MEETING NOTICE

The regular monthly meeting of the Ellsworth City Council will be held on Monday, July 21, 2025, at 6:00 PM in the Ellsworth City Hall Council Chambers

Meetings will be broadcast live on:

YouTube: https://www.youtube.com/@CityofEllsworthMaine
Public Access/Spectrum Channels 5 and 7

AGENDA

1. Call to Order. *Chair Beal absent*

2. Pledge of Allegiance.

3. Rules of Order.

4. Adoption of the Ellsworth City Council minutes from the following meeting:
   - June 16, 2025, Regular Meeting

Move to adopt N Smith, seconded T White, passed 5-1 (T Mote abstained)

5. Presentation of Awards.
   - Charlene Clemmons – 10 years of service
   - KaTina Vanadestine – 20 years of service

6. City Manager's Report.

First would like to echo the service award, a huge thank you to Tina for her 20 years here. What is incredible is amount of energy, enthusiasm and creativity she brings, and if we could lock her in for another 20 year, the city would be extremely lucky. He has every confidence that there are still big things to come from her, she has been jumping in and helping with the cemetery commission and her wealth of knowledge has been invaluable.

Workshop/Strategy Planning – we had the first meeting on that last week (7/14), it was a great initial discussion. For those who may not know, we are starting monthly workshops in addition to the City Council meeting, with the first one on August 4th. We will discuss things that may not be ready for a Council meeting yet, but are big policies, priorities or strategic backlog items that we need to work on as a Council. He believes that the strategy discussion they had on the 14th was interesting in many ways, on how we start working as a Council and as a staff to align on priorities. He thinks that we are entering a new stage of the organization and there are so many things in the Comprehensive plan and the business attraction plan, and which items are our general priorities and how do they feed to other priorities.

Nomination papers are available on Friday, July 25th. There are three seats for the City Council, one seat for Library Trustees and two seats for the School Board will be open. They will need a minimum of 50 registered voters to sign to be put on the ballot and the deadline for submission is Friday September 5th at 12:30pm.

EV Charging Project – very excited to announce that they are now open and working. The free chargers on Franklin Street will be closed down soon, unfortunately there wasn't a way to keep them because we weren't generating enough revenue. A big thanks to Ashlie from Finance for

getting everything figured out for them to get them up and running and also to Mike and Amanda from Public Works. They tried to get the chargers on Franklin Street to be paid usage but that turned out to be too complicated. They were the ones who ended up reaching out to Revision and figured out that there were grants available for the project.
Personnel Update – Parks and Recreation Director, an offer was made today (7/21). Hopefully pending a background check and that the offer is accepted, an announcement will be made for that. Also, for the City Planner, they have found someone who has an incredible experience set and they want to elevate the planning role to be the Director of Planning and Urban Development. An official offer will be made tomorrow (7/22) and if they accept, the thought is also to promote the current Assistant Planner to Planner. This isn't a change in positions or outside of the budget, it is just a retitling/restructure of that area.
A big thanks on the citizens side of things, to Scott Richards from Holland Power Services. Our Facilities Director, Jim, was trying to figure out a way to keep the dugouts at Demeyer Fields from blowing over during windstorms and Mr. Richards said he would do it for free. He loves this community and wanted to get out there and he did the fix right away. To him, that is the best of Ellsworth, people like this who are always willing to help; we are lucky as a community to have people like Mr. Richards doing these projects for us. Also, a big thanks to the entire public works and highway teams. The MaineDOT High Street project has been a ton of extra work even though it wasn't our project. They have been meeting with the state weekly on project plans and taking citizen concerns. They also dealt with the rainy spring that created so many potholes and other work issues. Two overnight digs on water mains that broke and then switching to parks and recreation items before a Parks and Recreation Director has been hired. Knowlton Park has seen some upgrades, beautification on Main Street and at the harbor and around the front of City Hall.

7. Committee Reports.

Councilor Stein, Recreation Commission – the commission wanted the Council and public to know way ahead of time, that the tree lighting and Christmas parade will be combined into one event. It will be held on December 6th in the evening and there will be more information to come. They will also be looking for potential vendors and donations. If anyone is interested in being involved in the parade or tree lighting or as a vendor, they can reach out to the commission through the website or to the new Parks and Recreation Director when they start.

- Request of the Ellsworth Housing Authority to appoint Christina McCue as Tenant Commissioner with a term to expire 1/1/2030.

