

Select Board Meeting Agenda

March 17, 2026

Andover Town Hall at 6:00 p.m.

Please refer to audio SB Audio 3.17.26 for full discussions.

Meeting called to order at 6 p.m. by BM followed by flag salute.

Attendance

Select Board - Brian Mills (BM), Justin Thacker (JT), Frederick Detheridge (FD)

Select Board Secretary – Sue Mills (SM)

Department Heads/Employees

Per Tripp, Road Commissioner

- Moral is a concern – it is hard to work with a revolving door of employees. I came knowing it would be difficult and here we are again at a time when everything needs to be done - cleaning up, organizing, paperwork, one step at a time. BM – you are not alone, the select board has also dealt with this trying to get long term help. PT - If we have to hire contracted services, it will be much higher vs. quibbling over incremental raises. BM – We kicked the can down the road and it comes back to bite and we are starting to see it. JT – Your budget proposal - did you advocate for a wage increase? PT – meeting with the Budget Committee next week:
 - Highway open position – 3% moves \$22 to \$22.66, where if you go up the road it's going to be dollars more
 - The sand pile is looking to be replaced, prices for resources are high (salt, sand, gas, diesel), and designated account increase, etc. hard to hold the line but hard to ask a small town for money
 - BM - So your response to the budget items I sent out, is there anything else that needs to be added?
 - PT – curbs – the mile square? BM - the plan is to keep the type of sidewalk we have now and have a barrier that won't destroy it. PT - It is tight to plow over there. Make it (the road) as wide as the sidewalk? BM - we have lost sidewalk on Main Street and not sure townsfolk would be accepting, however, everything at the same level is easier. We are trying to get on the same page as the Water District with replacing piping on that street, maybe grant incentives will help
 - PT - Where are we with topcoat on East B Hill? BM - we have money from FEMA for that road however the culverts were not included in that money, and it is around \$180K to replace them and need to go to the town and explain it to get approval vs paving over old culverts. We will be having an Informational Meeting soon on this work; all others have not been larger amounts, but this one is quite a bit more money.
 - BM - We still have not heard back about the Box Culvert project on Cross Street, we had to spend money on engineering fees that will be reimbursed if the project is approved
- Positive news - the new truck is being built on April 6th and its VIN number for the chassis is made, it will then be shipped to have its winter gear added and be here soon
- Got applicant for summer position; BM – we will let you know when the interview will be
- Will work with Sue to post Josh's job tomorrow
- BM – Have you had any complaints about trucking on posted roads? PT – I did get one, but they were past the line by the time I caught up with them

Josh Hodsdon, Highway Employee

- I have submitted my resignation and going to work for the Town of Mexico to be closer to home effective April 3, 2026. The pay for my new job will be up to \$28 in July, benefits are better. BM - Are they Union? JH - Yes. Appreciated the opportunity for working in Andover; BM – we appreciated you as well

Jim Adler, Fire Chief

- Andover has a unique problem with volunteers as our core group is slowly leaving for various reasons, so getting to the point I have some people certified for SCBA but training in a burning building is an issue. Need to come up with a burn building solution – concrete and metal. I can tether something together to set fires and have the experience of high temps and sounds and smoke, need to get people trained so they are comfortable with those conditions. BM – doesn't Region 9 have one? JA – Yes, but it is a small box and it just sprays water, but I don't think it will meet my needs and it is in Mexico and I have issues getting them (volunteers) to come to the station in Andover to train. It is hard to rely on donated buildings. My fear is that we will not have people to do what needs to be done comfortably and that means a building that we can do it at leisure. BM – where do other departments train? JA - Farmington got a grant or was going to build one, Bath has their own, Auburn has one, not sure they allow other towns to train, but again that requires time to get there and back. BM – you could continually train (with a box) on site and still have people leaving. JA - Having a building out back helps with confined space, victims on stairs, but not having a burn experience on site is a gap I am worried about. Coming here to say we have a problem and ask will you let me put together something to fix it? I estimate between \$10 - \$12K and the question is can we use the Capital funding account that we were hoping to get the furnace fixed with. JT – Do you think others will come in because the training location is appealing. JA - Two types of fire fighters, 1) the adrenaline junky or 2) someone who just wants to volunteer who lasts longer. Engaged junkies are happy and they will stay longer. BM – not anti FD, if we are going to be training people who are just going to leave, let us review the costs and bring it to the voters, and concerns with having it behind the station. I don't think we should fund FD activities based on who is looking for action and not opposed to it, don't agree with the fact that if there is a training in Farmington and folks will struggle to get there. Just don't want us to jump to a \$12k investment so we put it on an article and see what the citizens want. JA – with the younger X'ers, Millennials I am getting creative and looking outside the box is going to have to happen with a small town like ours. No one does anything more than 3 to 4 years, working one job your whole life, it's a different world. BM - How much money is in the building account? JA - \$30 – 40K and my concern is the tax bill, but we have services we need to provide. Have you had any situations that were unsafe until another department arrived? JA – not for a while, structure fires are few and far between. Other than myself and another who has missed a lot of calls due to a busy life, if we have a fire, not sending the certified folks not fully trained in. BM - So if it is not fun and convenient they will not show? JA – Should we get rid of the service? BM – want to be sure it is the avenue we should be taking, and we know it is not guaranteed. JA – This is something I have been mulling over for a year. JT - how much is the furnace? JA - \$40K? JT - So can't do both things? JA – depending on mutual aid would kill the people inside. BM – I do have an issue voting to spend \$10 to \$12K without options. I support you, but asking the questions people are going to ask and we need to be prepared. JT - how much would you expect the Town Meeting would add to your building budget? Fine with it being in the building account. If the town voted it down we could still come back and vote for the funding for the new structure with money. BM – to me, if the building was voted down at Town Meeting, the people are stating they don't want it.
- JT - Did the dispatch staffing issue get resolved? JA – haven't heard anything about it, two-fold solution with new staff and better plan and restructured tone outs
- BM - Still have concern with the tree near the smoke box - do you want in your budget or town package? JA – likely it won't come down until next year. BM – we have four trees that are pushing \$10K

