

**Board of Selectmen  
WORKSHOP/MEETING**

**Downstairs Meeting Room**

**March 7, 2023  
9:00a.m.**

**Board Members Present:** Carmen E. Lone, Chair; Robert J. McHatton Sr., Vice-Chair (arrived at 11:46a.m.); Paul A. Tworog; Kenneth J. Murphy; Carrye Castleman-Ross

**Administration Present:** Town Manager Robert A. Peabody, Jr; Deputy Town Manager Georgiann Fleck; Finance Director Holly Heymann; Deputy Finance Director Jenna Domer.

**1. Call to Order**

Chairman Lone called the meeting to order at 9:00a.m.

**2. Pledge of Allegiance**

The Board recited the Pledge of Allegiance

Town Manager Peabody said usually before beginning review of new departments there is the opportunity to review any outstanding departments or go over any additional comments or questions from the previous budget meeting. Therefore, I would like to touch on yesterday's discussion regarding the proposed COLA for the employees. The Board made a comparison to the Police Department contract and the Public Works Agreement using that as a basis for setting the COLA at 4% for non-union employees. I am not sure that that is necessarily a fair comparison because non-union employees do not get to negotiate contracts. There are certain things in those contracts that the rest of the non-union employees do not benefit from such as Police Department retirement at 13.4% and Public Works at 7%, when non-union employees is only 6%. Police Department gets a gym membership and Public Works benefits from a 4 day work week 6 months out of the year. When we look at comparing union to non-union it is not "apples to apples". The non-union employees were not aware that they could negotiation with the Board pay raises during their presentation. This is not a dispersion on the two employees that proposed market adjustments to the Board, which the Board approved for both the Finance Director and the Code Enforcement Officer. They are worthy of what they received, but in fairness the other department heads were not aware that you were willing to do that. That is also a break from tradition because usually I bring forth those salary adjustments and the Board acts on them accordingly in a blanket way. The only other time that that happened was last year when the Deputy Recreation Director was singled out. I think in fairness to my other Department Heads they ought to have that same ability to deal with the Board. I told the Fire Chief to remove from his proposed budget the increases he was proposing because I was putting forth a COLA for the Board to consider, we pay a fireman \$17.50 an hour to run into a burning building. I put forth 8.7% and the Board has every right to whittle away at that, I don't have a problem with that. I do have concerns when you start cleaving out certain departments for certain things and other

departments don't have the same benefit. What I am asking the Board, out of fairness, to consider is if you are doing a market adjustment for two employees that you either open up discussion with my other Department Heads, on behalf of themselves and their employees, out of fairness, OR look at the 4% COLA you approved yesterday and do a 2% market adjustment for an increase overall to 6% which the cost to the Town would only be an additional \$28,900 to the budget.

Chairman Lone said all of the various departments have different job skills and different responsibilities, I am just going to leave the Police Department out of this because that's a whole different picture. Retirement at 7% vs 6%, I don't see it as a big difference. Once again that was a contractual situation. We took into consideration last year numerous requests for market adjustments and to my knowledge I think we gave everybody a market adjustment that asked for one. I think the 4% the Board agreed on is reasonable. Public Works Department in their contract has some additional paid things that are peculiar to that particular department and without those, I think we would be in serious trouble. I have actually been thinking about the 4 day work week, there are certain departments that could certainly work four 10 hour days if they wanted to and if the employees wanted to propose it, it is certainly something, I think, the Board would consider, if that is something that the employees are adamant about. We did make a market adjustment this time for two employees which I was not aware that they were going to ask for that either. I am glad that we only had two because we attended to most of the others last year. I feel good about the 4%.

Town Manager Peabody said I am advocating for my staff which is what I am hired to do, I also work for you, but I also need to advocate for my staff. We did not bring up the comparison to the union, that was the Board that brought up the comparison as part of your support for the 4%. I don't think that you can fairly discard the fact that the Police have a 13.4% contribution to retirement that's out of the tax dollars just like the 7% and the 6%. Chairman Lone said we cannot characterize the Police Department contract in the same light as the Public Works Department contract. Town Manager Peabody said or how we characterize non-union employees because they don't get to negotiate, and that is my point. Chairman Lone said they do get to negotiate. Town Manager Peabody said they do not. Chairman Lone said they get to negotiate to you. Town Manager Peabody said the comparison the Board made to the Police Department and Public Works is what I am responding to and why that comparison is not fair to the non-union employees. There are two parts to my concern, the comparison and the process, and I feel that my other Department Heads should have been afforded the same opportunity. Chairman Lone said this Board did not stop the department heads from doing anything. Town Manager Peabody said but you entertained it and that is highly unusual.