Move to approve the request of the Ellsworth Housing Authority to appoint Christina McCue as Tenant Commissioner with a term to expire 1/1/2023, T Mote, seconded by N Smith, passed 6-0

- Request of the Cemetery Commission to appoint Natascha Minze as a full member and Teresa Davis as an alternate member with terms to expire 6/30/2026.

Move to approve the request of the Cemetery Commission to appoint Natascha Minze as a full member and Teresa Davis as an alternate member with terms to expire 6/30/2026, N Smith, seconded by T White, passed 6-0

8. Citizen's Comments.

Gordon Workman – he has a couple items he would like to talk about but first thank you for the workers that have been working at Knowlton Park. They have done a tremendous job; they are *cleaning it up, making it look really nice, and working hard. Second, the new council is coming up and he believes that there should be a representative from Council at the Hancock County Commissioners meeting to watch how the spend money and represent Ellsworth. We pay $800K a year to them, and towns on the island pay over $2M, and they need to be watched. Third, he always pays his water bill about two days prior to when it is due. His last one, he sent it out on Thursday, and it was due on Saturday, and on Monday, he received a late notice. His recommendation would be to wait several days after the due date before sending the late notices to save money. To add to this comment, Councilor Stein stated that we do have an online portal now for payments to be made and you can also set up autopayments.*

9. Councilor Comments.

Councilor Stein – he mentioned this last year as well, but is very happy to have a conversation with anyone who is interested in city government. As was stated earlier in the meeting, there are three positions coming up in November, and when he joined the Council three years ago, he had little idea of what he was doing. It is an interesting learning curve, a fascinating time and an important position. He believes that everyone should give some form of local government a try.
Councilor O'Halloran – he believes that the City of Ellsworth government is growing way too fast. We are spending too much money and creating and filling positions to grow government and it is out of control. There are people who have city vehicles that don't need them and some that don't have them but need them. He believes that the city thinks that leasing is free, but leasing is paying for the use of the vehicles and there are too many of them that we are paying for. Mr. and Mrs. Ellsworth can only take so much and next we will want a new building because there are too many people in it. We have positions here that aren't even in the Charter, we don't need all this "fluff" in government. It is no surprise that he is angered by that, but this section is called Councilor Comments. City Manager Pearce replied to this comment that we are only up one position, that is non-life saving, by adding the Parks and Recreation Director. The janitor position used to exist before those services were subbed out.

UNFINISHED BUSINESS

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.

NEW BUSINESS

10. Public Hearing and action on the application(s) for renewal for the following license(s):
    - Daniel Potts d/b/a Lakeside Cedar Cabins, 397 Mariaville Road, for renewal of a City Lodging License.

- Ellsworth Lodge of Elks #2743, 317 High Street, for renewal of a City Class B License (Victualer, Liquor and Amusement) and renewal for a State Club-on Premise with Catering Malt, Spirituous and Vinous (Class I) Liquor License.
- Taste Jamaica, LLC, 190 State Street, for renewal of a City Class C License (Victualer and Liquor) and renewal of a State Restaurant (Class III & IV) Wine and Malt Liquor License.
- Melanie Omlor-Fox d/b/a Helen's Restaurant of Ellsworth, 55 Downeast Highway, for renewal of a City Class C License (Victualer and Liquor) and renewal of a State Restaurant Malt, Spirituous and Vinous (Class I, II, III, IV) Liquor License.
- Roger Whitmore, d/b/a State Street Market, 116 State Street, for renewal of a City Class C License (Victualer and Liquor) and renewal of a State Off-Premise Beer and Wine License.

Move to approve all licenses as presented, J Stein, seconded by N Smith, passed 6-0

New Business

- 617 Bayside, LLC d/b/a Homestead Motel, 143 Bucksport Road, for a new City Lodging License.

Move to approve the new business license for 617 Bayside d/b/a Homestead Motel for seven rooms, T White, seconded by T Mote, passed 6-0

11. Council Order #072500, Discussion and potential action on authorizing payment of excess funds resulting from the auction of 16 Fifth St, back to the prior owners. (Sponsored by Councilor O'Halloran)

Councilor O'Halloran requested that this item be tabled until next month because the full Council is not present.

