

**Town of Mount Desert**  
**Board of Selectmen Special Budget and Ordinance Review Meeting Minutes**  
**Meeting Room, Town Hall**  
**4:00 PM, February 11, 2019**

Present were Selectmen Rick Mooers, Matt Hart, and Wendy Littlefield. Chairman McCauley joined the meeting late.

Present were Town Manager Durlin Lunt, Town Clerk Claire Woolfolk, and Police Chief Jim Willis.

**I. Call to order at 4:00 p.m.**

Vice Chairman Matt Hart called the meeting to order at 4:00 PM.

Town Manager Durlin Lunt noted that Town Attorney Andy Hamilton had a scheduling conflict and requested Item III.C.b. under New Business be addressed first. It was agreed by general consensus to address Item III.C.b. first.

**II. Old Business**

*None Presented*

**III. New Business**

**A. MDES Budget Review**

AOS members and school committee members were present. MDES Principal Gloria Delsandro summarized the state of the school. Enrollment has fluctuated. Currently there are 162 students, with a new student enrolling shortly. There are currently 25 teachers, including classroom teachers and some specialized teachers. There are part-time employees as well. 92% of the students participate in extracurricular activities. 17% of the students at the school receive assistance from a licensed mental health counselor at the school. There is a 24% special education rate with students having individualized education plans. 11% of the students have a 504 plan. The school has two ASL interpreters, and additionally all staff and students are learning sign language. MEA test scores show the students are performing at or above grade level.

The budget increase proposed is 3.67%. 68.45% of the budget is salary. Last year's State subsidy was budgeted at \$175,000. The school came in at \$240,000. This year the school has budgeted \$200,000.

Budget additions include safety upgrades to the conference room, and the keyless entry system. The conference room door will be moved to behind the security doors at the school, and the keyless entry cards will require an upgrade. A phone system upgrade that will improve the emergency "All-Call" function is proposed. A wireless phone system is currently being explored. An administrative stipend increase is proposed for the acting administrator during Ms. Delsandro's occasional absences from the school. An increase in the contracted payment to the library is also being proposed.

Superintendent Mark Gousse reported that a collective bargaining agreement was reached with the teachers. Some gains in the health insurance were made. He felt savings would be seen through these changes.

1 Ms. Delsandro noted a study of the physical plant of the school has been done and work identified. Ms.  
2 Delsandro hoped that once the debt service was paid down, some planning could begin on some of the  
3 recommended improvements. Ms. Delsandro noted there was a group of three regular bus drivers, but  
4 in the absence of any of them, the school is left scrambling for a substitute.

5  
6 Chairman Macauley asked about the possibility of solar panels. Ms. Delsandro reported that the school  
7 planned to do an energy audit. Solar panels could theoretically be in the plan. The boilers are working,  
8 though they could be more efficient.

9  
10 *B. Municipal Revenue Budget Review*

11 Town Manager Lunt noted revenue estimation is a guessing game. In his work with this budget, he  
12 asked the Department Heads for their estimates. He felt the submitted figures would be relatively  
13 accurate. Resident Katrina Carter asked for the difference between parking tickets and parking fees.  
14 Manager Lunt noted the parking fees were the paid parking spaces at the Harbor parking lot.

15  
16 Building, Plumbing, and Sewer permit fees were given a lower estimate. The estimations have been high  
17 in past years.

18  
19 The vehicle registration revenue estimation was raised a little as well.

20  
21 The road opening permit fees were up. Public Works Director Smith felt more road work would be done  
22 in the coming year.

23  
24 Chairman Macauley asked for any further discussion. There was none.

25  
26 *C. Draft Warrant Review:*

27 *a. Land Use Zoning Ordinance*

28 Noel Musson of The Musson Group presented to the Board. Several items were discussed:

29  
30 Mobile Food Vendors:

