

TOWN COUNCIL MINUTES

AUGUST 15, 2011

The regularly scheduled meeting of the Hampden Town Council was held on Monday, August 15, 2011. The meeting was held at the municipal building council chambers and was called to order by Mayor Hughes at 7:00 p.m.

Attendance: Councilors: Mayor Janet Hughes, Andre Cushing, Thomas Brann, Jean Lawlis, William Shakespeare, Kristen Hornbrook and Shelby Wright

Town Manager: Susan Lessard

Town Counsel: Thomas Russell

Department Heads/Staff: Town Planner Bob Osborne

Citizens and members of the press

A. CONSENT AGENDA

Manager Lessard requested that Item A.2.a. be set aside and Mayor Hughes requested that Item A.3.a be set aside. Motion by Councilor Brann, seconded by Councilor Cushing to accept the balance of the consent agenda; unanimous vote in favor.

Item A.2.a. SECRETARY'S REPORT – AUGUST 1, 2011 MINUTES

Manager Lessard noted that the minutes contained a summary of a statement read by Lisa Carter from HALO. Mrs. Carter indicated that the summary was not exactly what was read and she has since provided a copy of that statement. Manager Lessard asked the Council to strike the current summary under Lisa Carter, Western Avenue under Item C.3.g – Email from Agenda Item A.3.a. to be replaced with the statement that was read into the record at that time.

Councilor Hornbrook also requested an amendment to comments she had made under that same item. She explained that her comment pertained only to the second sentence of Section 4 of the Code of Ethics and requested that correction be made as well.

Motion by Councilor Cushing, seconded by Councilor Lawlis to amend the minutes as discussed – unanimous vote in favor. Motion by Councilor Cushing, seconded by Councilor Lawlis to accept Item A.2.a. – unanimous vote on favor.

Item A.3.a. JON HENRY/TOWN – EMAIL REQUEST

Mayor Hughes explained that Mr. Henry had emailed the Council regarding an unsigned email he had received from a citizen regarding his father-in-law, former Mayor Matt Arnett. She noted that by the time she had received this email and had a chance to give it thought and consider how to move forward, the public had already received a copy of it and commented on it. Mayor Hughes pointed out that Councilor Hornbrook had replied

that she had received comments and asked Councilor Hornbrook if she had sent an email back to Mr. Henry, what did it say, did it go out to the public and who did it go to?

Councilor Hornbrook said she did respond to Mr. Henry that she would forward it on to the people that she knows and see if anyone knows who may have sent the email to Mr. Henry. She said per his request for assistance in identifying this person, she forwarded his email to the people she has email addresses for. Mayor Hughes asked Councilor Hornbrook to forward a copy to the Council of the email where she forwarded Mr. Henry's email to the public. Mayor Hughes said she would like to understand where the emails are going and how the public is being informed even before the Council is being informed. Councilor Hornbrook said she is curious as to why Mayor Hughes would want it, but said she would do that if she can locate it.

Motion by Councilor Cushing, seconded by Councilor Lawlis to accept Item A.3.a. – unanimous vote in favor.

B. PUBLIC COMMENTS

Lisa Kelley of 19 Clark Circle commented that the latest edition of the Town's newsletter contained a Question of the Quarter regarding the Town's funding of outside agencies. The question was "Do you think that the Town of Hampden should provide funding as part of its budget to agencies such as the Red Cross, Eastern Area Agency on Aging, PENQUIS CAP, etc.?" Mrs. Kelley said she appreciated the fact that the Town was trying to get public opinion, but she was disappointed that all of the agencies funded in the most recent budget were not listed, nor were the amounts. She felt that this does not give the public all of the information needed to make an informed decision.

Jeremy Williams of 1334 Carmel Road North said he was perplexed about the witch hunt regarding the email from Mr. Henry. He said he was embarrassed that the Council even gave it any merit and added that it should die right now.

C. POLICY AGENDA

1. PUBLIC HEARINGS

a. ZONING ORDINANCE TEXT AMENDMENT – ARTICLE 7.2 – DEFINITION OF FAMILY

Town Planner Bob Osborne reported that following its public hearing, the Planning returned an "ought to pass" recommendation.

Mayor Hughes explained the procedure for the hearing and then opened the hearing.

Proponents: Jeremy Williams of 1334 Carmel Road North said he was in support of this as it makes perfect sense and recommended that it pass.

No one spoke in opposition and there were no questions or comments – the hearing was closed.

Motion by Councilor Lawlis, seconded by Councilor Brann to adopt the amendment to the Zoning Ordinance as defines a new definition of family – unanimous vote in favor.

b. SHORELAND ZONING ORDINANCE TEXT AMENDMENT – SECTION 17 – DEFINITION OF FAMILY

Town Planner Bob Osborne reported that the Planning Board has returned a recommendation of “ought to pass”.

