

**COUNCIL MINUTES OF  
October 12, 2023**

**COUNCIL PRESENT:** Charles Ellms, Marcia Delaware, Adam Briggs, Heidi Kinney, Andrew Bermudez, Peter Haskell, and Levi Ladd

**I. PUBLIC HEARING**

*1. Ordinance C2023-06 Change to Personnel Policy: Section 9.8-5. Compensation and reimbursement.*

*No Comments*

**II. MINUTES**

*1. Approve/Amend Council Minutes of September 21, 2023*

Motion to approve: **Marcia Delaware**

Second: **Heidi Kinney**

Vote: Unanimous in favor, motion passes

**III. NOMINATIONS, APPOINTMENTS, & ELECTIONS**

*1. Approve/Sign Election Warrant*

**Peter Haskell** made a motion to approve/sign

Second: **Charles Ellms**

Vote: Unanimous in favor, motion passes

**IV. UNFINISHED BUSINESS**

*1. Manager's Report*

**Trampas King** stated that the paving will happen soon, and the utility district needs to tend to the manhole covers and the Highway Department will need to put loom down on the sides of the road. Hopefully there is enough time to get it done. **Mr. King** stated that the crew is also finishing up on the dirt roads. He thanked the cemetery crew as they have done a lot of work on the Crawford Road trimming and such.

**Mr. King** stated that he went to the grand opening of Ames' Chiropractic & Wellness Center, and it is very nice and the event was well attended.

The Key Club will be having their Welcome to My Home Fundraiser. They are accepting donations of gift cards or money. It will be from 6:00pm Saturday to 6:00am Sunday at the American Legion Hall.

**Mr. King** reminded everyone that the Referendum and Municipal election is on November 7<sup>th</sup>.

*2. Departmental Reports*

**Heidi Kinney** commented on the Human Services report regarding there being no new donations of diapers and asked if it is an ongoing issue. **Trampas King** stated that we had never asked for donations as the last time we got them they were from the kids at the Work Camp. **Ms. Kinney** stated that there was a Federal Program that provided diapers and Maine was part of it. She has reached out to Steve Foster but hasn't heard back. She asked in the interim if maybe the Key Club could do some kind of diaper drive. **Mr. King** said he would ask **Shelby Dyson**, the Key Club president. **Marcia Delaware** asked if the Police Department was fully staffed now and if the person was working out that is manning the office. **Mr. King** stated that they were but there are three green pins and the office person is working on getting all the training done. **Levi Ladd**

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commented on the Rec report and stated that he was at a soccer practice and noticed about 15 of the 21 balls there were no good and he thought that we had resolved the issue of needing new balls. **Mr. King** stated that he would ask **Mike Martin** about it.

*3. Ordinance C2023-06 Change to Personnel Policy: Section 9.8-5. Compensation and Reimbursement*

**BE IT ORDAINED**, that the Dexter Town Council hereby amends the Town Code Chapter 9.8-5 Compensation and Reimbursements as follows:

F. All employees and municipal officials who are not receiving a monthly flat rate amount for use of their personal vehicle when conducting official Town business will be reimbursed ~~at a rate set annually and base on comparative data per the current IRS Standard Mileage Rate.~~ When operating personal vehicles outside of Town on official municipal business, those individuals ~~receiving a monthly flat rate amount~~ may file a claim for applicable mileage. Claims must be filed on the appropriate reimbursement request forms which are available through the Finance Officer. ~~Mileage reimbursement rates will be reviewed annually for the purpose of adjustment.~~

Filed October 12, 2023  
**HEIDI KINNEY**

Second: **Marcia Delaware**

Vote: Unanimous in favor, motion passes

**V. NEW BUSINESS**

*1. Approve/Sign Mutual Aid Agreement with Town of Newport*

**Trampas King** explained that this is an agreement that we will back each other up with no charges incurred. **Heidi Kinney** asked if we do this annually and the answer was yes.