- 31 - Currently the ordinance is written so that it prohibits mobile food vendors coming to a private  
32 residence to cater. The proposed change is new wording in the form of a footnote in Option A  
33 Under Section 3.4 of the LUZO that allows a mobile food vendor at a private home on a  
34 temporary basis without a permit, provided permission from the property owner is obtained.  
35 A definition of what "temporary basis" means would be necessary.
- 36 - The possibility of allowing a mobile vendor to operate in other parts of Town on private property  
37 was discussed. Mr. Musson noted that the Rural Woodland District was the only other area  
38 allowing restaurants currently, and therefore a good place to introduce such a change.  
39 Parameters were added to the ordinance requiring mobile food vendors to get a conditional use  
40 permit through the Planning Board. The Town should think about what they would like to allow.  
41 Rural Woodland areas include places not on the shoreland district. Mr. Musson noted it was a  
42 challenging regulatory control. Discussion of the ice cream truck frequently seen in Southwest  
43 Harbor ensued.
- 44 - The sale of food and merchandise ordinance and how it pertains to operating in the shoreland  
45 zone was discussed. The committee felt it was important for mobile food vendors to have  
46 licenses. This means a change to the sale of food and merchandise ordinance. A small clause  
47 was added to the LUZO to note there was an application process for those in the Rural

1 Woodland District. There would be no need for a lottery or assigning a mobile vendor a specific  
2 spot within the district.

3  
4 Other elements Mr. Musson felt required attention include:

- 5 - Mobile Vendors – There was concern regarding the date of the mobile vendor license lottery;  
6 some felt it occurred too late in the season. Five licenses were currently allowed. There are  
7 only two spots for vendors. Mr. Musson felt that leaving out all reference to the number of  
8 licenses would be best. The Board of Selectmen can designate the number of licenses offered,  
9 and the lottery process can happen at that point. The lottery process should probably occur  
10 earlier in the year, such as mid- to late-winter. Extending a license beyond the year could be  
11 problematic. Mr. Musson was hoping for some Board feedback.

12  
13 Selectman Hart felt that applications in January or February was a better choice. It would also  
14 give the vendors the chance to look elsewhere should they not get a space here. It was agreed  
15 to remove reference to the number of vendors. Selectman Mooers hoped that a returning  
16 vendor could retain their spot, unless they failed to submit the application by a set deadline.  
17 Selectman Hart agreed but wondered whether this would essentially give a vendor a license in  
18 perpetuity. Perhaps there could be a bid process to retain an ongoing license. A multi-year  
19 license might allow a vendor to weigh options and develop their business. Mr. Musson noted a  
20 process would have to be set up for a multi-year lottery and would add administrative layers to  
21 the process. And the license would have to be renewed every year to ensure the spots remain  
22 filled.

23  
24 Chairman Macauley asked about the logic behind designating the Rural Woodlands District as a  
25 potential area for mobile vendors. What would be the reason for allowing mobile vendors to  
26 operate in the Rural Woodlands District? Mr. Musson noted that Rural Woodland is the only  
27 other district besides Village Commercial District where restaurants are allowed. Shoreland  
28 Commercial District was directly related to commercial fishing and marine activities and did not  
29 allow restaurants. Allowing vendors in the Rural Woodland District was the most  
30 straightforward option within the current zoning if the Town wants to expand the areas for the  
31 mobile food vendors, as Mr. Musson was told they did. Approval for this area would be the  
32 same process as it is in the Village Commercial District. It was noted there are no parking  
33 requirements for the mobile food vendors.

34  
35 Mr. Musson agreed to change in the LUZO the number of mobile vendor licenses, change the  
36 deadline for applying, and work on a process that might include a longer term, and a renewal  
37 process.

38  
39 Road Acceptance Ordinance: a reference needed amending in the LUZO for the Road Acceptance  
40 Ordinance.

41  
42 Zoning Map Changes: Map 20, Lot 20 has been requested to change from Shoreland Residential 2 to  
43 Village Residential. Map 26, Lot 64 has been requested to change to Village Commercial.

44  
45 The LUZO Committee discussed changing the zoning of Hall Quarry, which is currently a Residential 2  
46 Zoning District. Many of the lots there are already one acre or less. The lots already conform to  
47 Residential 1 zoning, so it's proposed to change the zoning there to Residential 1. The area would have  
48 all the same uses and the zone allows for the smaller lots already there.

1  
2 Additionally, the DEP has been notified that the zoning for Ringing Point was miss-zoned. There is too  
3 much Resource Protection on the lot, based on the slopes and development on the property. This  
4 would be a potential map correction. The community would have a say as well; the Town is within its  
5 rights to be stricter than the State requires.

6  
7 The next LUZO Committee is coming up February 20, and a Public Hearing is scheduled for February 27<sup>th</sup>.  
8 Mr. Musson noted the group is instituting more consistent, monthly, LUZO Committee meetings, due to  
9 the amount of issues requiring discussion.