Move to table, T Mote, seconded by T White, passed 6-0

12. Council Order #072501, Presentation from the City Assessor on evaluations, new evaluations and the mil rate.

Larry Gardner, City Assessor – what he is looking at for the new city valuation is good. We have an estimate based on when they were working on the budget, and it was estimated that we will go up about 5%. He believes that we will definitely hit that and potentially go up a little bit more. The tax rate with the estimated budget was going to be $16.84 per thousand, and he believes it will be lower than that because of the more than 5% increase in total valuation. He is still working on finalizing all the pricing, so he doesn't have an estimate yet of what it will be.

An explanation of documents provided in the packet was requested, so Assessor Gardner explained that the first page shows Maine home sales and prices decrease in March. March is only one month, but the second page has a chart that shows Hancock County home values jumped 15.65%, which is a very big increase. The only other county close to Hancock was Oxford, which had a 12.48% increase in one year. There were several counties that went down, for example Piscataquis county went down 14%.

Councilor Smith asked what does this mean for taxpayers? He talked about the mil rate being $16.84, which is based on the 5% increase estimation. Is it going to be across the board 5% or will we distinguish between different property categories? Assessor Gardner responded that there will be distinguishing between waterfront, non-waterfront and commercial. The three different

categories will have different increases that average out to the 5%. The waterfront properties will be a higher increase than non-waterfront and commercial will not change much.
Councilor Lyons asked when we might know the final valuation and mil rate; to which Assessor Gardner responded jokingly that it would be right before commitment. Councilor Mote, then asked when he would expect commitment to be. Assessor Gardner stated that last year it was around August 22nd. Councilor Mote asked that with it being that late would we need to adjust our tax due date? In anticipation of that question, Assessor Gardner said that he would like to wait another week before making that determination, so that he knows how soon this can be done. There is still a lot of pricing that needs to be done, so it is a possibility that we will have to change the date.
Councilor Lyons ask when, historically, we have done our commitment. The answer was, recently it has been late August.
Councilor O'Halloran asked if all other towns are going through the same thing? How does Ellsworth get more efficient in this process? Assessor Gardner responded saying that next year should be better once the new Assistant Assessor has gotten training on this. She just started in June, which hasn't provided the time necessary for complete training.

13. Council Order #072502, Request of the City Manager to award the contract for consulting services for the Capital Improvement Plan.

Sara Devlin, Deputy City Manager – in April the Council approved to allocate $45,000 of TIF funding to enter into a contract with a consultant to assist with the development of a 1, 5, and 10-year capital improvement plan. Since April, staff issued a request for proposals and had three firms submit proposals by the deadline. A committee was formed to score the proposals based on qualifications not on price. The three proposals received were from BerryDunn, Iron Lock Group and Sewall Company. After review, the committee was locked on Sewall and BerryDunn, so both firms were brought in for an interview. Their proposals were very different, there were different levels of effort and very different price tags. Based on BerryDunn's previous work with the city and their work at the level we are looking for in this initial capital improvement plan, the committee decided they were the best option to enter into a contract with. So we are looking to enter into a contract with BerryDunn in the amount of $44,450 to start working on capital improvement plan development.
Councilor Stein asked if we thought we were losing anything by going with the company that fit within our budget. Sewall Company was $100,000 more in cost than BerryDunn. DCM Devlin responded that she believes that we are still going to get the prioritization of projects that we need for those allocated timelines. Sewall brought in a consultant that specializes in just buildings, so they put a lot of focus on City Hall and the Moore Center. City Hall had an assessment done not that long ago, so they were thinking that coupled with the expertise that we have in house with facilities that we could marry those together. What we will get from BerryDunn is a tool that we will be able to manage ourselves after we have the CIP developed, which the committee believed would be of great value to us.
Councilor Smith asked that because we are looking at investing this money, if DCM Devlin could talk a bit about how we are going to keep this relevant, so it doesn't get outdated. StreetScan,

which is another agenda item later in the meeting, will marry into this, and the three-year cadence forces us to look at this plan regularly.

Move to approve the contract with BerryDunn, in the amount of $44,450, for the development of a 1, 5, and 10-year capital improvement plan, to be funded through the Economic Development TIF, J Stein, seconded N Smith, passed 5-1 (S O'Halloran opposed)

14. Council Order #072503, Request of the City Manager to award the contract for consulting services for the Ordinance rewrite.