for removal, they will go in people's budget or together. JA - Near the BBQ pit one is leaning and don't want an incident of one coming down, not sure if they will come down before Fall. When my equipment is free this Fall, I can do it (cut it down) in 4 ft. sections. BM - not going to vote on it tonight but we will be voting on raising the money in case one needs to come down due to people being around them

- Still do not have an overhead door. BM – So going to send it back out to bid and a few ramps so if nothing has changed and hopefully get it out in the next few weeks. If we don't get anyone we are going to come back to you with the same question as before.

Citizens/Requests

Margaret Madigan – BM – we did send MMA a legal question on the solar project meeting you told us about at a prior meeting and they sent it to another department to learn more. If we get any updates on that, we will share at the solar meeting next week. Any update on the Water District project? MM - We are looking at the one mile as a project and waiting for return information from those who evaluate the needs. We finally got the money to have them come to evaluate it.

Richard Mills - Here for Pineland, got a packet in the mail and we feel we are giving up our son and daughter, questions on the form - where did it come from, is it for a property tax exemption review? SM - John O'Donnell, the town assessor, provided the form for us to use with this request. RM - It is supposed to be happening every 5 years. BM - Everyone is in the same boat. RM - But the law is clear that you can only ask for 1 year of information. BM – 3 years of information is requested to clarify for the 3 years tax exemption. RM – you can ask for proceeding year, it is for the exemption which, the law is clear. JT – we are looking to clarify the nonprofits are legit, (using for purpose defined) and we ask for it to be consistent what we are doing (3 years of exemption). I feel that it is in the Statue, we will find it. Ensuring organizations are doing what they are supposed to be doing. The Town has jurisdiction on property tax, you need to be nonprofit to do certain things. As the paster of church, the Town of Rumford does a review, and we have to prove that 100% of our organization is used for our nonprofit stated purpose. RM - My issue is with the form. BM - Checks and balances. RM - Typed on the 24th, sent on 3/2, got on the 10th we are applying for 30-day extension in writing as law requires. *Note – prior meeting, 3/3/26 Mr. Mills was present at, and was told, the packets were mailed certified on 3/2/26. Mr. Mills handed a handwritten 30-day extension request for Pineland to file the paperwork requested with the board.*

Tricia Cox – Have you heard anything about the historical site land. BM - only that there is one or two deeds. To probably clarify that from a legal standpoint the land will need to be surveyed, and the board was under the impression that the survey company is looking for money, and we are not going to spend money to do that. There are numerous books and pages indicated so likely there are several deeds, legal told us it could be a \$6,000 project. TC - So left as is and belongs to the town? BM - The Board has not made any statements based on that. JT – Did you have a survey done yet? TC – No. BM – recommendations? I don't have any. Have you heard from your lawyer? What we just shared. A survey is needed to determine who owns it. If the town put it up for sale, you could challenge it and have it surveyed. TC - So as far as the board is concerned, the Town owns it? JT – yes.