Member Tworog said I came to the 4% COLA using a differently analogy rather than using the Police Department or Public Works as a comparison to base my decision. Unfortunately, the taxpayers are not represented here to negotiate any kind of view, they will get a final vote on what is recommended by the Board. Every job has different amounts and types of benefits. We

put forward a recommendation of 4% and that is it. One of the employees that proposed a market adjustment had done a comparison of other jobs and at that time we made the adjustment. Unfortunately, in my mind we had said we weren't going to reopen it for negotiation and another person came forward and it was reopened for that person, but again, we agreed on 4% for all the employees.

Town Manager Peabody said the taxpayers are represented in this discussion because this is a representational democracy and you five are elected by the people to do their business. We had the same situation with the firefighter they had asked for more per hour but the Fire Chief backed down from that when I put in the 8.7%.

Chairman Lone said are there any other comments or questions? Hearing none, we will proceed with the budget review.

### **034 Civil Emergency**

Todd Perreault was present representing Civil Emergency.

4-4060 Training – We currently have a small/medium drone and I am going to submit a grant for a large drone so this line allows 4 people to train for their pilot licenses to run the drone.

*Consensus of the Board was to approve the proposed budget for Cost Center 034, Civil Emergency  
4 Approve / 0 Oppose (Vice Chairman McHatton was absent)*

### **072 Bridgton Public Library**

Jayne Hamaty was present representing the Bridgton Public Library.

The Bridgton Public Library submitted a request in the amount of \$94,500. (Last Year's request was \$90,000). Town Manager's recommendation is \$94,500.

Chairman Lone said I would recommend funding the Library at last year's amount of \$90,000.

*Consensus of the Board was to approve \$94,500 for Cost Center 072, Bridgton Public Library.*

*3 Approve / 1 Oppose – Chairman Lone (Vice Chairman McHatton was absent)*

### **075 Bridgton Community Center**

Darcey Pomerleau, Executive Director, was present representing the Bridgton Community Center.

The Bridgton Community Center submitted a request in the amount of \$113,000. (Last year's request was \$95,000) Town Manager's recommendation is \$75,000.

Town Manager Peabody said that the Town of Bridgton has an MOU with the Bridgton Community Center which states "The annual appropriation by the Town of the Center during the term of the MOU shall not exceed \$75,000 per year; however, these amounts may be adjusted or changed by mutual agreement." Therefore, my request on the proposed budget is for \$75,000 to be in compliance with the MOU.

*Consensus of the Board was to approve \$100,000 for Cost Center 075, Bridgton Community Center. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

### **Outside Agency Services**

When outside agencies submit their request for funding, the applications are reviewed and scored by Georgiann M. Fleck, Deputy Town Manager; Holly Heymann, Finance Director and Jenna Domer, Deputy Finance Director, which become part of the Outside Agencies budget request for consideration by the Board of Selectmen.

#### **293-9-9501; Bridgton Community Band**

There were no representatives present.

The Bridgton Community Band submitted a request in the amount of \$2,125 (Last year's request was \$2,415). Town Manager's recommendation was for \$2,125.

*Consensus of the Board was to approve \$2,125. for Cost Center 239-9-9501 Bridgton Community Band. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

#### **239-9-9502 LEA Milfoil**

Colin Holme was present representing LEA Milfoil.

LEA submitted a request in the amount of \$1,500 (Last year's request was \$1,500). Town Manager's recommendation was for \$1,500.

*Consensus of the Board was to approve \$1,500 for Cost Center 239-9-9502 LEA Milfoil. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

#### **239-9-9503 LEA Boat Inspection**

Colin Holme was present representing LEA Boat Inspection.