Charlie – this item is similar to the previous item, as something that was discussed earlier in the budget process. It was decided since there was some TIF funding that could be used, it wouldn't have to be tied to the budget process and could be started on right away. The Comprehensive Plan, Housing Needs Assessment and Business Attraction Plan all have some level of ordinance change to make our ordinances more streamlined and business friendly. This will be phase one of the project which he would like to see before the Council in December and if everything goes well, we could potentially do a phase two. We received one bidder, the Musson Group, they were within our price range, and he really liked their bid. Our former Planner Matt Williams would be the one from the firm working with us, so similar to BerryDunn in the previous agenda item, he has a lot of knowledge of our ordinances and other areas, so very confident to move forward with the Musson Group.

Councilor Mote asked if any outreach was done with this? CM Pearce responded that it was put in the newspaper and on the website, we didn't do a lot of additional outreach. He is very confident with this group that we will get to a good place, and we don't have to continue with them post December if we decide to do a phase two.

Move to approve the contract with the Musson Group in the amount of $43,788, for phase one of the ordinance rewrite to be funded from the Economic Development TIF, J Stein, seconded by N Smith, passed 4-2 (S O'Halloran and T Mote opposed)

15. Council Order #072504, Public Hearing and action on the request of the City Manager to approve a 3-year contract with StreetScan to inventory/assess the condition of all city streets. This request is to approve year two and three in the amount of $45,973. Year one was approved up to $25,000 at the June Council Meeting.

Sara Devlin, DCM – this is back on the agenda, due to an error in the public hearing posting at the June meeting. Last meeting we only posted it for the one year, up to $25,000, but it is a three-year contract, with a total contract amount of $68,960. The first year was approved, so StreetScan has been working on the GIS mapping, to get prepared for their drive around and the scooters on the sidewalks. Now we are asking to approve the additional years of the contract.

Councilor Stein – wanted to remind everyone that when they first heard about this, it sounded like a great idea, because as long as he has been on the Council, they have been playing "whack-a-mole" with road repairs. This will save us a lot of time in future discussions having the information that this will provide.

DCM Devlin – it was also asked at last month's meeting if they do any sort of scanning of trails but unfortunately they currently don't offer that service right now but are looking into how to add *it to their portfolio. So depending on how this contract goes and as we develop our trails, that might be an additional thing we add latter on.*

Move to approve the request of the City Manager to approve year two and three in the amount of $45,973 of a three-year contract with StreetScan to inventory/assess the condition of all city streets, to be funded from the local roads capital improvement fund, T Mote, seconded by T White, passed 5-1 (S O'Halloran opposed)

16. Council Order #072505, Update from the City Manager on the new courthouse road.

City Manager Pearce – we have finalized, per previous Council authorization, the purchase of the Adams parcel for $30,000 and are under contract for the Merrill parcel for $175,000. There is no issue with closing, the only hitch is a legal issue within the land that we are purchasing, there is a lease and inside it is a clause about how the lease is worked out if it becomes a public way, so the lawyers are ironing out how the final agreement will work. We expect that either this week or next to have that ready. He also received feedback from the Maine Judiciary on the road design. We have the initial, per the developer, agreement with the Judiciary to move forward in this process. They have also finalized the land swap of the Surry Road location with the Wardwells' property, so the Judiciary owns that outright. Also, within the agreements, there were timelines we had to meet in order for the Judiciary so they could meet their construction timelines. One was, by July 1st, to have the initial construction design put together. We did that, with our storm water plan, this is what we would submit to the Department of Environmental Protection. One of the comments from the Judiciary is that they believe the DEP would consider these to be two separate projects, which they are, the road will be one piece but there will be other development opened up in the area as well. We are looking toward refining our plans a bit and then it could be a permit by rule. The key designation here is time and cost, so within a permit by rule , if we can get approved by this fall, then we can build the construction road which is also in the developer agreement by the agreed upon timelines, much quicker. Also in the finalization developer agreement, we worked with the Judiciary to solely focus on Merrill Lane as opposed to another initial idea that we would come through Long Lane with the construction road, so we will no longer have to build that. There will be some cost savings with that and the road is more narrow, so there will be more cost savings there as well.

The image of the road design was shared with everyone so the public could see it. City Manager Pearce explained most of the items on it so people would understand what they were looking at.

Gordon Workman – he didn't hear anything mentioned about the LD739. Representative White and Senator Grohowski, went to get a bill passed and it is currently in appropriations, it is up to $750,000 reimbursement to the city for the access road. There is a certain timeline on those funds if it goes to appropriations for availability. He is also working to get an agenda item at the Commissioner's meeting for additional funding.

