

**RECORD OF REGULAR MEETING
ELLSWORTH CITY COUNCIL**

DATE: JANUARY 11, 2021

TIME: 7:00 PM

PLACE: ELLSWORTH CITY HALL COUNCIL CHAMBERS

**CITY COUNCIL PRESENT: BLANCHETTE, GRINDLE, HAMILTON,
KAPLAN, LYONS, MILLER, AND PHILLIPS.**

CITY COUNCIL ABSENT:

**KEY SPEAKERS PRESENT: INTERIM CITY MANAGER GLENN MOSHIER,
MICHAEL HANGGE, KENNETH WORDEN, GARY SAUNDERS, TONI DYER,
AND HEIDI GRINDLE.**

In accordance with An Act To implement Provisions Necessary to the Health, Welfare and Safety of the Citizens of Maine in Response to the COVID-19 Public Health Emergency, as enacted to read: Sec G-1 1 MRSA §403-A Public proceedings through remote access during declaration of State of Emergency due to COVID-19, the meeting will be held live at 1 City Hall Plaza in the City Hall Council Chambers with only the allowable number of participants according to the Governor's executive orders. Citizens may email questions and public comments on the public hearing agenda items as well as other items this evening to Chair Dale Hamilton at dhamilton@ellsworthmaine.gov prior to and throughout the duration of the meeting. The meeting will be broadcast live on the City of Ellsworth, Maine Facebook page and YouTube Page; as well as recorded and made available live on Spectrum Channel 1303.

Facebook: <https://www.facebook.com/ellsworthme>

YouTube: <https://www.youtube.com/c/CityofEllsworthMaine>

Call to Order.

Chair Hamilton called the regular meeting of the Ellsworth City Council to order at 7:00 PM.

Pledge of Allegiance.

All stood for the pledge of allegiance.

Rules of Order.

In addition to the reading of the standard meeting protocols as described above, Hamilton noted the Zoom link has been published on the City's website for tonight's meeting. Agenda items #14, #15, and #16 are related to the hiring of the City Manager. Hamilton will be reading any comments received regarding those items during item #14. Individuals who are commenting from the Zoom link may either make comments related to those items during the Public Comments item or directly on the item when the Council gets to that point in the agenda.

The meeting was conducted under Robert's Rules of Order and other rules adopted at the November 9, 2020 Annual Organizational Meeting of the Ellsworth City Council. After being recognized by the Chairman, a person may speak not more

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than three (3) minutes on any one item on the agenda. In addition, the person may speak not more than two (2) minutes in rebuttal.

Adoption of minutes from the following meeting (s) of the Ellsworth City Council:

- 11/16/2020 Regular Council Meeting. (Request to table)
- 12/21/2020 Regular Council Meeting. (Request to table)

On a motion by Phillips, seconded by Kaplan, it was unanimously

RESOLVED to approve tabling the minutes from the 11/16/2020 Regular Council Meeting and 12/21/2020 Regular Council Meeting as requested this evening.

City Manager's Report.

Glenn Moshier, Interim City Manager noted the Ellsworth ice rink opened on Monday January 4, 2021 at Knowlton Park. The current ice conditions are available on Facebook at ellsworthicerink. City Hall will be closed on Monday, January 18, 2021 in observation of Martin Luther King Jr. Day. Trash pickup will remain on its regular schedule.

Committee Reports.

- *Crosswalk Committee:* Chair Hamilton noted the Ad-Hoc Crosswalk Committee was the committee formed to discuss and hopefully reach a consensus-based recommendation around the request for rainbow crosswalks. This committee met at the beginning of last week; Hamilton will provide a more in depth update during the February Council meeting. At that point, the minutes will be published and available.

Citizens' Comments.

Jon Stein, resident of Franklin Street, Vice-President of Heart of Ellsworth, owner of Fogtown Brewing Company, and representative of the group CARE clarified his comments pertained to agenda items #14 - #16. This is an Ad Hoc group formed a few weeks ago and stands for Citizens Acting for a Responsible Ellsworth. Stein provided a brief background on himself and his relationship to Ellsworth. Over the

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Committee Reports.

Citizens' Comments.

