

**MINUTES**  
**MADISON SELECT BOARD MEETING**  
**OLD POINT SCHOOL MEETING ROOM 104**  
**108 OLD POINT AVENUE**  
**Monday March 24, 2025**  
**6:30 p.m.**

**Video link:** <https://www.youtube.com/watch?v=Z-uMg5REK-E>

- A. Meeting was called to order at 6:30pm and all saluted the flag.
- B. Roll Call: Mr. Moody was absent. All other members were present and in person.

**C. Consent Agenda**

- 1. A/P Warrants:  
#26 – 03-11-2025 - \$541,820.40
- 2. Payroll Registers:  
#11 – 03-13-2025 – \$19,498.32  
#12 – 03-20-2025 – \$17,967.31

Motion by Ms. Estes to accept the AP Warrants and Payroll Registers as presented, second by Ms. Dwyer. No discussion. Motion passed 4-0.

- D. **Acceptance of the minutes** of the Select Board meeting on March 10, 2025.

Motion by Ms. Dwyer to accept the minutes of March 10, 2025, second by Ms. Estes. No discussion. Motion passed 4-0.

**E. Old Business:**

- 1. Select Board and Budget Advisory schedule updates

The Town Manager handed out a revised schedule.

- 2. Revaluation RFP

The Town Manager presented the updated numbers for the exempt and non-exempt real properties, personal property accounts, and the average number of building permits, and new buildings between 2021 and 2024. The Town Manager is ready to release the Revaluation RFP and post it on the Town sign and website for distribution. Chairman Veneziano asked that this be tabled until Wednesday March 26, 2025, in order for the Select Board members to review the RFP the language more thoroughly.

- 3. Mowing RFP (Cemeteries and Town Properties)

The Town Manager presented an updated Mowing RFP with a response deadline of March 28, 2025. She stated that the current date would not be enough time to get properly prepared bids. Chairman Veneziano asked if a date of April 24<sup>th</sup>, 2025 would work. While the bids won't be included in the current budget proposal for FY 26, the Town Manager will estimate an increase of 10% for budget purposes.

**F. Items of Communication:**

1. Living Well reports

Ms. Stevens did not have much to report. She is waiting on a response to the grant that was submitted under the AARP Challenge "Flagship" program. She also mentioned that she is working on an event for the Christmas program.

2. Town Manager's report on expenses and revenues – currently at 69.6% (week 38 = 73.1%):

The Town Manager reported that the expenditures are still trending slightly below budget.

She added that Ms. Stevens got a letter from the Secretary of State's Office regarding the United States of America's 250<sup>th</sup> birthday coming next year. The town Manager read the letter asking communities and citizens all over the country to shine two lights from their windows overnight on April 18-19, 2025, in commemoration of the famous riders (Paul Revere and others) alerting their fellow patriots that the British were approaching via the Charles River We will post the notice and Secretary Bellow's request on the Town website and electronic sign.

**G. New Business**

1. Request from Lake Wesserunsett Association for a letter of support from the Town on the Black Point project

The Town Manager presented the request for a letter of support from the Town in favor of the Black Point project receiving money from the Land for Maine's Future fund to help secure the purchase by Somerset Woods & Waters Trustees. The project is a 130 acres of permanent conservation property by Somerset Wood Trustees to secure a half mile of undeveloped uplands and forested wetlands. The Black Point purchase will help protect the tax base of the Lae Wesserunsett properties by protecting the quality of the lake. Mr. Eric Lahti of the Lake Wesserunsett Association stated it was a critical piece of property, Mr. Wright asked how much the taxes were that would be lost by the Town. Mr. Lahti said it was about \$900 a year for tree growth.

Mr. Bean made a motion for the Town Manager to send a letter of support to the Land for Maine's Future Fund, second by Ms. Dwyer second. No further discussion. Motion passed 4-0.

2. Request from Abnaki Snow-Riders for a toll-bridge on Old Point Avenue on Sunday, 4/13/25 from 8am to 4pm:

Town Manager will arrange with Abnaki Snow-Riders. No vote required.

3. Pay increases for town employees for FY 2026 budget:

- a. Library

- i. Director of Library Services & Head Librarian

The Town Manager proposed an increase of \$2.00 an hour due to length of service and department head status. Select Board agreed to 4%.