Councilor Smith – wanted to give a little more information about LD739, all bills that were on the appropriations table that were not funded in the last session were carried over to the next session. So rather than kill them, they are still alive for another shot, but they likely won't be taken up until January of 2026 when the legislature comes back in. It is highly competitive and there were something like $100M with of asks for $15M worth of available funds.

17. Council Order #072506, Public Hearing and action on amendments to the City of Ellsworth Code of Ordinances, Chapter 34, Personnel Ordinance.

Kerri Taylor, HR Manager – these updates reflect an important shift toward the performance driven approach to employee compensation and professional development. With the passing of the FY26 budget, we switched from the annual cost of living raises that were provided every year to a performance-based system. So, we need to update the ordinance to reflect that change; currently the ordinance references a merit increase system of every three years. The second item is the tuition reimbursement program; these are updates to create a more formalized system. Employees would have to submit an application to be reviewed by their department manager and the City Manager to justify why they want to take some specialized training or degree programs that are relevant to their role here. They would have to abide by certain criteria and meet certain thresholds for their performance evaluations each year to be considered for the program. The current program doesn't have some of the stipulations that we are hoping to add to build upon the performance-based review system.

Move to adopt amendments to the City of Ellsworth Code of Ordinances, Chapter 34 Personnel Ordinance, T White, seconded N Smith, passed 5-1 (S O'Halloran opposed)

18. Council Order #072507, Update from the Library Director on Library building renovations.

Sarah Lesko, Library Director – there was a lot of information in the packet, and all the details are there, but she will give a brief update. They completed the building assessment last fall and the concept design over the winter. They are at the stage where they need to have an architect officially on board. They need plans and blueprints in order to apply for a number of grants. They have missed out on some opportunities already like Revitalize ME, because they don't have blueprints. The next stage of this process is releasing an RFP and getting an architect on board. They have funding from their Kemp Trust, thank you to the Kemp family for giving them the beautiful gift. With the RFP, they are thinking they will make the plans for the first two phases of the work with the possibility of adding the third phase.

19. Council Order #072508, Discussion on a charter amendment to increase the Library Trustees from 5 to 7 members.

Rain Perez, Library Trustee – Trustee Chair Craig submitted a letter for the packet, and it is pretty straightforward. They are looking increase the number of Trustees from five to seven and would like to get a sponsor to amend the charter.

Councilor Lyons asked for the people listening, if she could provide a summary of why they think they need two more trustees.

Ms. Perez responded that there are a number of reasons, but the biggest reason is to be able to cover a lot more ground, they feel that two more seats would allow them to do that. Some things they are involved in are the expansion project and the library programs going on daily. They have many volunteers, but they would like to have more support on the board level. Other reasons include, that it would be nice to have some new perspectives, different backgrounds, different expertise and at the end of the day it is about having a few more people to do the work.

20. Council Order #072509, Request of the Public Works Director to accept the quote for salt sand.

Mike Harris, Public Works Director – every year we have to buy salt for the roads for the wintertime and typically there is a consortium that goes out to bid statewide. New England Salt won the statewide consortium, but we have run into an issue with them with their product not being very good. There were a lot of big chunks in it, it didn't break up well, it was too fine, and didn't work well on the roads. We reached out to the company that we have had good luck with, Eastern Salt, to see if they would match the low bid, and they said they would. So this request is to be able to go with Eastern Salt and not the statewide consortium low bid price.

Councilor Smith asked how this compares to what we budgeted and how it compares to last year's figures. PWD Harris responded that he didn't have those numbers with him, so he wasn't sure how it compares.

Councilor O'Halloran asked to have an explanation of how the state consortium worked. PWD Harris responded that a certain amount of salt is allocated for each city/town that they need for their winter salt quantity. The state takes everyone's quantity together and gets a bulk price from the salt companies and when they get the price back they ask the municipalities in the consortium if they want to take the bid price or they don't or if they want to go with that company or they don't.

Several Councilors thought that instead of calling one other company to get a price from, that this should go out to bid.

PWD Harris stated that this is the first time that he has been a part of this process and the state consortium is something that they have done in the past. Brian Moon went to him when they got the information back from the state consortium and let him know that they didn't have good luck with the product the last time they used that company and asked if he could request a match from Eastern Salt. They said they would, so that is why it is being brought forward.

Councilor Lyons asked if it would be possible to put it out to bid and have results for the August meeting. PWD Harris stated that yes, it would be possible if that is what the Council wanted.