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past few years Stein has come to understand a bit about the inner workings of City governance. He has a high level of respect for the City Councilors and appreciates the work that goes into making the City run like Ellsworth does. The members of CARE feel the same way as he does in regards to the City; they have different political views and backgrounds but everyone wants to see Ellsworth succeed and prosper. Stein referenced a statement written by Betsy Arntzen that will be read into the record this evening; “we the citizens have confidence in you, we voted for each of you, we want you to succeed, we want the Ellsworth government to succeed, and we want to communicate more effectively with you so Ellsworth government can succeed”. Stein also noted he has great respect for Chief Moshier as well. He has seen Moshier give honest and thoughtful testimonies over the years that have helped the Council make some important decisions. One of those decisions was actually very helpful to his business; personally, he has a lot of respect for the Chief. He provided this intro to highlight that CARE is a group of citizens whose goals include helping Ellsworth bolster the community and the City infrastructure. The group’s goals mirror pretty closely the City’s own Comprehensive and Strategic Plans. The group is interested in transparency of city government and striving to hold Ellsworth accountable to responsible progress. The group came together surrounding the search for a new City Manager several months ago but they will continue to exist even after this issue is resolved in whatever way that it is. CARE will continue to exist not to be a nuisance or to cause any kind of drama in the City but to help Ellsworth citizens and the Council to communicate with one another. CARE provides a unique citizen perspective that some of the Councilors might not have considered, they will act to bring wide-range concerns, and opinions of fellow citizens to the Council’s attention. Concerns for example, might include why was it so difficult to find more than one suitable City Manager to apply for the position. If the City cannot get people to apply for jobs in the municipal sector, if talent cannot be attracted from afar, how will the City grow; how can Stein for example as a business owner expect to bring in more skilled employees to work and to live in town. CARE wants a manager who will live in Ellsworth as well, who will want to live in Ellsworth. They want the City to hear that they are concerned that there is no solid plan at this point that we know of to fully separate the two full-time ostensible positions of manager and police chief. They want to know if the City has also considered the optics of a police chief manager in a past year when we have seen Ellsworth’s largest peaceful protests, whose concerns were largely police related. Stein noted maybe this dual position could work, even has worked in smaller communities, and towns that are not a hub city such as Ellsworth is. There are police chiefs that have years of experience and

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training in City management. Stein quoted Paul Markosian in his statement that will also be read this evening “Ellsworth with its robust growth trends both in population and economic activity is too big for one person to take on both of these roles.” What does it say that a number of citizens are sending emails and calling City Council members and hearing back only from its Chair; and are not necessarily satisfied with all of the answers received. What does it say that a number of citizens have contacted the City and have contacted our group CARE to tell us they feel unheard by the Council’s lack of communication. Tonight CARE wants to be sure there will be a full-time City Manager, that there will be a full-time Police Chief and that these will not be the same person. CARE wants the City to uphold its existing hiring process, a process that demands qualifications that suit a City of our size, a process that started months ago by asking citizens what issues they thought should be considered, and what attributes a manager should possess. Answers were obtained such as engaging with citizens, volunteers, and organizations, developing a new Comprehensive Plan and strategic plan, focusing on staffing issues, retention of staff, and hiring of qualified staff, as well as addressing the tension in the community. Stein felt this was a great start to a process that was unfortunately abandoned at the last moment. CARE began asking the City to look into these things a few weeks ago, CARE is happy that the Council has begun to consider their concerns, they hope these issues and concerns will be discussed in depth in tonight’s agenda within items #14 - #16. CARE is honestly not sure they will be and that is part of the problem. In the long run CARE would like to convince the Council there is a need for better transparency. At this point what matters is that the Council agrees to commit to a higher level of transparency with its citizens. In closing, CARE realizes it will take time to figure out what this request looks like and it will mean working together; CARE wants to help, Ellsworth’s citizens want to help.

Presentation of Awards.

Riley Dewitt, for 5 years with the Ellsworth Fire Department.

Riley Dewitt was not present to accept his service award from Chair Hamilton on behalf of the Ellsworth citizens.

Kenneth Worden, for 5 years with the Ellsworth Fire Department.