Select Board Updates

Brian

- Email from Mark Humm, ME DOT has taken responsibility for Abbott Bridge during FEMA event – they are trying to clarifying with MEMA and FEMA and need us to provide a cost breakdown to have road repaired and sent to them. Hopefully it results in what we have spent as a town to get it where it is today – approximately \$60K...it has been clear it was a state owned bridge for a long time
- Email from Recreation – (striping the court) cannot be done until well after May. PT - I followed up with Claire Sessions about striping the court after budgets are approved - pending it goes through, we will have machine later this summer, we will likely have some money for sealant in that article

Fred

- Computers were ordered - two office desktops (Deputy Treasurer and Deputy Clerk) and one laptop for Health Officer

Justin

- Attended the Andover School budget meeting last Wednesday and there will be another workshop next week at 5 p.m., good turn out and half of the info is to be determined, budget to what we know, projected 23 students on site and 77 to 80 total students and not included are the homeschool students (12), public invited to workshops, but in observatory manner only
- Submitted monthly G/A paperwork regardless of client inquiry. Audit coming soon late March/early April

Meeting Minutes

- **Motion to accept Meeting Minutes for March 10, 2026** made by BM, seconded by FD
Vote – Carried

Wage Warrant #38

- **Motion to pay Wage Warrant #38 in the amount of \$5,771.42** made by BM, seconded by JT
Vote – Carried

Financial Warrant #38

- **Motion to pay CMP \$1,789.44** made by BM, seconded by JT
Vote – Carried
- **Motion to pay CN Brown \$1,083.25** made by BM, seconded by FD
Discussion – BM - we might want to ask for a contingency for fuel or adjust budgets or wait to print the warrant to see what the price is
Vote – Carried
- **Motion to pay MMEHT \$3,332.12** made by BM, seconded by FD
Vote – Carried
- **Motion to pay Secretary of State (BMV) \$1,088.50** made by BM, seconded by JT
Vote – Carried
- **Motion to pay Fire Tech & Safety \$2,085.92** made by BM, seconded by JT
Discussion – Flow tests on bottles
Vote – Carried
- **Motion to pay Nets \$1,420.00** made by BM, seconded by FD
Discussion – 14 ground ladder certifications
Vote – Carried
- **Motion to pay US Bank \$14,262.24** made by BM, seconded by FD
Discussion – Maine Municipal Bond Wyman Hills, South Arm, East Andover
Vote – Carried
- **Motion to pay Sugarloaf Ambulance Rescue Vehicles \$1,338.65** made by BM, seconded by FD
Discussion - Lights and work on inside of ambulance

Vote – Carried

- **Motion to pay remainder of Financial Warrant #38 for total of \$27,528.59** made by BM, seconded by FD

Vote – Carried

Old Business

- **Review Snow Valley Sno Goers Non-Profit Paperwork**
Discussion – Noted as received. Recommend we all take time this week to look through it and it looks like everything required is here. Bring it back for a vote next week.

New Business

- **Appeals Board Budget – Warrant Article**
Motion to place the Appeals Board Article on the Town Meeting Warrant for 2026 in the amount of \$250 made by BM, seconded by FD
Vote – Carried

- **Seasonal Highway Application**
Motion to set up an interview for the Seasonal Summer Highway applicant on March 24, @ 4 p.m. at the Andover Town Hall made by BM, seconded by JT
Discussion – will have Per call references after interview
Vote – Carried

- **Andover Old Home Day Committee Appointments**
Motion to appoint Ellen Wainwright, Alexis Rioux, Andrea Savitz and Judy Michaud to the 2026 Andover Old Home Day Committee made by BM, seconded by JT
Discussion – BM do you know when they came under the Town? If we did (placed them under the town), we are all set. The lawn mower races members didn't want to be on the committee to be under the Town umbrella but because we were funding the insurance did the town approve – did it happen? SM - Appointments have happened in the past. BM – I believe it was within the past 5 to 7 years.

- **Treasurer Application**
Motion to interview the Treasurer Applicant on March 24th at 3:30 p.m. by BM, seconded by FD
Discussion – ask current Treasurer to participate in the interview
Vote – Carried

- **Warrant Articles (Multiple)**

Motion to include under the Town Hall for \$5,000 to repair or redo the ramp to the Town Meeting Warrant in the amount of \$5,000 made by BM, seconded by JT
Vote – Carried

Motion to include in the Town Office account for \$5,000 to repair or replace the current ramp on as an article to the Town Meeting Warrant in the amount of \$5,000 made by BM, seconded by FD
Discussion – JT - there is money in this account if cost goes over
Vote – Carried

Motion to present an article for a re-evaluation for the Town of Andover through the sole sourcing avenue and bypass the bid process as recommended by John O'Donnell to the Town Meeting Warrant made by BM, seconded by FD