10  
11 Mr. Musson mentioned that discussion would start soon on Comprehensive Plan updates. The Board  
12 might want to consider a better process for considering the future.

13  
14 Chairman Macauley asked if there was a point at which the Town could consider its Comprehensive Plan  
15 work "complete" with regarding to zoning and the LUZO, and expect the plan to move forward in  
16 perpetuity. Town Manager Lunt cautioned that striving for policies that would be in effect in perpetuity  
17 could prohibit the flexibility future generations will need for changing circumstances. Mr. Musson felt  
18 natural resources would not change; these were the places policies could be set with an eye toward  
19 perpetuity. Resident Phil Lichtenstein asked about new resources such as solar farms. Mr. Musson  
20 agreed they had to be taken into consideration. He reiterated a thoughtful planning process was  
21 necessary, and public engagement should be encouraged. The differences between the different  
22 villages and how to address them were discussed.

23  
24 *b. Interlocal Agreement*

25 Attorney Andy Hamilton gave a description of the Interlocal Agreement presented. He read the first  
26 paragraph of § 2201, Maine Revised Statutes:

27  
28 *"It is the purpose of this chapter to permit public agencies of the State or any*  
29 *adjoining state, including but not limited to municipalities, counties and school*  
30 *administrative units, and federal agencies and Indian tribes and their political*  
31 *subdivisions to make the most efficient use of their powers by enabling them to*  
32 *cooperate on a basis of mutual advantage and thereby to provide services and*  
33 *facilities within the State in a manner and pursuant to forms of governmental*  
34 *organization that will accord best with geographic, economic, population and other*  
35 *factors influencing the needs and development of communities."*

36  
37 Town Manager Lunt and Bar Harbor Town Manager Cornell Knight looked at the Interlocal Agreement  
38 during the exploration involved in shared services among the two municipal police forces. During that  
39 work, both Town Managers felt that there was potential for sharing services in the Finance Function of  
40 each Town, and any shared services that would not require specific property acquisition. This suggests  
41 that "virtual services" defines the scope of the sharing to be done.

42  
43 The Interlocal Agreement drafted describes the scope of the proposed sharing of services. It notes:

44  
45 *"Whereas, the legislative bodies of the Municipalities ... have determined that it is in*  
46 *the best interest of each Municipality to participate in an agreement for the*  
47 *continuing sharing of police chief and other municipal management services ... and*

1           to explore, when appropriate, the feasibility, investigation and financing,  
2           development, and sharing of any common equipment or facilities between ...”  
3

4     The immediate purpose of the agreement is described in the draft agreement as, “...to cooperatively  
5     engage and contract for Police Chief, as well as administrative assistant services for the Chief; (2) to  
6     explore the potential for common dispatch services in support of the public safety departments of the  
7     respective municipalities; (3) to explore the potential for other common administrative oversight and  
8     department management staffing required for services provided in the Municipalities ... (4) to jointly own  
9     any land, facilities or equipment ... (5) to own, manage and maintain vehicles and equipment required to  
10    support services ... (6) to enter into any contracts associated with the design, maintenance, and/or  
11    operation of any commonly used equipment or facilities ... (7) and to administer a cooperative approach  
12    for municipal police services and any other Shared Services in the two Municipalities and to support that  
13    cooperative approach through a cost sharing arrangement ...”  
14

15    Bar Harbor’s Town Council can approve an interlocal agreement. The Town of Mount Desert must  
16    approve such an agreement through Town Meeting.  
17

18    Selectman Mooers reported that the draft Attorney Hamilton was reading from was a longer version of  
19    the document than what the Board of Selectmen received. The last four items Attorney Hamilton read  
20    were left off the copy received by the Selectman Mooers.  
21

22    It was noted the Police Chief shared agreement has been in place for approximately just over five years.  
23

24    Attorney Hamilton opined that if the Town of Mount Desert has been supportive of the sharing of the  
25    Police Chief in the past five years, then they should not be averse to further sharing, as noted in the  
26    draft. He felt this draft approach was very conservative.  
27

28    Resident Tom Wallace felt the draft was too broad. Departments such as Fire, Public Works should be  
29    left out and addressed when and if the time comes. Attorney Hamilton said there’s nothing in the  
30    wording that includes the Public Works and Fire Departments. Explicitly excluding those departments in  
31    the agreement would be acceptable.  
32

33    Town Manager Lunt noted that his goal with this agreement was to create the flexibility to react to  
34    change quickly. The information provided simply lays out the facts.  
35