Kenneth Worden was present to accept his service award from Chair Hamilton on

**Presentation of
Awards.**

**R. Dewitt – 5 years
with Fire
Department.**

**K. Worden – 5 years
of service with Fire
Department.**

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behalf of the Ellsworth citizens.

Special presentation by Chair Hamilton.

Chair Hamilton recognized with deepest appreciation Michael Hangge for 40 years of dedicated service to the Ellsworth Fire Department. His career started with volunteering from 1980 to 1986. Career firefighter from 1986 – 2006. Captain 2006 – 2007. Fire Inspector from 2007 – 2020 (January 29, 2021 official retirement date). Hangge was recognized for the dedication he has given to his career and the City of Ellsworth citizens and encouraged to enjoy his retirement.

UNFINISHED BUSINESS

Council Order #122005, Discussion and action on EMS Services within the City of Ellsworth. (Tabled at the December 21, 2020 Council meeting)

Glenn Moshier, Interim City Manager stated the Committee has not made any progress yet. An EMS Committee meeting has been scheduled for January 21, 2021. The goal is to bring this item back to the February 8, 2021 Council meeting with some progress.

On a motion by Miller, seconded by Blanchette, it was unanimously

RESOLVED to approve tabling action on Council Order #122005, Discussion and action on EMS Services within the City of Ellsworth and the Emergency Medical Services Agreement. (Previously tabled at the December 21, 2020 Regular Council meeting).

CONSENT AGENDA

CONSENT AGENDA: All items with an asterisk () are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items unless a Council member so requests, in which event, the item will be removed from the Consent Agenda and considered in its normal sequence on the Agenda.*

**M. Hangge
retirement
recognition 1980 -
2020.**

Unfinished Business.

**Approved - Tabling
action on Council
Order #122005,
Discussion and
action on EMS
Services within the
City of Ellsworth
and the Emergency
Medical Services
Agreement.
(Previously tabled at
the December 21,
2020 Regular
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Consent Agenda.

**Approved - Consent
agenda as presented
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*Council Order #012100, Request of the City of Ellsworth Housing Authority for confirmation of the appointment of David Remick as a tenant representative to the Ellsworth Housing Authority Board with a term to expire of January 1, 2026. **

**Approved – CO
#012100, reappoint
David Remick.**

*Council Order #012101, Request of the City of Ellsworth Housing Authority for confirmation of the appointment of Jeri White to the Board of the City of Ellsworth Housing Authority, term to expire January 1, 2026. **

**Approved – CO
#012101, reappoint
Jeri White.**

On a motion by Blanchette, seconded by Kaplan, it was unanimously

RESOLVED to approve the consent agenda as presented this evening.

NEW BUSINESS

New Business.

Public hearing and action on the application (s) for issuance of the following business license (s):

Jeff & Diane Kelly-Lokocz D/B/A 86This!, 125 Main Street, for renewal of a City Class C (Victualer and Liquor) and renewal of a State Restaurant (Class III & IV) Malt and Vinous Liquor License.

**Approved - Jeff &
Diane Kelly-Lokocz
D/B/A 86This!,125
Main Street, for
renewal of a City
Class C (Victualer
and Liquor) and
renewal of a State
Restaurant (Class III
& IV) Malt and
Vinous Liquor
License.**

The staff reports the premises are in compliance with required codes and ordinances necessary to issue the requested licenses and that no delinquent tax or utility bills exist.

Public hearing was opened.

There were no comments.

Public hearing was closed.

On a motion by Phillips, seconded by Kaplan, it was unanimously

RESOLVED to approve the request of Jeff & Diane Kelly-Lokocz D/B/A 86This!,125 Main Street, for renewal of a City Class C (Victualer and Liquor) and renewal of a State Restaurant (Class III & IV) Malt and Vinous Liquor License.

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GC Pizza Hut, LLC d/b/a Pizza Hut, 211 High Street, for renewal of a City Class C (Victualer and Liquor) License and renewal of a State Restaurant (Class IV) Malt Liquor License.

The staff reports the premises are in compliance with required codes and ordinances necessary to issue the requested licenses.

Public hearing was opened.

There were no comments.

Public hearing was closed.

