



TOWN OF KENNEBUNKPORT, MAINE

Board of Selectmen Agenda November 10, 2021 @ 6:00 PM VIRTUAL MEETING VIA ZOOM

Ways to join this webinar:

Join by **computer or mobile device** and click on: <https://us06web.zoom.us/j/83167663610>
or go to **ZOOM** and enter the **webinar ID: 831 6766 3610**

By **phone 1 (929) 205 6099 US**

International numbers available: <https://us06web.zoom.us/j/83167663610>

1. Call to Order.
2. Approve the October 28, 2021, selectmen meeting minutes.
3. Public Forum (This is an opportunity for anyone who wants to address the Board of Selectmen with any issue that is not on the agenda.)
4. Review of proposal by The Climate Initiative for a student study of the Town owned marsh off Langsford Road.
5. Approve \$500 request to fund Phase 2 of the Kennebunk Area Response to Substance Use Disorder.
6. Update on Short Term Rental licensing process.
7. Review North Street Speed Study.
8. Award the salt bid for winter 2021-2022.
9. Discussion of FY 2023 Budget Goals.
10. Accept the following donations from the Flynn Family Foundation:
 - \$2,500 to the emergency fuel fund
 - \$5,000 to the emergency food fund
 - \$12,500 to the nurses' general account
11. Accept donations to the nurses' general account.
 - \$50 from John Kraeuter
 - \$50 from Ben Stephens

12. Accept donation of \$2,000 from Tim Harrington and the Resort Collection to the Public Health operating supplies account to help purchase COVID test kits.
13. Other business.
 - a. Announce COVID vaccine clinic on November 17th at Village Fire Station.
14. Approve the November 10, 2021, Treasurer's Warrant.
15. Adjournment.

AGENDA ITEM DIVIDER

Town of Kennebunkport
Board of Selectmen Meeting VIA Zoom
October 28, 2021
6:00 PM

MINUTES

Selectmen attending via Zoom: Sheila Matthews-Bull, Allen Daggett, Edward Hutchins, Patrick Briggs, and D. Michael Weston.

Others attending via Zoom: David Powell, Tracey O'Roak, Eric Labelle, John Everett, Jamie Mitchell, Werner Gilliam, Denise Brown, Craig Sanford, and Jeff Zdunczyk.

1. Call to Order

Selectman Matthews-Bull called the meeting to order at 6:07 PM. She took roll call of Selectmen present: Allen Daggett, Patrick Briggs, Michael Weston, Edward Hutchins, and Sheila Matthews-Bull.

2. Approve the October 14, 2021, meeting minutes.

Motion by Selectman Hutchins, seconded by Selectman Briggs to approve the October 14, 2021, selectmen meeting minutes. **Roll Call Vote:** Briggs, Hutchins, and Daggett. Matthews-Bull and Weston abstained because they were not at that meeting. **Voted:** 3-0. **Motion passed.**

3. Public Forum (This is an opportunity for anyone who wants to address the Board of Selectmen with any issue that is not on the agenda.)

Jamie Mitchell, Town Clerk, reminded everyone of election day on Tuesday, November 2, 2021. As of today, 436 ballots have been issued. She encouraged voters to go to the Secretary of State's website to research the questions on the ballot.

Laurie Smith spoke about Stuff the Bus food drive that will be collecting food at the polls on Tuesday. Look for the Parks & Rec bus at the Village Fire Station.

4. Approve request for extension of liquor license for Kennebunkport Inn, LLC.

Laurie Smith, Town Manager, advised that the Kennebunkport Inn is seeking an extension of the liquor license for Prelude weekends. This would allow them to serve alcohol in their main entrance drive where their patio is along the street. Staff have reviewed the request and are recommending approval only during the two Prelude weekends.

Motion by Selectman Daggett, seconded by Selectman Weston, to approve the extension of liquor license for Kennebunkport Inn, LLC. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

5. Appoint George Dow to the Cape Porpoise Pier Advisory Committee.

Motion by Selectman Hutchins, seconded by Selectman Weston, to appoint George Dow to the Cape Porpoise Pier Advisory Committee with a term to expire in July 2022. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

6. Authorize Quitclaim deed for Map 25, Block 5, Lot 8.

Laurie Smith, Town Manager, advised that through the purchase and sale process of this property on Mills Road, it was discovered that there was a missing discharge of a tax lien from 1991. The property taxes are paid in full through June 30, 2022, and staff recommend authorization of the Municipal Quit Claim Deed which will release all prior tax liens.

