by Deputy Mayor Logiodice and seconded by Councilor Hall to adopt Resolution 22-63.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

RESOLUTION 22-64: Resolved that the Town Council Authorize the Town Manager to Apply for a Federal Aviation Administration (FAA) grant for \$141,806 from the Airport's FY 22 Bipartisan Infrastructure Law, Airport Infrastructure Grant (BIL/AIG) for the Construct Taxilane, Apron and T-Hangar project.

Moved by Deputy Mayor Logiodice and seconded by Councilor Jester to open discussion on Resolution 22-64.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

Robert Furey from HTA introduced himself and Nils Gonzalez. He is the Director of Project Management for Airports and Nils is the Designer. The Hangar project for the Town was split into two grants with the first being the taxilane grant and the second being the hangar and apron grant. In Fall, they knew the project was going to be delayed for the winter. Blane did not get the Notice of Award from HTA until after the bid deadline and eventually told HTA that he would no longer honor the bid. He requested that there be an increase informally in the bid and you cannot do that as it would need to be re-bid. When it was re-bid there were even higher prices. Mr. Furey reviewed the summary sheet. Both the State and the FAA were looking for additional monies. He advised that there is a 15% grant amendment that can take place. They were \$320,000 short and working with all parties HTA identified 3 courses of action. First for the Town to apply for an extra

grant as the Town had been awarded an extra grant opportunity of \$159,000 for the next 4 years after this problem had developed. Second, the asphalt FAA mix is overkill for light aircraft. HTA will pay for the state mix to be applied rather than the FAA mix. He stated that we can use the State mix on the project as long as FAA does not pay for it. HTA is offering to pay for the asphalt. HTA has forwarded a letter that is in the Council Package that shows that there would be a maximum \$95,000 exposure that HTA would agree to cover. He stated that the Town would get the BL FAA Grant as the money is allocated to the Town.

Councilors asked questions about the grant that the Town would apply for as part of the solution for the Airport Hangar price increase. Robert Furey spoke to the grant as well as Nils Gonzalez. In reference to a question from Councilor Jester, the Town Manager confirmed that the grant for this year was originally going to be applied for crack sealing when the Town heard about the additional funding. However, there will be 3 more years of \$159,000 allotments for the Town of Pittsfield. This means that there will be plenty of funding for crack sealing. Having the BIL funding is a miracle for the Town of Pittsfield as it was not in place when the deadline for the bid was missed and the contractor decided to request additional funds.

Caleb Curtis spoke about the Airport Improvement Program. Funds in the amount of \$150,000 are allocated for the airport each year. There was a mistake made in which the Notice to Proceed was not forwarded to the contractor in time by HTA so they are going to help cover the gap. He advised that we had to re-bid as the FAA and MaineDOT require this in order to provide more funding. In reference to a question he advised that the original bids are no longer valid as HTA missed the date to hold the contractor to that bid. There was no avenue to make the contractor keep the same bid. He came back and wanted more money. The FAA was clear that the Town would have to re-bid in order to use their money.

Moved by Deputy Mayor Logiodice and seconded by Councilor Jester to rescind the motion.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

Moved by Deputy Mayor Logiodice and seconded by Councilor Hall to adopt Resolution 22-64.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

RESOLUTION 22-65: Resolved that the Town Council Accept the proposal of Blane Casey Building Contractor, Inc. of Augusta, Maine in response to the Request for Bids – Re-bid 2022 opened on March 24, 2022 titled Construction Package 2, Construct Taxilane, Apron and T-Hangar, AIP Project No. 3-23-0036-021-2021 to not exceed \$1,920,601.29 at the Pittsfield Municipal Airport to be funded by federal AIP Project No. 3-23-0036-20-2021; the multi-year grant award for AIP Project No. 3-23-0036-021-2021; Airport’s FY 22 Bipartisan Infrastructure Law, Airport Infrastructure grant (BIL/AIG) for \$141,806; Hoyle Tanner’s letter of commitment for funding to not exceed \$95,000; and other funding from the MaineDOT that may become available and authorize the Town Manager to issue the Notice of Award, execute a contract and issue all relevant paperwork for same.