On a motion by Blanchette, seconded by Kaplan, it was unanimously

RESOLVED to approve the request of GC Pizza Hut, LLC d/b/a Pizza Hut, 211 High Street, for renewal of a City Class C (Victualer and Liquor) License and renewal of a State Restaurant (Class IV) Malt Liquor License.

ETC, LLC d/b/a Dyon's, 35 Eastward Lane, for renewal of a City Class C (Victualer and Liquor) License and renewal of a State Restaurant (Class III & IV) Malt and Vinous Liquor License.

The staff reports the premises are in compliance with required codes and ordinances necessary to issue the requested licenses.

Public hearing was opened.

There were no comments.

Public hearing was closed.

On a motion by Kaplan, seconded by Blanchette, it was unanimously

RESOLVED to approve the request of ETC, LLC d/b/a Dyon's, 35 Eastward Lane, for renewal of a City Class C (Victualer and Liquor) License and renewal of a State Restaurant (Class III & IV) Malt and Vinous Liquor License.

Approved - GC Pizza Hut, LLC d/b/a Pizza Hut, 211 High Street, for renewal of a City Class C (Victualer and Liquor) License and renewal of a State Restaurant (Class IV) Malt Liquor License.

Approved - ETC, LLC d/b/a Dyon's, 35 Eastward Lane, for renewal of a City Class C (Victualer and Liquor) License and renewal of a State Restaurant (Class III & IV) Malt and Vinous Liquor License.

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AND HEIDI GRINDLE.**

The Grand, 165 Main Street, for renewal of a City Class B License (Victualer, Liquor, and Amusement) and renewal of a State Other (Auditorium/Theatre) Class III and IV Malt and Vinous Liquor License.

The staff reports the premises are in compliance with required codes and ordinances necessary to issue the requested licenses.

Public hearing was opened.

There were no public comments.

Public hearing was closed.

On a motion by Kaplan, seconded by Miller, it was unanimously

RESOLVED to approve the request of The Grand, 165 Main Street, for renewal of a City Class B License (Victualer, Liquor, and Amusement) and renewal of a State Other (Auditorium/Theatre) Class III and IV Malt and Vinous Liquor License.

Chair Hamilton reminded the public that if they are sending in comments for the upcoming agenda items, please indicate on the emails whether you would like them read into the record this evening or not. He has already received a few comments that do not state whether they are to be read into the record or not; unless they specifically state to read them tonight into the record they will not be read aloud this evening.

Council Order #012102, Request of the Police Chief to renew the Regional Communication Center Third Shift Dispatch Services Agreement between the Hancock County Commissioners and the City of Ellsworth.

Glenn Moshier, Interim City Manager stated the agreement was provided prior to this meeting; see attachment #1 for the complete request and proposed fee structure. There has been no change in fee from last year's agreement. An increase was applied in July when the RCC increased the fee slightly due to the City adding the requirement to dispatch the Ellsworth Fire Department when EMS calls were toned out within the City. Other than that increase which has already been absorbed into the current fee structure there is not an additional fee increase at this time. The

Approved - The Grand, 165 Main Street, for renewal of a City Class B License (Victualer, Liquor, and Amusement) and renewal of a State Other (Auditorium/Theatre) Class III and IV Malt and Vinous Liquor License.

Approved - Council Order #012102, the agreement between the City of Ellsworth, Maine and the Hancock County Commissioners for the Regional Communication Center third shift

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attached contract will be effective through 2021. Councilor Phillips confirmed with Moshier that this agreement is still working well between the two parties.

**dispatching services
as presented in
attachment #1.**

On a motion by Phillips, seconded by Kaplan, it was unanimously

RESOLVED to approve Council Order #012102, the agreement between the City of Ellsworth, Maine and the Hancock County Commissioners for the Regional Communication Center third shift dispatching services as presented in attachment #1.

Council Order #012103, Discussion and action from the Executive Session held on January 5, 2021 per MRSA Title 1, Chapter 13, Section 405, Paragraph 6A.

**A motion and second
was not made on this
agenda item; no
formal action was
taken or required.**

Chair Hamilton stated he has received a number of comments to be read this evening. Before the Council provides an update from the executive session held on January 5, 2021 he would like to give the public the opportunity to comment. An opportunity for members of the public present at the meeting or on the Zoom platform to comment live was extended. Seeing no one interested in speaking, Hamilton began reading the comments received through email into the record. In lieu of typing all the comments, the complete emails have been attached to the minutes.