**Marcia Delaware** made a motion to approve/sign

Second: **Peter Haskell**

Vote: Unanimous in favor, motion passes

*2. Proposed Ordinance Change – personnel Policy: Section 9.8-5. Compensation and Reimbursements & 9.8-4 Work Schedules, hours, and attendance.*

**PROPOSED ORDINANCE**

**OCTOBER 12, 2023**

**WHEREAS**, the Dexter Town Council realizes the resources available to the public with internet access for most town functions including renewals of vehicle registrations, fishing and hunting licenses, ATV/Snowmobile/Boat renewals, and vital record requests; and

**WHEREAS**, the Dexter Town Council realizes the need for extended office hours to accommodate the residents working out of Town; and

**WHEREAS**, the Dexter Town Council sets the Municipal Office hours as follows: Employees will work four (4) ten (10) hour days. Staff hours will be from 7:00 AM to 5:30 PM with a thirty (30) minute lunch. Public hours will be 7:30 AM to 5:00 PM Tuesday through Friday.

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**WHEREAS**, if a paid holiday falls on a Monday, the employee will be given eight (8), hours of time to be used at a later date.

**NOW THEREFORE**, be it ordained that the Dexter Town Council hereby amends Chapter 9.8 Personnel as follows:

Sec. 9.8-4 Work schedules, hours and attendance.

(b) The standard hours of operation of the town office are ~~8:30~~ 7:30 a.m. to ~~4:30 p.m.~~, **5:00 p.m. Monday-Tuesday** through Friday.

Sec. 9.8-5 Compensation and reimbursements.

(d) Paychecks will generally be available no later than the following ~~Thursday~~ **Friday**, unless other conditions warrant.

**Marcia Delaware** asked what the first paragraph has to do with it. **Trampas King** explained that foot traffic has probably dropped about 20% because people can do registrations online. He explained that the proposed hours would make the office open to the public for an hour longer in the morning and a half hour more at night. **Peter Haskell** asked who it would affect and asked about the people upstairs. **Mr. King** stated it would be all of the staff downstairs and the two that worked upstairs on Monday could come in on a different day. It was also explained that when a holiday falls on a Monday the employees will be given a different day off rather than be closed the next day. **Charles Ellms** asked the reasoning behind the change. **Susan Reed** commented that it would be good for staff to have a day off to schedule appointments as it would cut down on sick time being used and it would also be good for staff morale. **Laura Maul** spoke and stated that the Highway Department has had a four-day week in the summer for a long time and asked about the reasoning for that. She stated it would be nice to have an extra day to enjoy families and do things for ourselves. **Levi Ladd** commented that he thought it would be better to stay open later at night. **Andrew Bermudez** stated that businesses seem to know when it is busy such as Ace that opens at 7:00 and closes at 5:00 and others' hours reflect that as well. **Theresa McManus** commented that the front office staff is most efficient and helpful and if we can help them out, we should. **Mr. Bermudez** stated that it is a better way to serve the public with extended hours. **Heidi Kinney** asked if the "floating" holiday would have to be used within a certain time and **Mr. King** said we could make it that way. **Levi Ladd** asked what day was the busiest and **Ms. Reed** stated that it varies depending on the time of the month. **Mr. King** asked if we wanted to poll the residents since it will affect them. **Mr. Ellms** stated that the Council is elected to make those decisions. **Heidi Kinney** asked if we could work on a rotation to stay open later but that wouldn't work with just two employees. **Adam Briggs** stated that we needed to decide whether we would do the four days and then discuss the details. It was agreed to proceed with the four day week.

There was much continued discussion between the Councilors and it was decided to talk more about it at the next meeting and they would do some research on their own.