Move to table until August, J Stein, seconded by T White, passed 5-1 (S O'Halloran abstain)

21. Council Order #072510, Public Hearing and action on the request of the Finance Director for temporary Bond Anticipation Note (BAN) for DWSRF bond approved borrowing.

Nate Moore, Finance Director – Drinking Water State Revolving Fund (DWSRF) about three years ago, started the process for a $4.9M loan. It was his understanding that this was complete, however, we found out a few weeks ago, that the process was not complete so the loan was not fully executed. Having started the Surry Road Water Main project, we have bills coming in, so this was brought to a Finance Committee meeting a couple weeks ago to say that we would possibly need to borrow funds. Chair Beal recommended that we look into getting a BAN in the meantime. He reached out to five local banks and heard back from all of them. Based on the information provided from each bank, he is looking to award the bond anticipation note to Machias Savings Bank, with a rate of 5.35%. They are not the lowest bid, but Camden National requires a deposit relationship, and at this time we are not looking to switch banks.

Councilor Stein asked if we had a timeline of when the funds are approved, and when we should have access to the funds. Finance Director Moore stated that it is going to the Municipal Bond

Banks meeting in August. DCM Devlin clarified more, stating that Jim Safian told us that their meeting is August 27th and if the funds are approved that we should have access to them within two weeks.
Councilor O'Halloran asked what the total amount for that the city is "on the hook for" for this project. The answer is $2.9M. He is concerned that this BAN is not going to be enough money and if we don't end up getting the funds as soon as we anticipate that we are going to have to come back and ask for more money.
It was decided to go forward with what we have presented and if we find that we need more that we will reach out again to the banks and get the rest of the money that we need.
Move to award the bond anticipation note low bid to Machias Savings Bank with a rate of 5.35% on an as needed basis, T Mote, seconded N Smith, passed 6-0

22. Council Order #072511, Discussion on transition to a 4-day, Monday thru Thursday, 7am - 6pm municipal work week.

City Manager Pearce – this is a two-stage product, part one was in December of 2023. There was a modification made to the traditional Monday through Friday 8-5 schedule for City Hall, to the current Monday through Wednesday from 8-5, Thursday from 8-6:30, and Friday 8-12:30. This was supposed to be a six-month trial to see how things were going and then move toward a four-day work week, that was the expectation set with staff. The second part coming as part of the Clerk's union negotiations. He had several people as what the status of the hours change was and then it was discussed as part of the negotiations.
Councilor O'Halloran stated that he was originally told that the change in hours was to try to appease everyone and that he had suggested going to a four-day work week but that the new hours were supposed to be a steppingstone. He feels that it is a disaster because know one knows when we are open. He does believe that no matter what happens, it will be a mess to start with but after some time people will be used to it. He also believes that eventually it will benefit everyone. If you look around in the public and private worlds, a four-day work week is a huge employee retention tool. It also creates consistency for the customers of days and times that City Hall will be open.
Kerri Taylor, HR Manager – there is no formal request being made, this is for transparency purposes. The ultimate goal when the change was made in January of 2024 was that the current schedule was proposed as a steppingstone to eventually get to the four-day work week, and it has caused some confusion on hours of operation. As was already mentioned, we would be looking to do Monday through Thursday from 7am to 6pm, which does result in us being open for two extra hours, increasing availability and access for the public. Human Resources did reach out to some other municipalities in the state to get feedback from them, and there are more than not that are on a four-day schedule. One of the recurring things that they heard from the other municipalities was that it was really good for morale and having that extra day off during the week allowed for staff to handle their own business and not have to take time off from work to go to appointments.
Jim Killam, Clerk/Tax Office – from their perspective, they are very excited to work a four-day work week. On the late-night Thursday, they rarely saw anyone come in. He understands the rational of being open from 7am to 6pm, but thinks it would be more effective and a little better for morale to be open from 7am to 5:30pm.

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

Move to enter, N Smith, seconded by T Mote, passed 6-0
Move to exit, T Mote, seconded by N Smith, passed 6-0

24. Council Order #072512, Discussion and action on the City Manager's annual review and salary change.

Move to approve an increase in the City Manager's salary from $130,000 to $140,000 per year based on the annual review from Council and to encumber $3,178.27 from GL 10110-50500 for the FY2025 portion of his back pay to April 1, 2025, T Mote, seconded by N Smith, passed 5-1 (S O'Halloran opposed)

25. Adjournment.

Move to adjourn, N Smith, seconded by J Stein, passed 6-0