Attachment #2 – Peter Lione, Franklin Street.

Attachment #3 – Robin Snyder-Drummond, Park Street.

Attachment #4 – Betsy Arntzen, Ellsworth resident.

Attachment #5 – Nate Hanson, Ellsworth resident.

Attachment # 6 - Paul Markosian, Flexit Café & Bakery 192 Main Street.

Attachment #7 – Bronson Platner, Ellsworth resident.

Attachment #8 – Leslie Harlow, Beals Avenue and business owner.

Attachment #9 – Gordon Workman, Ellsworth resident.

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Attachment #10 – Nicole Grohoski, State Representative serving Ellsworth and Ellsworth resident.

Attachment #11 – Martha Dickinson, Ellsworth resident.

Attachment #12 – Edward Mathias Kamin III, Church Street.

Attachment #13 – Gwen Clark, no town/city residence provided.

Todd Little-Siebold, Bayside Road spoke via Zoom Technology; he provided input concerning the qualifications for a City Manager a few months ago as well. He provided comments as well as joined the meeting that was held at that time. He works at the College of Atlantic in Bar Harbor; they have been engaged in some search processes throughout the pandemic. Based on this experience, he understands fully how complicated it is to recruit people right now. The pressures placed on search processes right now, normally would not exist. He understood many of the dynamics associated with this search were outside of the normal procedures that would have been used. He was surprised by both the lack of input that the Council had offered after kind of making a commitment and promise to the citizens to have a transparent and inclusive process where citizens could follow that process and provide input or feedback to the Council. He believes the Council took the direction they did for some very good reasons; however, as a citizen he is dismayed by that choice. Personally, he believes many citizens feel it is a very important turning point for Ellsworth each time there is a new City Manager; to have someone who is really responsive and connected to citizens. He reiterated his comments as they relate to citizen's input was not taken seriously and that he was really looking forward to a new City Manager. Many people listen to different voices and look forward to the future of Ellsworth by bringing all voices together. Little-Siebold was hoping to have some insight or feedback about the candidates so that the citizens could help the Council think through who best could lead Ellsworth forward in an inclusive way. People have been frustrated by the kind of deflection and ignoring citizen input that has been experienced by many citizens during the last several years. He understood if there was a need to communicate with the Council, that is his responsibility to do so, and likely should have expressed his frustrations before this point. Little-Siebold feels this is a very important turning point especially for the Council to signal that they are really listening to citizens in this particular case. He felt it was an important moment to take a pause and consider what they had told the citizens they would do. Recognizing they are aware

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these kinds of issues exist, identify what they as a Council can do to move forward in a way that reassures the citizens of Ellsworth that we are actually listening. On a separate issue the City does not need a half-time City Manager and part-time Police Chief; our town is in need of real leadership to address some pretty fundamental challenges of growth and other sorts of things. There are some major projects on the horizon such as trying to turn the City back towards the river. Little-Siebold could image the Council announcing this is a temporary solution the Council found because at this time they could not find a good permanent solution. He cannot see this as a good permanent solution. In his opinion, if the Council felt the City needed two full-time people to do these jobs, he should have been paying closer attention but how will this work be accomplished and particularly with the challenges of COVID not going away anytime soon. This does not seem like a simple task to do those two things together. He urged the Council to pause, to consider how it moves forward both in terms of the legitimacy of this decision (before citizens who the Council promised an inclusive process), and in terms of a City Manager who could actually bring Ellsworth together, thus pointing the City in the right direction. A lot of people have a great deal of admiration for Glenn Moshier and his can do attitude; it just seems like an irrational solution in a very complicated time. Little-Siebold felt the community is powerfully divided right now in a lot of different ways. He is not sure how the Council selected and reviewed candidates. If they didn't receive the candidate pool they desired; he didn't think the solution was to cobble two part-time position together. Little-Siebold did not believe this was the Council's first choice; he hated to second guess this decision and the process but he wanted to express very clearly the frustration with the process in particular. He recognized the Council is in this terrible position often because the community only pays attention when they pay attention but the Council has an opportunity to communicate clearly to the community they have heard them, as well as this sort of energetic and engaged response from community members. This will give the Council pause and time to rethink the decision. Little-Siebold thanked the Council for their service and looked forward to hearing what the Council decides.

