



ELLSWORTH
CITY MANAGER SEARCH
STAFF & PUBLIC COMMENTS
October 24, 2020

Issues Facing Ellsworth

Financial Impact of Covid-19-City, Businesses and Citizens
Impact of Climate Change
Rising Property Taxes
Managing Continued Growth
Making Ellsworth “Friendly” Again
Enforcing Traffic Laws
Engaging with citizen volunteers/organizations
Taking care of small things before they become larger issues
Improving Waterfront
City Employees Benefit Packages compared to private packages
Dealing with Social Justice Reforms
Prioritizing diversity, equality and inclusion in Ellsworth
New Comp Plan, Strategic Plan, Vision for Community
Making Ellsworth a Sustainable Community
Retaining citizens and bringing people to live in Ellsworth
City Hall Space Needs
Infrastructure Improvements-Sewer, Water, Roads, Public Safety
Staffing Issues -retention and ability to hire qualified staff
Rapid Growth-impact on city services
City is Reactive not Proactive
Tension in the Community
Employee retirements-Succession Planning
Homelessness, transient population

Manager Qualities

Business degree. Municipal experience
Personable & Tactful, Down to Earth, Accessible, Has Diplomacy
Comfortable with Technology
Not a racist, misogynistic or narcissist
Ability to deal with diversity, equality and inclusion
Treat staff equally and rules apply equally to all
Ability to bring people together, collaborator, good listener
Doer, respectful to all, action oriented, decision maker, vibrant
Visionary-looks at new ideas, forward thinking innovator
Can be a visionary but also deals with day to day issues
Professionally committed to transparency
Lives in Ellsworth, Passion for Ellsworth
Importance of Fiscal responsibility, Municipal Budget Experience
Excellent Communicator, Open Communications, Mediator skills
Open, Honest, Direct Communications
True Leader of diverse workforce, Supports Employees
Ability to deal with employee conflict, doesn't let issues simmer
Open with budget with Staff, Understands each Depts. operations
Not micro manager
Embraces growth but vision to manage it
Understands the difference of Economic Dev. & Community Dev.
Embraces importance of CIP process
Engages citizens and staff with respect, Available to staff
Team Builder in City Hall, Family Friendly Oriented, Direct.
Honest, fair, approachable, nonbiased team player
Ability to improve relationships & perceptions with public
Has backbone, stands up for employees. Listens to Dept. Heads
Focus on internal operations, Do Employee Evaluations
Never swears, from Maine, stays neutral not political
Strong technology/computer background
Sets expectations and goals for staff, leads by example, Visible

Creative collaboration with all stake holders
Hires good people and lets them do their work
Be physically present, supports staff with encouragement
Honest and factual, value employees, helps when needed
Advocate for city employees,
Responds to citizen needs