Motion by Selectman Hutchins, seconded by Selectman Daggett, to authorize a quitclaim deed for Map 25, Block 5, Lot 8. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

7. Authorize the purchase of turnout gear for the Fire Department.

Motion by Selectman Hutchins, seconded by Selectman Daggett, to authorize \$20,000 for the purchase of turnout gear for the Fire Department. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

8. Award bid for new Police vehicle.

Craig Sanford, Police Chief, reviewed the FY22 budget goal of purchasing a hybrid vehicle this year as part of the Town's climate change goals. The purchase price of \$32,738, and the changeover costs of \$6,000, will fit within the budgeted amount. Although bids were sought from five different dealers, only one bid was received from York Key Ford.

Motion by Selectman Hutchins, seconded by Selectman Daggett, to award the bid for a hybrid police cruiser to York Key Ford. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

9. Review new provisions to MainePERS.

Laurie Smith, Town Manager, advised that the Town participates in the Maine State Retirement System. As mandated by the plan, employees only have one opportunity within their first 30 days of employment to join the MainePers program. MainePERS recently sent the Town notice that they have an opening for employees to make a second decision to join the program; however, any contributions will be post-tax dollars instead of pre-tax dollars. They also have opened up the plan to allow employees a once per year decision for the first five years of employment, but again,

the contributions will all be post-tax dollars. Discussion ensued regarding the options and different scenarios.

Motion by Selectman Daggett, seconded by Selectman Weston, to reject the new provision to MainePERS. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

10. Authorize amendment to ICMA Retirement Health Savings Plan Contract.

Laurie Smith, Town Manager, presented a new Retirement Health Saving plan document in order to comply with our policy and current Union contract. Discussion ensued.

Motion by Selectman Hutchins seconded by Selectmen Briggs to authorize the amendment to the ICMA Retirement Health Savings Plan Contract. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

11. Authorize the use of contingency funds for mailbox installation at Firefighter's Park.

Laurie Smith, Town Manager, reminded the Board that at the last Selectmen's Meeting, the question of a roof covering for the Cape Porpoise mailboxes in Firefighter's Park was brought forward. Staff have designed a solution and estimated costs at approximately \$5,336. Attached please find the design and details on the cost estimate. Staff is seeking authorization for the use of Selectmen contingency funds for the purchase of materials and installation of the roof.

Motion by Selectman Daggett seconded by Selectmen Weston to authorize use of the Selectmen contingency funds for installation of the roof. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

12. Review Land Use citation/stipulated judgement for 43 Mills Road.

Werner Gilliam, Director of Planning & Development, gave an overview of this situation and the proposed agreement.

Motion by Selectman Hutchins seconded by Selectmen Daggett to authorize the land use citation and complaint for 43 Mills Road. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

13. Approve the FY2023 budget schedule.

Motion by Selectman Hutchins seconded by Selectmen Briggs to adopt the FY23 Budget Schedule as presented. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

14. Discuss November and December Board of Selectmen meeting schedule.

Laurie Smith, Town Manager, advised that both meeting dates for November fall on holidays (Veteran's Day and Thanksgiving) and the 2nd meeting in December will fall two days before Christmas. She proposed holding the first meeting in November on Wednesday, November 10th at 6 pm and the second meeting at 9 am on Wednesday, November 24th at town hall to sign the warrant. The first meeting in December will be held as usual on Thursday, December 9th at 6 pm with a proposal for the second meeting to be held at 9 am on Thursday, December 23rd at town hall to sign the warrant.

Motion by Selectman Hutchins, seconded by Selectmen Weston to approve the November and December meeting schedule as proposed. **Roll Call Vote:** Briggs, Weston, Daggett, Hutchins, and Matthews-Bull. **Voted:** 5-0. **Motion passed.**

15. Other business.

Selectman Matthews-Bull updated that the Prelude decorations are going up. The committee is looking for volunteers to help with Prelude.

Werner Gilliam, Director of Codes and Planning, gave an update on the Short-Term Rental process and schedule. The program will be up and running on November 5th.

