



Town of Casco
Selectboard Minutes
July 30, 2020

Selectboard Members Present: Mary-Vienessa Fernandes, Holly Hancock (Vice Chair), Tom Peaslee (Chair), Robert MacDonald

Others Present: Don Gerrish, Eaton Peabody Consulting Group

Selectboard Chair Tom Peaslee opened the meeting and introduced Don Gerrish from Eaton Peabody Consulting Group. Mr. Gerrish's services have been engaged by the Town for the purposes of finding a new Town Manager; he will be running the meeting.

1. Public Meeting for Citizen Input for Town Manager

Don Gerrish informed the public that he has been a town manager in different towns, he has been an interim manager and now helps town in a search for a new manager.

There are two questions for each person who wants to speak to consider. The first question is what are you looking for in a new manager, education, experience, etc. The second question is what issues do you believe will be facing Casco in the next 5 years?

Don continued saying we are moving forward, not looking backwards. No politics involved in tonight's meeting. He explained that he interviewed the staff today and had an email from one person also. Don will be documenting comments by the public to give to the Selectboard to help with the questions to ask candidates during interviews.

Don stated that in two weeks there have been 14 applicants, the deadline is August 12th, three of the applicants are from Maine and the rest are from out of state. The goal is to have recommendations to be interviewed, the second round of interviews will have a preliminary background check, the last two finalists will have complete background checks. References will be checked and Don will assist the Selectboard with a contract for the new town manager.

Don asked the public to go up to the podium, state their name, and reminded them to answer the questions he asked. He then invited members of the public up to the podium to speak.

Tuan Nguyen stated that he would like to see them hire a town manager that was familiar with schools. He would like a town manager who was familiar with working with the Superintendent and Schoolboard members.

Peter Watkins stated that the new town manager should know how to deal with problems, be down to Earth. He is concerned that the budget doesn't support what needs to be done in the town. Peter thinks the Road Commissioner job needs to be separate from the Town Manager's job. Peter went on to say money needs to be used to fix roads not add softball fields. He also stated we needed a great Code Enforcement Officer and the new Manager can't be too political.

Sally Plummer wanted to know why the public is now being asked about a job description when the ad for the job went out long ago. Don Gerrish explained to her there is a time crunch. The job ad needed to go out as soon as possible since Courtney is leaving. The Selectboard needed time to get applicants. The input from the town will help the Selectboard during the interviews.

Tuan Nguyen said he would like the town manager to be from a small town. He also said he would like to see the new town manager help the town grow and be aware of small-town politics and what they entail.

James Gerry stated there needs a committee for the search for a new Town Manager. A committee made up of a couple of Selectboard members, a couple of Department Heads and a couple of private citizens. James also thinks a new town manager needs to make positive changes. He noted that Courtney was making sure we have policies and procedures updated and in compliance. James wants someone who has strong leadership and listens to citizens and sees our community as their community, even if they don't live here. The new town manager needs to make plans for what the town needs 5-10 years down the road. James stated that the Selectboard has a hidden agenda and they should have the best interest of the whole community.

Jim Willey would like the new manager to bring business sense, be able to manage employees, have the ability to communicate to the town people, treat people like their concerns count and have some community concepts. Jim also thinks that the town manager has too many jobs and not enough pay. He wants the town manager to think outside the box and he thinks it is going to be hard to find that person.

After no additional public comment, Don stated he would put all the thoughts together from this meeting along with the emails and employees' comments. Don thanked everyone for coming out.

Tom Peaslee thanked everyone for coming and closed the meeting.