*3. Discussion on Solar Farms*

**Trampas King** started by saying that we only have 1 proposal right now and that is for Route 94. There have been two others talked about but one of them was two years ago. We need to put something out there stating there will be no more for now. We don't want them buying up more land and letting it sit there. **Mr. King** has a moratorium from another Town to look at. He thinks we should put it on for a year and then revisit it. **Heidi Kinney** asked if Route 94 would be grandfathered, and the answer was yes and the ones that have done due diligence would be as

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well. The land across from P&L has been purchased but the others are just leased. The one on 94 has already called about what to do with the money they have to give us for when they are decommissioned. They can either give it to the Town or to DEP. **Mr. King** stated that he told them to give it to us. **Theresa McManus** gave the Council seven different articles to look at and stated that they left their previous State because of all the solar farms and talked about how dangerous they are to humans and stated that it has affected hunting because the animals won't go near them. **Charles Ellms** stated that we should be telling them what we want for a retainer, not the other way around because we will be left with the mess of cleaning it up. It was pointed out that we need to make sure that the moratorium won't affect individuals or businesses that are putting them up for themselves.

**VI. PUBLIC FORUM**

**Amanda Marshalek** thanked the Council for moving forward with the moratorium on Solar Farms but commented that it should be longer than a year. She also asked about the progress on getting signs or mirrors on her road. **Mr. King** stated that the Highway Department had been out there to see what they could do. **Ms. Marshalek** inquired about signs for their small business. **Charles Ellms** stated that unless they are on their own land they would have to go through DOT. They would do an application and tell them where they wanted them placed.

**Theresa McManus** thanked **Adam Briggs** for recommending that she do community service. She stated that she helped with the food distribution behind the bank and said that Dexter is very generous. She asked if we have a process for handing out that food. **Andrew Bermudez** stated that there isn't a process because we don't judge by the clothes people are wearing or by the car that they are driving. The food comes from Good Shepherd, and it isn't State of taxpayer funded. It is provided by the Heart of Maine Resource Center. **Ms. McManus** asked if there was a way to donate. **Mr. Bermudez** stated that you can donate to the Center online or the best way to donate is by giving your time. Large donations of food are also a big help as the cost of food has doubled in price. **Mr. Bermudez** commented that they service a lot of hurting people that wouldn't otherwise qualify for State assistance but are one disaster away from being broke. Some people come and pick up food for others as well. **Ms. McManus** mentioned the gift baskets that she wanted to put together and said that there are a couple of other businesses that would like to join in. They would also like to do a business directory. **Mr. King** stated that the Age Friendly Committee had done one before but on a smaller scale.

**Barbara Marshall** addressed the Council and asked them who they work for. The reply was for the citizens. She stated that the School Board doesn't do a pledge and when it was said that they work for the residents one of the members adamantly said no we don't. **Ms. Marshall** stated that the Councilors need to go to the meetings. At the last meeting they did the flag salute without their permission, and nobody stood up and someone called the Police on them. **Andrew Bermudez** stated there are four different Towns represented on the School Board and Dexter has five members. He stated that he will look into the comment of not working for the people. **Ms. Marshall** stated that they won't say the pledge even when asked and she thanked the Council for doing the pledge and saying a prayer.

**Trampas King** told the Council that he was approached by an individual that had been leasing from **Frank** and he is looking for a space to rent because he needs to be out of Frank's by the middle of the month. **Mr. King** stated that we have rooms upstairs and it would give the Town a little bit of extra money. We need to put it to Public Hearing because it is leasing of Town space,

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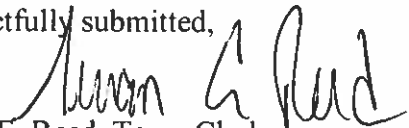
but he told him he could rent it now and we would go through the process. **Heidi Kinney** asked if he was going to have his own insurance. **Mr. King** stated he would ask about it.

**Peter Haskell** made a motion to adjourn at 8:20

Second: **Charles Ellms**

Vote: unanimous in favor, motion passes

Respectfully submitted,

  
Susan E. Reed, Town Clerk