36    Treasurer Mahar agreed the draft was broad and felt the broad wording doesn’t exclude any  
37    departments from consideration. The Board of Selectmen, by charter, have the authority to add or  
38    eliminate or share departments as they see fit. Without wording specifically excluding departments, all  
39    departments are theoretically included.  
40

41    It was clarified that there is no limit to the number of interlocal agreements that can be created  
42    between towns.  
43

44    Selectman Mooers noted that in title 30-A of the Maine Revised Statutes, §2203, Joint Exercise of  
45    Powers, Item number 2.B it notes “The precise organization, composition and nature of any separate  
46    legal or administrative entity created by the agreement together with the powers delegated to that  
47    entity, provided the entity may be legally created”. He noted it refers to “precise organization,  
48    composition and nature”. In the Interlocal Agreement #1, Purpose, (3), it notes “to explore the potential

1 *for other common administrative oversight and department management...*" Selectman Mooers  
2 reiterated he did not receive the full body of the document. But based on this partial statement, an  
3 umbrella approach to interlocal agreement that grants a great deal of leeway to the municipalities,  
4 allowing them to create and execute shared services without ever needing to revisit the Town Meeting  
5 process. Selectman Mooers stated he was not in support of disenfranchising Mount Desert's legislative  
6 body to create such an umbrella.

7  
8 Attorney Hamilton stated the agreement would not include the sharing of property. Mr. Hamilton  
9 explained that in §2203 it states that a separate entity must be created in the interlocal agreement.  
10 There is no separate legal entity created by this agreement. Both Town Managers agree there will be no  
11 legal entity and no joint enterprise to be conducted by a legal entity. It must be in the agreement in  
12 order to be provided for. The Municipalities can only do what each community agrees to do. The  
13 Statute says that if the Towns want it to be otherwise, they have to delegate authority to an entity to  
14 make it so.

15  
16 Selectman Littlefield felt the draft was premature and too umbrella-like. She would prefer a shared  
17 services committee be created to discuss such a proposal. She would prefer talking directly with the  
18 Town employees to get their input and opinions on such an agreement. Mutual aid already exists within  
19 the Fire Department, and the shared Police Department is working, in large part due to a very good  
20 police chief. More information and discussion were required before this should move forward.

21  
22 Attorney Hamilton noted that this draft agreement merely provided a framework, should the Towns  
23 want to explore further sharing. He drafted the agreement and could make any changes the Town saw  
24 fit. Based on the comments Mr. Hamilton was hearing, perhaps backing up and revisiting was preferred.  
25 Perhaps the Town does not feel it's needed.

26  
27 Selectman Hart agreed that sharing services has been on the Board's radar and discussed. Selectman  
28 Hart recognized the efforts of the Town Managers to be progressive in their planning. Perhaps a smaller  
29 step, such as a test of some shared services in the Town Offices, would be a better choice.

30  
31 Attorney Hamilton reiterated that wording excluding Public Works (Highway and Wastewater) and Fire  
32 could be added to the agreement as well as the exclusion of any other departments. Selectman Mooers  
33 suggested that a better approach might be to include what can be included, rather than a list of what  
34 can't. Attorney Hamilton felt he had done this already.

35  
36 Selectman Mooers cited Section 1 (3) in the Interlocal Agreement draft, *"to explore the potential for*  
37 *other common administrative oversight and department management staffing required for services*  
38 *provided in the Municipalities authorized under this Agreement and implemented through such follow-on*  
39 *agreements as may be authorized in both Municipalities"*. He suggested keeping the Interlocal  
40 Agreement strictly to Police and Dispatch. Should other issues arise that both Town Managers believe  
41 could be shared another interlocal agreement can be entered into to cover them. This would allow the  
42 Mount Desert legislative body to weigh in on it.

43  
44 Attorney Hamilton did not recommend numerous interlocal agreements. He felt an agreement that  
45 strikes a balance covering points made tonight would be a better choice. It would be better to add  
46 wording excluding some departments and well-staffed functions of the Town in an agreement such as  
47 this. Or perhaps a clearer, more detailed amendment and modification provision to address concerns.  
48

1 Resident Heather Jones suggested keeping the umbrella coverage of the agreement but add specific  
2 steps of transparent process through which the municipalities must go. This would allow the flexibility  
3 of having the agreement, but consideration was required to be given to a process that includes feedback  
4 and employee input. Attorney Hamilton agreed it would be an appropriate way to address the concerns  
5 raised.