Laurie Smith, Town Manager, gave a preview of the holiday schedule for town offices. Offices will be closing at noon on Thursday, December 23rd and be closed on Friday, December 24th.

16. Approve the October 28, 2021, Treasurer's Warrant.

Motion by Selectman Hutchins, seconded by Selectman Briggs to approve the October 28, 2021, Treasurer's Warrant. **Roll Call Vote:** Briggs, Weston, Matthews-Bull, Hutchins, and Daggett. **Voted:** 5-0. **Motion passed.**

17. Adjournment.

Motion by Selectman Hutchins, seconded by Selectman Briggs to adjourn. **Roll Call Vote:** Briggs, Weston, Matthews-Bull, Hutchins, and Daggett. **Voted:** 5-0. **Motion passed.** Meeting adjourned at 6:48 p.m.

Submitted by,
Tracey O'Roak
Administrative Assistant

AGENDA ITEM DIVIDER

Overview of Project on Town Property on Langsford Road

Background: For 4 years, the Kennebunkport Conservation Trust, Kennebunk High School, University of New England, and Gulf of Maine Institute have partnered in a class called the Gulf of Maine Field Studies (GMFS). It is a dual enrollment class, meaning that the HS students receive University credit for taking it. They have studied getting Goat Island shifted to renewable energy, invasive species, sea-level rise, and the significant issues facing the Gulf of Maine itself. GMFS students have received a lot of notoriety, most recently being in the Bangor Daily News for their work studying green crab populations on our coastline.

Overview of Proposed Project:

The students are now studying the importance of coastal marshes, and their ability to protect us from sea level rise, absorb and store carbon dioxide, and house numerous of our most important species.

For the past 3 years, the Gulf of Maine Field Studies students at Kennebunk High School have been visiting the Town property on Langsford Rd. studying the invasive Phragmites patch and collecting data to determine if the patch is expanding into the marsh. Phragmites is an invasive plant that takes over the marsh, out-competing all the native grasses and plants, and is detrimental to the health of the habitat. During these studies, students have noticed that the marsh's edge is showing signs of undercutting and erosion. As they have begun studying Living Shorelines, the students are interested in furthering their study of that particular marsh to include Phragmites, marsh erosion and living shorelines.

Proposal to Study:

- Students would like to run transects (lines) to the marsh edge to take long-term measurements to see if the marsh is eroding. These transects would not be permanent except for a few pieces of rebar with flagging to mark where the transects are to keep students in the same area and ensure accurate measurements from year to year. Students are hoping to also install a photo station that will give further information about what is happening over time to the marsh. (see explanation [HERE](#))
- Students would like to place a couple of rebar pieces into the eroding area so that they can take measurements over time to determine if the erosion is at a faster rate than would be considered normal.
- Students would like to take the opportunity to use this study to connect the community to this critical habitat.
 - **Poster Show:** Community members at large invited (winter.)
 - **Field Trip to Marsh:** To show community members the structure of the marsh and explain the studies they are doing on the Phragmites and Living Shorelines.
 - **Hold Community Conversations:** Invite the community to have small group discussions and invite experts in to be part of said discussions.
 - **Signage:** Students would love to develop a sign on-site that might offer information about the study and why they are doing it with a QR code linking to more information about the class and the collaboration with the town and the community.

I genuinely hope that you all will support the students in this important work and am happy to answer any questions or provide you with any further information. We are so thankful to the town of Kennebunkport for the support of these students; they know it and are excited to be a part of a community that supports them and empowers their voice and knowledge.

All my very best,
Leia Lowery

Director of Programs and Outreach
Kennebunkport Conservation Trust / The Climate Initiative
Leia@theclimateinitiative.org

AGENDA ITEM DIVIDER



KENNEBUNK POLICE DEPARTMENT

KENNEBUNK, MAINE



Robert F. MacKenzie, Chief of Police

Michael F. Nugent, Deputy Chief
Eric O'Brien, Lieutenant

October 27, 2021

Laurie Smith, Town Manager
6 Elm Street
Kennebunkport, ME 04046

Manager Smith:

As you recall I brought forth the Kennebunk Area Coordinated Response to Substance Use Disorder initiative in 2020 but due to COVID it actually began in 2021. This initiative brings together the stakeholders of Kennebunk, Kennebunkport and Arundel in a coordinated response to the issues related to substance use disorder (SUD) and overdoses.