Hamilton turned this portion over to Councilor Blanchette to present a statement.

Blanchette stated on behalf of the Ellsworth City Council he is responding to statements and questions that they have received regarding the City Manager hiring process. Upon completion of a targeted bidding process the Council selected Eaton Peabody to provide oversight and facilitation of the recruitment process. The City Council established a process that included community participation, although they

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did not incorporate every suggestion regarding how the community could participate they did endorse and recognize the need to gather community feedback. This took place on October 21, 2020 and informally throughout the process. The competitive hiring process was moved through the stated process until the Council selected one finalist. When that finalist removed himself from consideration the Council was prepared to seek additional applicants. Prior to starting a new process the Council identified the opportunity to promote from within and the Council made an announcement to the community they were starting negotiations with Glenn Moshier. The Council understands some members of the community feel this is a diversion from the process but we do not share that same opinion. The Council was only weeks removed from the receipt of applications and the Council believes that it was entirely appropriate to review Mr. Moshier's credentials before starting a new process. Mosier meets the qualifications for the position and has a long history to evaluate his candidacy against the other applicants. The Council immediately announced the decision to begin negotiations with Moshier to the public consistent with the stated plan to provide the public with an opportunity to provide feedback on this candidate. The demonstrated skill set and qualities of Glenn Moshier are consistent with the position requirements and his qualities are consistent with the recommendations generated by the community. Glenn brings practical skills that include holding a bachelor's degree in government, experience in budgeting, union negotiations, leadership, high level management, and finance. Moshier has a demonstrated history of strong community engagement. The Council believes his background prepares him to be an outstanding City Manager. One of the frequent criticisms of city government is that it is not innovative, creative, and efficient. The Council believes that this situation presents a unique opportunity to address those criticisms; the Council thought it was productive to entertain a discussion of how Moshier might be able to maintain responsibility for functions that have historically been associated with a title position. The City Manager by Charter has direct oversight and control of all departments. The Council appreciates the feedback and concern from the Community regarding the need to maintain clear lines of division between the City Manager and Police Department as it relates to certain functions. At the same time, the Council believes some of these functions can be assumed by Moshier in the transfer. These functions relate to high level items such as policy, procedures, and planning; day-to-day oversight will be the responsibility of the Deputy Chief who will manage such things as schedules, supervision, and community policing. The Council believes this alignment of function provides the City with an opportunity to be more efficient and cost effective while maintaining a

**RECORD OF REGULAR MEETING
ELLSWORTH CITY COUNCIL**

DATE: JANUARY 11, 2021

TIME: 7:00 PM

PLACE: ELLSWORTH CITY HALL COUNCIL CHAMBERS

**CITY COUNCIL PRESENT: BLANCHETTE, GRINDLE, HAMILTON,
KAPLAN, LYONS, MILLER, AND PHILLIPS.**

CITY COUNCIL ABSENT:

**KEY SPEAKERS PRESENT: INTERIM CITY MANAGER GLENN MOSHIER,
MICHAEL HANGGE, KENNETH WORDEN, GARY SAUNDERS, TONI DYER,
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balance of workload that utilizes existing expertise without compromising the responsibilities of the City Manager role.

A motion and second was not made on this agenda item; no formal action was taken or required.

Executive session to discuss personnel matters in accordance with MRSA Title 1, Chapter 13, Section 405, Paragraph 6A.

On a motion by Phillips, seconded by Blanchette, it was unanimously

RESOLVED to approve entering executive session to discuss personnel matters in accordance with MRSA Title 1, Chapter 13, Section 405, Paragraph 6A at 7:51 PM.

Chair Hamilton noted the Council will be returning after the executive session to take action on the remaining items. Glenn Moshier, Interim City Manager remained in the executive session.

On a motion by Kaplan, seconded by Lyons, it was unanimously

RESOLVED to approve adjourning from executive session in accordance with MRSA Title 1, Chapter 13, Section 405, Paragraph 6A at 8:35 PM.