6  
7 Resident Patrick Smallidge suggested looking at the existing agreements with the Town of Bar Harbor.  
8 He agreed with Selectman Littlefield that the reason the shared agreement with the Police Departments  
9 was successful was due in large part to the exemplary work of Chief Willis. Fiscally speaking, Mr.  
10 Smallidge felt the agreement was not a success for the Town of Mount Desert. The high school funding  
11 formula was another point of contention for Mr. Smallidge. Mount Desert is paying a disparity per  
12 student of \$20,000.00+ more than any other Town is paying per student in their community. Mount  
13 Desert is subsidizing the other towns. Mr. Smallidge urged caution about entering into any further  
14 agreements with the Town of Bar Harbor given the track record. He suggested investigating Mount  
15 Desert's own resources first.

16  
17 Town Manager Lunt noted the Police Department sharing wasn't designed to be of fiscal benefit. Mount  
18 Desert does benefit from the talent of the Bar Harbor police. The two departments are stronger  
19 together. Mr. Lunt voiced concern in the Town's being able to support itself as a full-service community  
20 through the next decade. An interlocal agreement is a way to stave off cutting municipal services back.  
21 Full consolidations may be the result if intermediate steps like the interlocal agreement are not taken.

22  
23 Attorney Hamilton agreed with Town Manager Lunt's assessment.

24  
25 Scheduling for Town Meeting was discussed. Town Clerk Woolfolk noted the agreement would have to  
26 go before Warrant by March 12. Attorney Hamilton agreed to return on Monday with a revised  
27 agreement. He encouraged those with suggestions send their thoughts to Town Manager Lunt via  
28 email.

29  
30 Mr. Wallace inquired about the Dispatch situation. Chief Willis noted that for the past three years, he's  
31 been studying Dispatch consolidation. He's created redundancy within the system, so – for example – if  
32 a phone rings in one town but the Dispatcher is busy, it will eventually ring to the other town. New  
33 radio frequencies have been obtained so the Police and Fire Departments can reach each other from all  
34 over the island. Chief Willis noted the State has encouraged dispatch consolidation under PSAP. Neither  
35 Mount Desert nor Bar Harbor voiced interest and Chief Willis is not pursuing it.

36  
37 Selectman Hart encouraged those interested in the potential for an interlocal agreement to attend the  
38 next Board of Selectmen's meeting.

39  
40 Treasurer Mahar asked about a potential amendment process. Attorney Hamilton opined that the Town  
41 could include a mandatory specific process and have an amendment process tied to it.

42  
43 Chairman Macauley noted he was fine with the way the draft agreement had been written, and the  
44 previous discussion of it. He felt the decision making would still rest in the appropriate place.

45  
46 Mr. Wallace pointed out that parts of the draft agreement appeared to be missing, specifically Exhibits  
47 A, B, and C. Attorney Hamilton felt there were personnel considerations associated with an employee  
48 leasing agreement. Attorney Hamilton wanted to be sensitive to adding statements with respect to

1 personnel considerations. Yet, this affects transparency. Exhibit B covers a cost-sharing arrangement  
2 for the Police Chief. Exhibit C addresses the subject of shared services. Details of what would be  
3 covered and what would not would be included there, and perhaps a process.

4  
5 Treasurer Mahar asked about the Shared Service Committee. The committee consists of two Mount  
6 Desert Selectmen, two Bar Harbor Counselors, the Town Managers and the Police Chief. The members  
7 have one-to-one votes on issues.

8  
9 Treasurer Mahar hoped that the current percentage included in the agreement, in the police sharing as  
10 well as other potential shared agreements, would be open to change. The current high school formula is  
11 a good example of an agreement Mount Desert has no flexibility in, to their great expense.

12  
13 Attorney Hamilton reiterated that all suggestions and requests should go through Durlin, and Mr.  
14 Hamilton would try to incorporate them into the next agreement draft.

15  
16 **IV. Other Business**

17 *A. Such other Business as may be legally conducted.*

18 Selectman Littlefield inquired about an email sent by the Town Manager regarding a VIS request  
19 received about budget changes and a request for Town insurance. Town Manager Lunt asked how the  
20 Board would like to handle the request. Discussion ensued regarding the employees and their requests.  
21 The scenario of making the VIS employees Town employees was discussed as well. Town Manager Lunt  
22 agreed to add the email to the Board materials for review.