- ii. Library Staff

- b. Parks & Recreation

- i. Director of Parks & Recreation (change of title to add "Parks"):

Town Manager proposed an increase of \$2.00 an hour due to department head status. The Director is being asked to build the recreation programs in Madison to include individuals of all ages. The Select Board stated that it was still a new position and had not been proven yet. There were citizens at the Town Meeting last year who were only sold on the position because they believed it would be funded by grants. The consensus was to leave the Parks responsibility with the Road Commissioner and highway crew. Select Board agreed to 4%.

- ii. Assistant Director/Groundskeeper:

Town Manager proposed an increase the Groundskeeper's wage to \$18/hour. Select Board agreed to 4%.

Motion by Ms. Estes to the give the head librarian, the part-time library staff (not substitutes), the recreation director and groundskeeper, the town office staff, and the highway crew (including the Road Commissioner) a 4% increase, second by Ms. Dwyer. No further discussion. Motion passed 4-0.

- c. Fire Department

- i. Fire Chief

Town Manager proposed an increase of \$1,100 per month for the Chief's stipend. The Select Board was not in favor of doubling the amount of the monthly stipend and asked for the reason behind the jump. The Fire Chief was not available at the meeting to discuss it as he and his crew were out on calls.

Motion by Ms. Dwyer to raise the stipend to \$1,200 a month (an increase of \$100 per month), second by Ms. Estes. Motion passed 3-1 (Mr. Bean voted against).

- ii. Deputy Chief, Captains, and Lieutenants  
Town Manager proposed to raise the Deputy Chief, Captains, and Lieutenants stipends more than 4%. Select Board agreed to 4%.

Motion by Ms. Dwyer to raise the stipends for the Deputy Chief, the Captains and the Lieutenants by 4%, second by Mr. Bean. Motion passed 4-0.

- iii. Firefighters

Town Manager proposed an increase to Firefighters wage from \$23 to \$24 per hour. Select Board agreed to 4%.

Motion by Mr. Bean to increase Firefighters wage by 4%, second by Ms. Dwyer. No discussion. Motion passed. 4-0.

- d. Highway:
  - i. Road Commissioner
  - ii. Highway Crew (union)

To increase 4% (see above vote under 3b)

- e. Administration:
  - i. Town Manager's salary is set by contract
  - ii. Town Office Staff

To increase 4% (see above vote under 3b)

#### 4. Change Director of Parks & Recreation from hourly to salary

The Town Manager explained that the Recreation Director was limiting his activity because he was trying to avoid overtime. As an hourly employee, under the current Madison Personnel Policy, he receives overtime for any hours over 8 in a single day or 40 in a single week. By transitioning to salary instead, he is less limited as long as the weekly gross pay divided by the number of hours does not go below the minimum wage standard set by the State of Maine.

Motion by Ms. Estes to change the Recreation Director status from hourly to salary, second by Mr. Bean. No further discussion. Motion passed 4-0.

#### H. **Citizen Concerns:**

Chris Roy asked what the Town would be out (financially) if Timber HP doesn't pay back their loan. Chairman Veneziano stated there were no new loans out at this time. The Town Manager stated that the outstanding loan to TimberHP was made up of \$300,000 from a Community Development Block Grant and \$100,000 from TIF. Mr. Roy asked if there were any hiring requirements, and if we would have to pay any money back (CDBG) if TimberHP should go under. Chairman Veneziano stated that he would get more information.

Mr. Lloyd asked if there will be projections on Fund Balance before the budget meeting. The Town Manager said yes.

I. **Select Board Concerns:** None.

J. **Executive Session:**

*Discuss legal matter pursuant to 1 MRSA § 405-6(C)*

Motion by Ms. Estes to enter into executive session to discuss a legal matter, second by Mr. Bean. No discussion. Motion passed 4-0. Entered executive session at 7:20pm. Exited executive session at 7:40pm. No action was taken.

*Discuss personnel matter pursuant to 1 MRSA § 405-6(A)*

Motion by Ms. Estes to enter into executive session to discuss a personnel matter, second by Mr. Bean. No discussion. Motion passed 4-0. Entered executive session at 7:40pm. Exited executive session at 8:24pm. No action was taken.

K. **Adjournment:**

Motion by Mr. Bean to adjourn, second by Ms. Dwyer. Motion passed 4-0. Meeting adjourned at 8:25pm.

**NEXT REGULAR SELECT BOARD MEETING  
MONDAY APRIL 14, 2025  
108 OLD POINT AVENUE  
6:30 pm**