

Stockton Springs Town Meeting Notes

01/02/2025

Attendees:

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| Select Board Members Present | Elizabeth Lenharr Marsha Shute Betsy Bradley |
| Select Board Members Absent | |
| Community Attendees (being kept by checking off names on a list at the door) | Sue Henkel Sarah Hardy Betsy's husband George Russell Darren the police officer Angie – town clerk A man who took written notes, don't know his name Bonnie Brook – for a short period Pat Curley for a short period Diane's sister also came in for a short period (didn't catch her name, was a former clerk per Sue H.) |

Yellow Highlight indicates NEW or not-yet-completed action items.

Green Highlight indicates COMPLETED action items.

| # | Agenda | Notes |
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| 1. | Roll Call: Call to Order | Liz Lenharr called to order 8:00am roll call – see attendance above |
| 2. | Town manager – getting an emergency fill, getting an interim. | Betsy Bradley brought copies of ads for town managers Per Angie, she spoke up to indicate ways she's seen it be done in the past (6 town managers have come through in her time here) <ol style="list-style-type: none"> 1. Select board does the interview/hiring 2. The town attorney does the ad/screens candidates interviews and narrows down candidates to 2 or 3/select board interviews and selects final candidate 3. Maine municipal can help too. Rich Cromwell |

George spoke up and said Joe Hayes is expected to come up and George says don't entertain it.

Angie spoke up that we need an interim manager asap because without one, the town cannot function (no checks, no money coming in etc.). After contemplating things, she wanted to apologize for being so upset after the meeting. After sitting down to process, her recommendation is, not that any employee can't do it the job, or that there isn't a suitable person from a "MMA pool manager" because that worked in the past because they knew the rules and could jump in for unexpected incidents. She also has had a poor interim manager. She doesn't encourage taking our own staff to fit the role because it would require training and this is a busy time with end of year tasks and there isn't time to train a replacement clerk, nor to train a clerk to be a town manager.

If a person can't be found by Monday, Angie suggests closing the office for a day to get the person. If it's more.

Liz looked at the list of pool candidates and the closest is Joe Hayes. Angie thought that others from the pool might travel. Both George and Angie don't want Joe. They just caution rushing to choose someone – they even had a "crazy" guy who is now in jail. They are concerned that the low pay and hours will make it difficult. But there have also been good managers too who streamlined, reset things very well. Need someone who has experience. Hopefully the future holds an excellent manager, won't know till they are in office because it's so difficult to tell from resume, interviews etc. Angie and George say they still have PTSD. Angie backed out from interviews in the past, both she and George are concerned that it might make for an uncomfortable situation if the person didn't like how the interview questions went.

George indicated that employee stress level is at a level 100 and even having a new hire will be the same.

Diane Reynold, a current clerk, is being considered interim. Per Angie, the MMA pool manager should be able to jump in without a job posting and wouldn't need to be there all day.

Betsy – the current list of managers on MMA post: Brandy Pant, Joe Hayes and a bunch of others I didn't catch

Betsy asked Angie how much they would need to be in the office, 1 day a week would be fine per Angie as long as they are also reachable to work from home via phone.

Pat Curley – getting an emergency manager is most important, then an interim.

Angie stressed that she and the clerks know their jobs, most important is that the select board needs the guidance of a town manager.

Diane – has been asked to be interim and is feeling more comfortable after talking to her husband. She just wants to help the town, minimize the stress of the staff, and will do what it takes, including extra hours. Angie indicated that she is concerned that counter time would be at risk.

Betsy asked if anyone knew of a clerk that had experience/training for town manager that may not be working full time and could fill in.

Discussion of what's going on in the town now: W2, foreclosures, taxes, dog licenses, and the budget process.

Discussion between Select people, Angie, George about the budget process and lots of encouragement to get Amber involved in the discussions and see if she can work additional hours since she is part time.

Also, Angie mentioned that Amber does tasks related to the budget that the town manager should be doing (crunching numbers).

Liz mentioned that she didn't get any indication from Maine municipal about how long it would take to get someone from the pool and she didn't know. Also need to find out if we need to post ads for even the interim.

Questions to Diane – what's in her heart about filling in? She indicated she'd be willing to work Fridays as the town manager. The problem is that her doing this may make a gap in filling the clerk's responsibilities. Would want Angie to say if she wasn't doing it well. But Diane said that she would be willing to take the role of interim manager.

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| | | <p>This goes hand in hand with not having backup staff, need a backfill clerk, also need a backfill for Toupie. Discussed if there was an issue with coverage, and we were short, then the town office would just have to close. Angie stressed that they could manage doing their job as long as the select board is working diligently at getting the town manager position filled.</p> <p>Diane has associates in executive secretarial science and another associates degree in another similar topic which I didn't catch for the notes.</p> <p>Betsy indicated that she would be comfortable with Diane being interim.</p> <p>Needs to reform the Monday workshop as a regular select board meeting and get an agenda set – Diane will figure out how to do that.</p> <p>The state of Maine has no laws about agendas and minutes, only that motions and votes need to be recorded. Diane asked for the statute numbers and will access any local policies.</p> <p>Diane is deputy tax collector, deputy something else, and general assistance (is trained on it and Angie is not).</p> |
| 3. | Ad for the position of town manager | <p>Attend all select board and provide the materials for each meeting topic to select board ahead of time.</p> <p>Be responsible for financial matters and budget process</p> <p>Hiring and Management of the town employees</p> <p>Strategic planning and development including working with committees</p> <p>5 years' experience requirement?</p> <p>Will be offering it as a salary position, with no hour limitations – just get the job done.</p> <p>2,000 residents in town (1600 registered voters).</p> <p>In the newspaper will make the ad shorter, but longer ad in the Maine Municipal web page.</p> <p>Betsy asked if we had previous manager contracts? Diane thought we would have them.</p> <p>Must be able to work with community organizations</p> |

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| | | Offers health insurance, maybe offer Aflac insurance (currently it may not be offered through the town, it was originally offered and the employees may have ported it to individual policies since then). Full time employees qualify for spouse/family health, Dental and Vision is an optional insurance. (Question from me? Is 32 hours full time?). This covers emergency personnel as well. |
| 4. | | |
| 5. | Adjournment | |