We collaborated with Pinetree Institute in Eliot, ME. to lead the project and facilitate meetings at a cost of \$8,000.00. Between grants and donations we raised funds as so the municipalities only had to fund the project at \$500.00 each.

We held several meetings throughout the year with the goal of identifying what resources were currently in our region, but more importantly we identified what resources we did not have and came up with a list of five areas we wanted to focus on in a potential next phase of the project which is list as follows:

- **Education & Outreach** - includes stigma reduction, harm reduction education, education for providers, and awareness of treatment provider options for residents in our area.
- **Recovery Housing** - includes general recovery housing as well as housing options for varying demographics (e.g., women, LGBTQ, young adults).
- **Employment** - includes transitional and re-integration services, employment and education services
- **Access to Services** - includes transportation, technology/connectivity, underserved populations, access to Heroin Anonymous/Narcotics Anonymous, and family meetings, treatment centers and harm reduction.
- **Coordination of Services** - coordination of services across service providers and a system of community navigators to guide and assist individuals seeking access to services.

As we move forward to the next phase of this project the goal is to divide the large group into five smaller working groups and assigned one area of focus. Each focus group will work toward identifying what it will take to bring these resources to our region and come up with specific action items in order to work toward the goal of closing the gaps identified I our first phase.

In order for Pinetree Institute to continue this project and facilitate a minimum of 18 meetings over the course of the year the cost is \$18,000.00. As we did last year, I am asking each municipality to fund this phase at \$500.00 each. In saying that we have already raised the following funds to continue this project:

\$5,000.00: Kennebunk Savings Bank Grant
\$5,000.00: Maine Community Foundation Grant
\$4,000.00: Pinetree Institute Matching Grant
\$1,000.00: Police Assisted Addiction & Recovery Initiative (PAARI)
\$500.00: Town of Kennebunk PD Anonymous Donation for Recovery Initiative
\$500.00: Kennebunk Rotary Club
\$500.00: Town of Kennebunk

Outstanding Requests:

\$500.00: Town of Kennebunkport
\$500.00: Town of Arundel
\$500.00: Kennebunk Portside Rotary Club

I very much appreciate our communities working together on such an important initiative that will make a difference and save lives. I am always happy to answer any questions and be present at any upcoming board meeting should you like.

Sincerely,

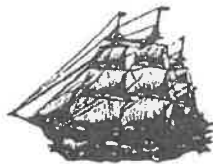
Robert F. MacKenzie
Chief of Police

AGENDA ITEM DIVIDER

Craig A. Sanford
Chief of Police

KENNEBUNKPORT POLICE DEPARTMENT

Kurt H. Moses
Deputy Chief



"Semper Vigilans"

June 5, 2019

Maine Department of Transportation Region 1
51 Pleasant Hill Road
Scarborough, Me 04070

To Whom It May Concern:

I am looking for your assistance in possibly re-evaluating North St. in Kennebunkport near the intersection of Maine St. According to the State of Maine, the area should be posted 30 MPH. For some unknown reason, the area is currently marked 25 MPH. The area is heavily populated with a large amount of pedestrian traffic as well as frequent traffic backups due to summer volume.

As far as speed limit enforcement, it makes it impossible for my law enforcement agency to enforce the posted speed limit knowing this to be inaccurate. Professionally, I feel the area should be re-evaluated and consideration given to making it an official 25 MPH zone until reaching Beachwood. Any assistance you can give me will be appreciated. Please feel free to call me with any other questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. A. Sanford'. The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

Craig A. Sanford
Chief of Police
Kennebunkport Police Department

Laurie Smith

From: Mike Claus
Sent: Thursday, November 4, 2021 11:16 AM
To: Laurie Smith; Christopher Simeoni; Eric Labelle; Rick Merrill
Subject: FW: Kennebunkport - North St Speed Study
Attachments: Kennebunkport North St - Towns SZ Request Letter.pdf

From MaineDOT

From: Illian, Randy <Randy.Illian@maine.gov>
Sent: Thursday, November 4, 2021 9:56 AM
To: Mike Claus <mclaus@kennebunkportme.gov>; Craig Sanford <csanford@kennebunkportme.gov>
Subject: Kennebunkport - North St Speed Study