Council Order #012104, Discussion and action from the above Executive Session per MRSA Title 1, Chapter 13, Section 405, Paragraph 6A.

See attachment #14 for the complete contract as approved this evening. There was no discussion prior to a motion being made, seconded, and a vote recorded.

On a motion by Blanchette, seconded by Lyons, it was unanimously

RESOLVED to approve Council Order #012104, accept the contract to hire Glenn Moshier as the City Manager with an effective date of January 17, 2021 as presented and amended. See attachment #14 for the complete contract as approved this evening.

Approved - Entering executive session per MRSA Title 1, Chapter 13, Section 405, Paragraph 6A at 7:51 PM.

Approved - Adjournment from executive session at 8:35 PM.

Approved - Council Order #012104, accept the contract to hire Glenn Moshier as the City Manager with an effective date of January 17, 2021 as presented and amended. See attachment #14 for the complete contract as approved this evening.

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Following the vote on the above agenda item, Chair Hamilton congratulated Glenn Moshier and provided Moshier an opportunity to address the citizens of Ellsworth.

Glenn Moshier, City Manager thanked the Chair and members of the Council for the support they have displayed in him tonight. Moshier commented on a few of the items brought up this evening. He did sympathize with the residents who addressed concerns with his capabilities and expertise needed to lead the City forward. When the process of searching for a new City Manager started he too had high hopes and expectations of what the next City Manager might bring to the Community. He does not live in Ellsworth; however, he has dedicated the last 17 years of his life to serving the people of Ellsworth in his role as a police officer and ultimately as Police Chief. He grew up in this community, he has been coming to Ellsworth since he was a kid, he shops in the Ellsworth stores, eats in the restaurants on a regular basis, and there is very little about Ellsworth he does not know or is not familiar with. He played high school basketball in Ellsworth, he used to visit the courts all the time as a teenager, and spent a lot of nights hanging out in the mall parking lot. He understands none of this background information makes him qualified as City Manager; however, what it does is makes him highly qualified to understand the people of Ellsworth and the needs of the community moving forward much more than somebody who maybe comes from another community. Perhaps they were a City Manager but they do not understand Ellsworth or the people of Downeast Maine a community he has grown up in his entire life. He has a lot of friends and family in the Ellsworth community and outside of it. Moshier stated his educational background includes holding a bachelor's degree in government and after college he lived away from Maine for many years. During that time he lived in Washington DC, Honolulu Hawaii, Philadelphia, Pennsylvania, and Boston Massachusetts, before eventually moving back to Maine. Once back in Maine he ran a business with his wife while they raised their family. Since that point, he has devoted his life to law enforcement and has had an outstanding career with the City of Ellsworth. He is very proud of this career, the gains that have been made within the Ellsworth Police Department, and the relationship it has with the Community. In this role as City Manager, Moshier looks forward to bringing the Community together, continuing to work with civic organizations, non-profits throughout the Community (as he has done in the past), opening lines of communication, and working with groups to address the needs of the City. Over the last several weeks of serving as the Interim City Manager Moshier has had a glimpse into the needs of the City. He understands the infrastructure needs better than most, he has driven the roads as a police officer for

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many years, and is well aware of where the potholes and other needs are throughout the City. He understands and has spent a lot of time working with the City Wastewater and Water Departments to better understand the needs they are facing within their individual departments. Over the past several months, he has spent a lot of time dealing with personnel matters within the City. Unlike anyone from the outside, he has a very good working relationship with all of the Department Heads and he already understands the needs of many of their departments. He can certainly recognize the loss of great citizens and great employees such as Michael Hangge and Chief Richard Tupper. Moshier understands and appreciates the need to fill those positions with qualified people who are going to hold themselves to a high standard, display strong professionalism, and dedication to the City that those two men have displayed over the course of their employment. He will take that responsibility on with a tremendous amount of pride and excitement because with change and hiring of new folks (hopefully young folks) brings a lot of excitement and opportunity to see things in a different light. His goal is to recruit, hire, and train individuals to be as professional as those gentlemen; he also looks forward to meeting those individuals and bringing them on board to join the team. Moshier noted the hardships felt by COVID has impacted individuals and the City; financially the City will be facing some burdens that in the past have not been there. Due to COVID there will be short falls in Federal and State funding for municipalities in Maine; therefore the City in particular will need to come up with some creative ways to address those issues. Moshier recognizes he does not have those answers; however, he aims to work hard, tap into people who can help, who may even have the answers, and work together to figure things out. Concerning the growth within the community, Moshier has experienced that growth firsthand. He recognizes there must be a plan to make the most of the growth within the City and the City must be the one making the decisions and calculating how that growth occurs and cannot just stand back and let things happen around them. The City cannot just hope things will just work out for the best while they keep their heads in the sand. Moshier felt the City must be the driving force that dictates where the growth takes place, ensuring the growth is planned and calculated in a way that will be productive and sustainable for the City of Ellsworth and its citizens. In conclusion, Moshier looks forward to working hard, working with all the civic organizations, non-profits, and City staff to move the City forward in a positive and exciting direction. He is dedicated to giving everything he has to this position as well as continuing to maintain a high level supervisory position over the Police Department. Moshier believes after some due time and if individuals are open-