LEA submitted a request in the amount of \$2,900 (Last year's request was \$2,900). Town Manager's recommendation was for \$2,900.

*Consensus of the Board was to approve \$2,900 for Cost Center 239-9-9503 LEA Boat Inspection. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

#### **239-9-9504 Greater Bridgton Chamber**

Angie Cook, Executive Director, was present representing the Greater Bridgton Chamber.

The Greater Bridgton Chamber submitted a request in the amount of \$4,800 (Last year's request was \$4,800). Town Manager's recommendation was for \$4,800.

*Consensus of the Board was to approve \$4,800 for Cost Center 239-9-9504 Greater Bridgton Chamber. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9505 LEA Subsidy**

Colin Holme was present representing LEA Subsidy.

LEA submitted a request in the amount of \$1,950 (Last year's request was \$1,950). Town Manager's recommendation was for \$1,950.

*Consensus of the Board was to approve \$1,950 for Cost Center 239-9-9505 LEA Subsidy. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9506 Lake Region Bus**

Jack DeBeradinis was present representing Lake Region Bus.

Lake Region bus submitted a request in the amount of \$10,000 (Last year's request was \$8,500) Town Manager's recommendation was for \$8,500.

*Consensus of the Board was to approve \$10,000 for Cost Center 239-9-9506 Lake Region Bus. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9507 Regional Transport**

Don Libby was present representing Regional Transport.

Regional Transport submitted a request in the amount of \$1,500 (Last year's request was \$1,500) Town Manager's recommendation was for \$1,500.

*Consensus of the Board was to approve \$1,500 for Cost Center 239-9-9507 Regional Transport. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9508 Opportunity Alliance**

Connor Archibald was present representing Opportunity Alliance.

Opportunity Alliance submitted a request in the amount of \$5,000 (Last year's request was \$2,000) Town Manager's recommendation was for \$2,000.

Finance Director Heymann brought it to the Board's attention that the letter for funding submitted for this year's funding is the same as last year. It would be beneficial to know what the statistics are of serving Bridgton. Mr. Archibald said he would make sure true numbers are submitted next year.

*Consensus of the Board was to approve \$2,000 for Cost Center 239-9-9508 Opportunity Alliance. 4 Approve / 0 Oppose (Vice Chairman McHatton was absent)*

**239-9-9509 Tri-County Mental Health**

Leslie Ogilvie was present representing Tri-County Mental Health.

Tri-County Mental Health submitted a request in the amount of \$1,000 (Last year's request was for \$1,000) Town Manager's recommendation was for \$1,000.

*Consensus of the Board was to approve \$1,000 for Cost Center 239-9-9509 Tri-County Mental Health. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9510 Southern ME Area on Aging**

There were no representatives present.

Southern ME Area on Aging submitted a request in the amount of \$2,500 (Last year's request was for \$2,500) Town Manager's recommendation was for \$2,500.

*Consensus of the Board was to approve \$2,500 for Cost Center 239-9-9510 Southern ME Area on Aging. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9511 Through These Doors**

Stephanie Noyles was present representing Through These Doors

Through These Doors submitted a request in the amount of \$4,000 (Last year's request was \$2,000) Town Manager Peabody's recommendation was for \$2,000.

Finance Director Heymann said Through These Doors was awarded the OVW Rural Victims Grant to the Police Dept for Overtime Wages & FICA reimbursement for Officer McCloud 7/1/2022 through 9/30/2024 for Domestic Violence activities.

*Consensus of the Board was to approve \$4,000 for Cost Center 239-9-9511 Through These Doors. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9512 Bridgton Historical Society**

Kerry Cushing was present representing the Bridgton Historical Society.

Bridgton Historical Society submitted a request in the amount of \$10,000 (Last year's request was for \$6,000) Town Manager's recommendation was for \$6,000.

*Consensus of the Board was to approve \$10,000 for Cost Center 239-9-9512 Bridgton Historical Society. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9513 Lake Region Senior Service (HAP)**

Dana Hanson was present representing Lake Region Senior Service (HAP)

Lake Region Senior Service (HAP) submitted a request in the amount of \$2,700 (Last year's request was for \$3,000 - funded) Town Manager's recommendation was for \$2,700.