Moved by Deputy Mayor Logiodice and seconded by Councilor Frost to open discussion on Resolution 22-65.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

RESOLUTION 22-66: Resolved that the Town Council waive the Bid Policy, Chapter 2, Administrative Code, Section 106, Regulation of Bids and Contracts to accept the proposal of Olver Associates Inc. of Winterport serving as the Town's Operator for Water and Sewer and Authorize the Town Manager to Execute Amendment No. 1 to the Engineering Agreement Between Owner and Engineer for Professional Services for the Water Main Drinking Water State Revolving Loan Funding (DWSRF) for Design and Geotechnical Services only for Birchwood Terrace in the amount of \$57,000 and Library Street for \$52,000; and for the Sewer Main Clean Water State Revolving Loan Funding (CWSRF) for Birchwood Terrace in the amount of \$220,000 and Hunnewell Avenue in the amount of \$132,000 for a total of \$461,000 with DWSRF funding currently available through the American Rescue Plan Act funds (ARPA).

Moved by Deputy Mayor Logiodice and seconded by Councilor Jester to open discussion on Resolution 22-66.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

The Town Manager advised that the Town needs to review this request and that these different program approvals may need to be addressed separately.

Moved by Deputy Mayor Logiodice and seconded by Councilor Jester to rescind the motion.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

Moved by Deputy Mayor Logiodice and seconded by Councilor Jester to table Resolution 22-66.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

RESOLUTION 22-67: Resolved that the Town Council approve the Police Labor Negotiation Committee's proposals for additional incentives for the hire of police officers.

Moved by Deputy Mayor Logiodice and seconded by Councilor Frost to table Resolution 22-67 pending a Police Labor Negotiation Committee meeting.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

RESOLUTION 22-68: Resolved that the Town Council accept a grant for the 2019 Homeland Security Grant Program through Somerset County from the Maine Emergency Management Agency in the amount of \$14,865 for body and cruiser cameras.

Moved by Deputy Mayor Logiodice and seconded by Councilor Hall to adopt Resolution 22-68.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

RESOLUTION 22-69: Resolved that the Town Council waive the Bid Policy, Chapter 2, Administrative Code, Section 106, to accept the bid from Watch Guard for body and Cruiser cameras in the amount of \$11,754.75.

Moved by Deputy Mayor Logiodice and seconded by Councilor Hall to adopt Resolution 22-69.

The Town Council asked that a quote on service fees be received; check on whether other departments can use the funds remaining; and determine whether we can apply for other items so that money is not left on the table. The Town Manager verified that the staff was checking on other cameras that could be a supplemental request to total the funds that remain available.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

8. DISCUSSION ITEMS: N/A

9. REPORTS:

Audience:

Jan Laux: Will be introducing the new Headmaster as the concert Thursday evening. Wondered how much debt the Town had. (The Town Manager went to the public's information table to pick up the audit which she has left out with the handouts since it was received last year to verify the amount of debt. The Town's debt as of 12/31/2020 was \$1,972,958 for Governmental services such as the departments and \$3,910,574 for Business-type services such as Water and Sewer for a total of \$5,883,532.00. She noted that this year would be an entirely different picture due to all of the loans that the Town is obtaining). Stated that he believed grant funds will be available for the next couple of years. (Town Manager advised that she has been checking with the state and federal government as extensive funding is expected to be flowing to the state in the near future and we should have funding for three years for various projects with the next infusion of cash).

Howard Margolskee: Expressed concern about the water and sewer billing being behind and how he as a retiree needed to budget his money as did other people (TM explained that the meters had been changed out in the field but not recorded for the Town so Olver Associates was addressing this issue. She advised that there was a process in place that was not followed, there was no way for Olver Associates to know that this was taking place as we all had been told that there were no more working meters available so we did not think anything was off when we did not receive any meter installation forms as the meters were on order and there were no meters available. The contractor is committed to resolving this). Concerned about all the openings in the Town government but noted that this is unique work and this is going on in other places. Noted his concern over the General Help ad that was in The Rolling Thunder (The Town Manager advised that she put this ad in to assist all the outside departments to encourage people who wanted to help out the Town and earn money while doing so to apply to work a few days a week or part-time). Indicated that other Towns were holding gatherings and thought that the Town should also do so. Thought that the Town

should have a celebration for the employees (The Town Manager advised that the Town provides Christmas Greetings thanking the employees for their service during the year).

Don Chute: Expressed his frustration over the difficulty in recruiting employees and how people are working double duty or more. He noted that his staff and many other employees work very hard but that they are often yelled at by the public now. He advised that the pay needs to be increased for some of the positions as they can go work in the fast-food places and get more money. (The Town Manager advised that working in the public has drastically changed since covid set in with more complaints now. She noted that we need to review the pay which we worked on last year. The benefits are very good but the pay is low. We need to keep moving forward).