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mindful and willing to give him the opportunity to demonstrate he does have what it takes to be a successful City Manager as well as manage the Police Department in such a way that keeps it moving in a positive direction as he has over the past three years under his leadership; they will be pleasantly surprised.

Hamilton briefly stated in some of the comments that were received there is some equating of valuing opinion as being synonymous with agreeing with opinions. The Council certainly took to heart the feedback that was received and ultimately the Council made decisions that some people agree with and some people do not. This situation does not mean the Council does not value input or value the conversations, in fact the opposite is true. The message the Council heard tonight from the Community, as well as the platform this Council stands for, in addition to what Moshier stressed tonight, is if the Council is going to make Ellsworth the kind of Community everyone wants, everyone needs to be involved and invested. Everyone needs to be engaged, it is not up to one individual to drive that change; that will only happen from the Community. The City cannot remain divided because decisions do not go one way or the other. The Council is constantly in positions where they are not always going to make decisions that everybody agrees with but what can be agreed upon is a willingness to constantly work to make Ellsworth a better Community. Hamilton thinks there is a great opportunity for the City to continue that, he encouraged the City to take this situation build on it and work together. The City needs to get past COVID, the City is on the trajectory for things to improve; however, there are still a lot of hardships to be dealt with. Hamilton encouraged the citizens to work as a Community to make this Community better, to be engaged; he believes Moshier will help to lead that effort as well.

Councilor Kaplan asked Hamilton to add that this is not a 50/50 role; that being half Police Chief and half City Manager. She asked Moshier if he would explain his plan which will allow him to take on this responsibility in such a way that the public could understand the process.

Moshier explained this delegation of duties is exactly what he has been doing over the past several months while serving as Interim City Manager. What he has witnessed during this period of time is he has a very competent command staff within the Police Department, who have the ability to manage the day-to-day operations of the Police Department with little to no involvement from Moshier. Over the last several months, Moshier has spent his time throughout the day

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listening, learning, working with, and communicating with the different City departments including the Police Department. As he sees it, the role of City Manager will require him to have a high functioning control over all of the departments. He will be managing the department heads, he will be working in partnership with the department heads because they are the experts within their departments; he is not. Where that will vary is within the Police Department; he will be the expert. Moshier will lean on the command staff to handle the day-to-day operations and expect them to turn to Moshier for the high-level execution of policies, procedures, in an effort to maintain the level of expectation he has for the Police Department. This relates to their professionalism and the way that they behave; that high level responsibility will still continue to be part of his day-to-day function within the City. Just as he would be dealing with issues within any other City department. That is how he envisions this role; however, there will be some restructuring taking place within the Police Department to make that happen. Moshier has already had conversations with key members of the Police Department so they are aware of what the future is going to look like for them. Moshier has complete confidence in his command staff and himself to be able to maintain those high level requirements for the Police Department while seeing to the other business in the City.

Adjournment.

On a motion by Blanchette, seconded by Kaplan, it was unanimously

RESOLVED to approve adjournment at 8:51 PM.

A TRUE COPY

**ATTEST: _____
HEIDI-NOËL GRINDLE**

**Approved -
Adjournment at 8:51
PM.**