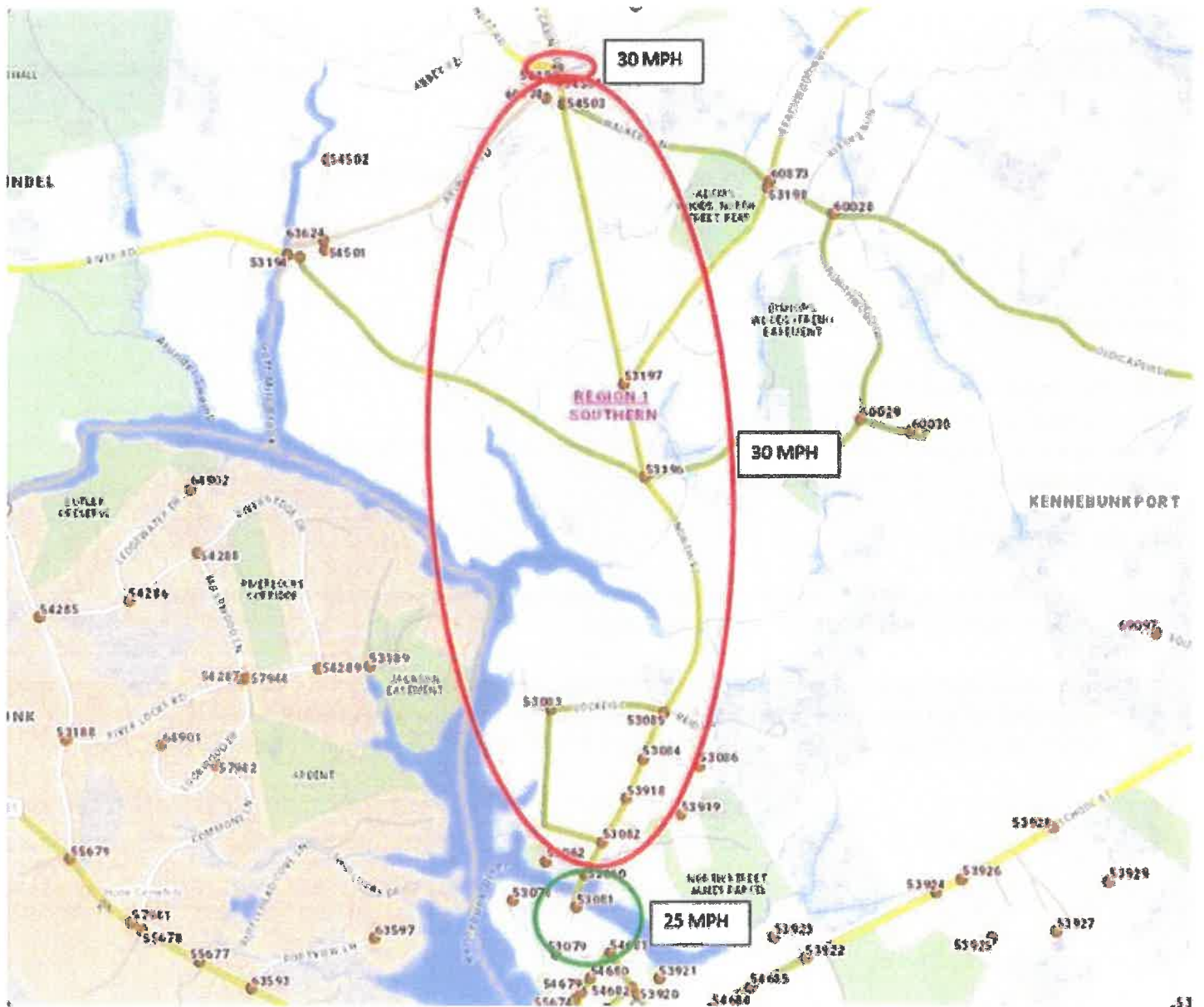
Mike and Chief Sanford,

We have completed the requested Speed Study (see attached) and approval process for North Street in Kennebunkport. The results of the study are described below:

1. From Node 54681 (Spring Street) to Node 53060 (Mill Lane) – 25 MPH
2. From Node 53060 (Mill Lane) to Node 54504 (Arundel Road) – No Change (30 MPH)
3. From Node 54504 (Arundel Road) to 53199 (Sinnott Road) – 30 MPH (new zone – previously unstudied)