23  
24 Chairman Macauley felt he had previously seen and reviewed the Interlocal Agreement. He thought the  
25 issue had already been discussed. Selectman Littlefield said she had never seen a draft agreement such  
26 as the one presented. She is on the Sharing Committee but recalls only the Police Department being  
27 discussed. Selectman Mooers agreed it was the first time he'd seen it. Selectman Mooers recalled talk  
28 of an Interlocal Agreement draft mentioned as something coming in the future.

29  
30 Chairman Macauley felt that having a framework to share functions without the issue having to go to  
31 Town Meeting would be to the Town's benefit.

32  
33 Selectman Mooers opined that according to Maine Statute Bar Harbor and Mount Desert have two  
34 different types of government, and therefore such sharing isn't possible. Bar Harbor's Town Council is  
35 their legislative body of government. Mount Desert's legislative body is Town Meeting. Parity would  
36 have to be created within the document. Selectman Hart felt that the Town was moving in the right  
37 direction, however his fear was that if exceptions are not included in this initial version it will not get  
38 Town Meeting approval. Selectman Hart agreed it was the first time he'd seen the draft; however, the  
39 Board has been discussing the issue as a future possibility.

40  
41 Town Manager Lunt stated that new jobs would come with stringent job requirements, particularly for  
42 future finance positions.

43  
44 Selectman Mooers stated that with Mount Desert employees now numbering 40 people, perhaps there  
45 should be a full time Human Resources Director who can focus on the technology and devote time to  
46 effective hiring. Manager Lunt felt this was a job Mount Desert could rely on Bar Harbor for as part of  
47 an interlocal agreement. Selectman Littlefield thought there was not currently a Human Resources  
48 Manager in Bar Harbor. Mr. Lunt reported there was an employee doing much of the HR work for Bar



1 Harbor, and it could become a full-time position. Manager Lunt agreed a more robust Human Resources  
2 capability was needed but wasn't sure how it would shape up. He felt it was up to him to create a  
3 position the Board would find acceptable and make sense. He felt he could create a proposal to the  
4 Board's liking. A Human Resources Manager would cost the Town \$80,000 to \$100,000. Sharing might  
5 be a way to reach the level of excellence the Town wants, and also be fair to the tax payers.  
6

7 Selectman Mooers only knew of one shared Finance Director among Maine Towns. Cape Elizabeth has a  
8 Finance Director shared within the Town. That Town decided in 2018 to end the sharing and go with a  
9 Finance Director dedicated to the Town. The budget for that employee is 80k to 100k. Cape Elizabeth is  
10 one of the peer communities Mount Desert compares itself to. Regarding Human Resources, Selectman  
11 Mooers felt that neither Bar Harbor nor Mount Desert has a full-time Human Resources Manager, but  
12 the possibility needs to be looked into. Town Manager Lunt disagreed. A full time HR Manager was not  
13 necessary to Mount Desert. Mr. Lunt stated he would not submit to the Town a full time HR position  
14 within the Town, but he would look into a shared capacity.  
15

16 Chairman Macauley asked if changing the form of local government had ever been explored. Town  
17 Manager Lunt felt it had not. Selectman Mooers and Selectman Littlefield felt it would not be a popular  
18 suggestion. Manager Lunt hoped to deal with some other, more pertinent, issues first before starting  
19 discussion on such a possibility.  
20

21 Mr. Lichtenstein suggested hiring an HR company to handle the Town. This might be a more popular  
22 option than suggesting a shared position with Bar Harbor. Town Manager Lunt disliked the thought of a  
23 contracted position. They were pricey and usually outside the area, so the resource is relatively limited.  
24

25 Mr. Lichtenstein noted that a recurring question at the Warrant Committee was why there's not a full-  
26 time economic development position, or Town Planner position. Perhaps someone could be found to  
27 do all three; economic development, planning, and HR. Town Manager Lunt felt it would be difficult to  
28 find someone qualified in all three positions.  
29

30 Chairman Macauley agreed with the Town Manager. He felt that any discussion on these issues should  
31 come with firm cost estimates.  
32

### 33 34 **V. Adjournment**

35  
36 MOTION: Selectman Mooers moved, with Chairman Macauley seconding, adjournment. Motion  
37 approved 4-0. The meeting adjourned at 6:17PM.  
38  
39  
40

41 Respectfully Submitted,

42   
43  
44 Wendy Littlefield, Secretary