*Consensus of the Board was to approve \$2,700 for Cost Center 239-9-9513 Lake Region Senior Service (HAP). 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9514 Sexual Assault Prevention**

There were no representatives present.

Sexual Assault Prevention submitted a request in the amount of \$750 (Last year's request was for \$750) Town Manager's recommendation was for \$750.

*Consensus of the Board was to approve \$0.00 for Cost Center 239-9-9514 Sexual Assault Prevention. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9515 Lifeflight**

Ashley MacMillan was present representing Lifeflight.

Lifeflight submitted a request in the amount of \$1,355. Lifeflights request is based on \$.25 per capita;  $$.25 \times 5,400 = \$1,355$ . (Last year's request was for \$1,303) Town Manager's recommendation was for \$1,355.

*Consensus of the Board was to approve \$1,355 for Cost Center 239-9-9515 Lifeflight. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9516 Rufus Porter**

Beth Cossey and Therese Johnson were present representing Rufus Porter

Rufus Porter submitted a request in the amount of \$6,000 (Last Year's request was for \$6,620 but was unfunded) Town Manager's recommendation was for \$6,000.

*Consensus of the Board was to approve \$4,000 for Cost Center 239-9-9516 Rufus Porter. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-9517 Bridgton Easy Riders**

Bob Corthal was present representing Bridgton Easy Riders

Bridgton Easy Riders submitted a request in the amount of \$3,000 (Last Year's request was for \$3,000) Town Manager's recommendation was for \$3,000.

*Consensus of the Board was to approve \$3,000 for Cost Center 239-9-9517 Bridgton Easy Riders. 4 Approve / 0 Oppose – Vice Chairman Robert McHatton was absent)*

**239-9-95\*\* Androscoggin Home Health & Hospice (NEW)**

Tom Fogarty was present representing Androscoggin Home Health & Hospice

Androscoggin Home Health & Hospice submitted a request in the amount of \$500 (This is a new request) Town Manager's recommendation was \$0.00.

The agency submitted a cover letter requesting \$500 funding, however, an application was not submitted with the cover letter.

*Consensus of the Board was to approve \$0.00 for Cost Center 239-9-95\*\* Androscoggin Home Health & Hospice based on the request lacking the formal application. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-95\*\* Cancer Resource Center of Western Maine (New)**

Wendy Rubbin was present representing Cancer Resource Center of Western Maine

Cancer Resource Center of Western Maine submitted a request in the amount of \$500 (This is a new request) Town Manager’s recommendation was for \$0.00.

*Consensus of the Board was to approve \$0.00 for Cost Center 239-9-95\*\* Cancer Resource Center of Western Maine). 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**239-9-95\*\*Northern Light Home Care and Hospice (New)**

There were no representatives present.

Northern Light Home Care and Hospice submitted a request in the amount of \$500 (This is a new request) Town Manager’s recommendation was for \$500.

*Consensus of the Board was to approve \$0.00 for Cost Center 239-9-95\*\* Northern Light Home Care and Hospice. 4 Approve / 0 Oppose (Vice Chairman Robert McHatton was absent)*

**Vice Chairman Robert McHatton arrived at 11:46a.m.**

**299 Other Town Wide**

Bob A. Peabody Jr., Town Manager and Georgiann M. Fleck, Deputy Town Manager were present representing the budget for Other Town Wide.

*Consensus of the Board was to approve the proposed budget for Cost Center 299 Other Town Wide. 5 Approve / 0 Oppose*

**Break for Lunch 12:35p.m. to 1:25p.m.**

**010 Revenues**

Bob A. Peabody Jr., Town Manager and Georgiann M. Fleck, Deputy Town Manager were present representing the budget for Revenues.

Proposed budget was \$4,610,521, however, the proposed COLA was not accepted; therefore, resulted in a reduction to Revenues.

*Consensus of the Board was to reduce the proposed budget for Cost Center 010 Revenues from \$4,610,521 TO \$4,606,432. 5 Approve / 0 Oppose*

**Adjourn 1:47p.m.**

Respectfully submitted,

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Georgiann M. Fleck, Deputy Town Manager