Councilors:

Councilor Hall: Recommended that the Town website be more user-friendly. Advised that the open positions need to be clearer. Stated that the Town should be utilizing Indeed a lot more than currently. Need to have the ordinance on animal waste re-visited due to the deposits left along the road from the horses. Thought that a bag could be placed at the back. Advised that the Audit should be available shortly (The Town Manager verified that it was underway and being reviewed now to be available on June 30). Indicated that the financial statements for the quarter should be ready as June 30th has passed (Town Manager verified that she has all the financial statements).

Councilor Saucier: Thanked the Town crew on the pool. Asked the Town Manager if the rumor that the Town did not start working on the pool in May was because the electricity would be high so it was left? Thought that this was not sensible as it would cost a lot more in chemicals as there would be algae. (Town Manager advised that the electricity bill is not high at all so that would not make any sense as the chemicals are more expensive, therefore it is a rumor). Stated that we need to figure out how to make the town jobs more attractive. Councilor Frost noted that the mill positions pay much better and they cannot fill them due to the manpower issue in the State. He said this is going on everywhere.

Councilor Jester: Thanked everyone for speaking and expressing their passion on items.

Deputy Mayor Logiodice: No Report.

Councilor Frost: Recommended that the Town have regular free cleanup days so that people who do not have access to transport items to the Transfer Station can get rid of their junk. Stated that there is a dilemma code enforcement as we need money to go to court. The Town has to have a sufficient budget to address the legal costs with court. We can send letters but no one is going to do anything if we do not have the funds to back up action. Indicated that a spreadsheet would be good. Asked how much the lunch wagons pay to be set up across from the library. Someone asked him about it as most businesses in Town have to pay a yearly tax. (Town Manager advised that the fee schedule provides for a \$50 yearly cost for the lunch wagon).

Councilor Holmstrom: Thanked everyone for attending. Thanked Donnie for his work. Stated that she had asked for a discussion on the way that the Town Council receives information including the reports by the departments. Need to streamline the process. Outside of the town website, there needs to be in person recruitment, hold hiring events, use of social media, utilize Indeed. Stated the town website is not user-friendly. Requested a list of recruitment per department stating the % of overtime spent and the % of positions open. Advised that there needs to be a master list of all projects. Stated that there needs to be a discussion on vision. Noted there should be weekly reports from the Code Enforcement Officer and that just listing the letters sent was not effective. Requested a list with pertinent information to track progress.

Mayor Cianchette: Expressed disappointment in the school for the information presented in the news report about deleting the SRO. Talked to the Town elders about Robert's Rules. Has been advised that the Council should vote to accept the agenda and if it is passed as written. He is contemplating having the agenda presented to the Mayor for approval. Asked if the Budget Calendar was prepared yet (Town Manager advised that it has not been set yet). He would like to have the budget completed before Thanksgiving this year so that December will be free and clear without a public hearing. Does not believe that ZOOM is needed anymore, would like to not have the big screen here and that citizens can still watch the meetings at home. Asked the Town Manager to check on the legal obligations for the Town. Requested that the picture that was taken of the Town Council be put up. Will be asking that the Department Heads hold the line on their operations budget. We have to be responsible. Disappointed in the attendance for the Bicentennial and Egg Festival. Suggested that the Town have an annual celebration such as a Farm Festival to replace the Egg Festival.

10. EXECUTIVE SESSION:

A. To discuss the duties of the Town Manager pursuant to 1 M.R.S.A. Sec. 405(6)(A).

Motion by Deputy Mayor Logiodice, seconded by Councilor Hall to go into Executive Session under 1 M.R.S.A. Section 405(6)(A).

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

The Town Council entered Executive Session at 8:51 pm.

Moved by Deputy Mayor Logiodice, seconded by Councilor Hall to exit Executive Session under 1 M.R.S.A. Section 405(6)(A).

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

The Town Council exited Executive Session at 9:57 pm.

11. ADJOURNMENT:

Moved by Deputy Mayor Logiodice and seconded by Councilor Jester to adjourn the meeting at 9:58 pm.

Motion passed with all votes in favor.

VOTE: UNANIMOUS AYE

Respectfully submitted,

Kathryn Ruth, Deputy Town Clerk

Minutes are a synopsis of a meeting. For more detail, please go to www.pittsfield.org and click on Town Meeting Videos to listen to videos of Town Council and other Board/Committee Meetings.