Thank you,

Randy Illian, P.E.
Southern Region Traffic Engineer
Maine Department of Transportation
Scarborough, ME
tel: (207)885-7000
fax: (207)883-3806
he / him



We are available to assist with the layout and installation of the signs. We have reviewed the area and require the following modification before these signs can be installed (see highlighted areas):

1. On the north side of the intersection with Locke St/Reid Ln, there is existing signage here for the old 25 MPH (SB) & 30 MPH (NB) zone break, with huge pavement markings for the southbound direction indicating 25 MPH. The 25 MPH in SB direction should be replaced with a 30 MPH and **the Town must remove the 25 MPH pavement markings** (photo #1).



Photo #1

2. There is a speed trailer at the intersection with West St for northbound traffic indicating 25 MPH (photo #2). The Town must change the message board/sign to indicate 30 MPH or remove it.



Photo #2

3. At intersection with Mill Ln (this is the new 25 MPH (SB)/30 MPH (NB) speed zone break) - replace the 25 MPH in the NB direction with a 30 MPH and the Town must remove the 25 MPH pavement markings here for NB traffic (photo #3). install new 25 MPH in SB direction



Photo #3

Please write or call if you have any questions or when these items are complete.

AGENDA ITEM DIVIDER



KENNEBUNKPORT WASTEWATER DEPARTMENT

MEMORANDUM

Date: November 8th, 2021

To: Laurie Smith

From: Chris Simeoni, Deputy Director Public Works

Re: Item for November 10th Selectmen's meeting- 2021-2022 Winter Salt Bid Recommendation

Winter salt bids were recently received from the Southern Maine Planning and Development Commission. The two responsive bidders consisted of Morton Salt and Eastern Salt Co. The low bidder was Eastern Salt Company at \$58.00 per ton. This price is up \$4.47 per ton from last year's price of \$53.53 per ton. I recommend the Town accept the low bid from Eastern Salt Company of \$58.00 per ton delivered.

2021 - 2022 Road Salt Bid Results

	Morton Salt (855) 665-4540	Eastern Salt Co (978) 251-8553	Safe Road Services, Inc. (508) 364-1739 or FAX: (508) 541-3121	Cargill Deicing (800) 600-7258
Sodium Chloride				
Inside Storage - Delivered	No Bid	No Bid	No Bid	No Bid
Outside Storage - Delivered (Per Ton)	\$63.55	\$58.00	No Bid	No Bid
Treated salt w/Ice B'Gone (Per Ton)	\$80.55	No Bid	No Bid	No Bid
Calcium Chloride				
Liquid - Delivered (Per Gallon)	No Bid	No Bid	No Bid	No Bid
Magnesium Chloride/Organic Additive/Corrosion Inhibitor				
Liquid - Bulk Delivery (Min 4,500 gallons)	No Bid	No Bid	No Bid	No Bid
Pellet - Bulk Delivery	No Bid	No Bid	No Bid	No Bid
ProMelt Ultra 2000				
Liquid - Bulk Delivery (Min 4,500 gallons)	No Bid	No Bid	No Bid	No Bid
Brine (Gallon)				
	No Bid	No Bid	No Bid	No Bid
Treated Salt w/Ice B'Gone II (Liquid)				
	No Bid	No Bid	No Bid	No Bid
Safe Melt Liquid (4500 Gallons) Full Trailer Load				
	No Bid	No Bid	\$1.39	
Safe Melt Liquid (2,000-4,499 Gallons)				
	No Bid	No Bid	\$1.49	

NO BID

AGENDA ITEM DIVIDER

Memorandum

To: Board of Selectmen

Fr: Laurie Smith, Town Manager

Re: FY 23 Budget Goals

Dt: November 8, 2021

Each year as we begin the budget process, it is important to take stock of the work that was accomplished in the past year and examine the challenges ahead. Town staff have begun that examination within our leadership team and we are seeking direction from the Board of Selectmen and the community about the issues and challenges that should be addressed within the FY 23 budget. Below is a list of items that either the Board of Selectmen have commented on in the past year or the Leadership Team has identified for FY 23 and beyond.

The budget document is a strategic plan that outlines where resources are needed in the community. At our meeting on November 10th, I am seeking input from the Board regarding your priorities for the coming years. We will take this direction and implement in the budget document for discussion between the Selectmen, Budget Board, and our citizens.

- Next Steps for Village Parcel – This requires review of potential zoning, land use planning, and attracting partners to develop the vision.
- Zoning Amendments to address issues such as density, affordable housing, and comprehensive plan implementation.
- Accreditation for the Police Department - The Maine Law Enforcement Accreditation Program (MLEAP) is a voluntary process where police agencies in Maine prove their compliance with Maine Law Enforcement's current Best Practices or Standards. These standards were carefully developed by Maine Law Enforcement professionals to assist agencies in the efficient and effective delivery of service and the protection of individual's rights. This process requires a thorough review of all policies, training, and disciplinary practices.
- Maintaining aging infrastructure and equipment – The Town has a healthy capital plan and has successfully maintained our road infrastructure and invested in piers, wastewater, and buildings. The price increases experienced over the past two years will require us to update all future investments to meet market prices.

- Lack of space for personnel, storage, and parking at Town Hall – Parking at Town Hall has been a challenge over the past few years, and it continues to grow. As we have consolidated our staff to one location to increase efficiencies and effectiveness, it has created tight quarters for personnel beyond effective working conditions.
- Unified facilities management amongst Town buildings with experienced review and planning for building needs – The Town owns several municipal buildings and leases two fire station. Each building is overseen by the department managing the facility. This creates an individual approach to maintenance in each structure depending upon the skill set of each Department Director. It also means that various vendors are employed for the same type of work. The Town would benefit from a unified approach to facility maintenance in both the short term and long term. This includes cleaning and ongoing maintenance for all buildings, parks, and facilities
- Training staff members on changes in profession and increasing our depth on the bench – Like most other professions, staff deal with a changing landscape. Staff need funding to attend training and time out of the office to maintain certifications and gain new skills. As with most small organizations, we also need staff to play different roles tackling projects and issues that aren't in their "job description". Creating broader depth with all staff members will allow us to tackle the challenges and create better outcomes.
- Balance seasonal and visitor demands with year-round residents – As our population grows during the summer season so do the demands on services and citizens. Year-round residents can feel outnumbered and overwhelmed by those who wish to visit our home. Event management during the summer season can also impact our community and its residents. As we welcome visitors and enjoy the benefits to our economy we must also balance the needs of our year-round citizens.
- Technology support and investment to handle workflows – In order to keep up with the demands of the public, state, and federal government, we must use more automation and digital approaches. Technology provides answers and tools that allow a small community to accomplish much more with fewer staff. Technology also creates its own need for support and training of staff. We must provide the necessary technical support to ensure our investment is maintained in a safe and secure manner and plan for future replacements as the technology changes.

- Continued support for Maine Health Beach and water quality analysis at Goose Rocks Beach – The water quality analysis over the past few summers have brought some answers, but also more questions. Maintenance of the water at GRB will be an ongoing challenge for the community and the protection of this important resource for residents and visitors should continue to be a public health priority.
- Implementing measures that create a resilient community prepared for climate change - Examination of annual challenges, planning, department teamwork, regional partnerships, community engagement, and fiscal sustainability will serve our community well when meeting these adverse situations. We are currently purchasing a hybrid Police Cruiser, have leased two electric cars, have entered a contract for the purchase of solar power and have budgeted for a climate change analysis in town. There is much more work to be done to prepare our community for 2030, 2050 and 2100.
- Ensuring that we engage in community events that build community – As our community has grown with visitors and seasonal residents, the desire for events that are focused on building community has remained strong and are necessary to attract a year-round population, engage with citizens, and build civic pride.
- Staff recruitment and succession planning in a tight labor market as staff retire – As stated in the FY 2019 budget process, 25% of our staff will reach age 65 within the next five years. We have seen the pending retirements take place over the past couple of years and anticipate there will be more in the next few years. Keeping our pay competitive in the marketplace, maintaining a positive work culture, and attracting the best and brightest is an important goal in the coming years.
- Communication with citizens (year-round and seasonal) – The days of hearing the local news from neighbors and the newspaper have almost disappeared. With a high level of seasonal residents and many commuting out of town, we need to find effective ways to communicate and engage with our citizens.