Mayor Hughes opened the hearing.

Proponents: Jeremy Williams of 1334 Carmel Road North urged support of this amendment.

No one spoke in opposition and there were no questions or comments – the hearing was closed.

Motion by Councilor Lawlis, seconded by Councilor Brann that Article 17 of the Shoreland Zoning Ordinance be modified to change the definition of family as proposed – unanimous vote in favor.

2. NOMINATIONS-APPOINTMENTS-ELECTIONS

a. LOWELL T. SHERWOOD, JR. – APPOINTMENT TO BOARD OF ASSESSMENT REVIEW

Motion by Councilor Brann, seconded by Councilor Cushing to appoint Lowell T. Sherwood to the Board of Assessment Review – unanimous vote in favor.

3. UNFINISHED BUSINESS

a. UPDATE ON BOAT ABANDONMENT

Manager Lessard reported that the owner of the boat hopes to have a resolution by the end of August and she requested that this be postponed until September. Motion by Councilor Cushing, seconded by Councilor Brann to table this until the next regular meeting in September – unanimous vote in favor.

b. SET MIL RATE – 2011/2012 TAX YEAR

Upon recommendation by Manager Lessard, Councilor Cushing moved and Councilor Brann seconded to set the mil rate at \$15.90 – unanimous vote in favor. Due dates will be the first Wednesday in October and the first Wednesday in April.

C-1-a

C-1-b



TO: Mayor Hughes and Hampden Town Council
FROM: Robert Osborne, Town Planner *RO*
SUBJECT: Draft Zoning Ordinance and Draft Shoreland Zoning Ordinance Text
Amendments for Definition of Family
DATE: July 19, 2011

At the July 13, 2011 Planning Board meeting there were votes to recommend "ought-to-pass" the subject amendments of the definition of family of both the Shoreland Zoning Ordinance and Zoning Ordinance. Please find attached a copy of the draft amendments to the Zoning Ordinance and Shoreland Zoning Ordinances.

TOWN OF HAMPDEN
Draft

The Town of Hampden Hereby Ordains
Proposed Amendments to the Zoning Ordinance

Deletions are ~~Strikethrough~~ Additions Double Underlined

ARTICLE 7
DEFINITIONS

7.1. Construction Language - In this Ordinance, certain terms or words shall be interpreted as follows:

The word "person" includes a firm, association, organization, partnership, trust, company or corporation as well as an individual; the present tense includes the future tense, the singular number includes the plural, and the plural includes the singular; the word "shall" is mandatory, and the word "may" is permissive; the words "used" or "occupied" include the words "intended", "designed", or "arranged to be used or occupied", the word "building" includes the word "structure" and the word "dwelling" includes the word "residence", the word "lot" includes the words "plot" or "parcel". In case of any difference of meaning or implication between the text of this Ordinance and any map or illustration, the text shall control.

Terms not defined shall have the customary dictionary meaning.

7.2. Definitions - In this Ordinance the following terms shall have the following meanings unless a contrary meaning is required by the context or is specifically prescribed:

~~*Family:* One (1) or more persons related by blood, adoption or marriage occupying a premises and living as a single housekeeping unit. A family may contain no more than two (2) individuals not related by blood adoption or marriage except for "community living facilities" as defined by Title 30 A, Section 4357 which shall be considered a family.~~

Family: Shall mean an individual occupying a single dwelling unit, or a group of two or more persons occupying a single dwelling unit and living together as a single housekeeping unit, including the sharing of common living, sleeping, cooking and eating facilities. When occupancy of a dwelling unit is by a group of two or more persons, the group of persons occupying the dwelling must either be:

- a. Related by blood, adoption, domestic partnership, or marriage; or
- b. Comprised of two persons who are not related by blood, domestic partnership, adoption or marriage, and any children related to either or both of them by blood, adoption or marriage;
- c. Comprised of persons, whether or not related to each other by blood, domestic partnership, adoption or marriage, but not to exceed four unrelated persons. Family shall not include a group of unrelated persons occupying a boarding home, rooming house, hotel/motel, tourist home or inn.
- d. A Community Living Arrangement as defined by Title 30-A, Section 4357-A.

Note: For the purposes hereof, the number of unrelated persons occupying a dwelling unit shall be calculated as follows: Any persons related by blood, adoption or marriage plus one unrelated person shall be considered to constitute a total of two unrelated persons, and each additional unrelated person shall be added to determine the total number of unrelated persons occupying the dwelling unit. By way of example, two or more related persons occupying a dwelling unit combined with two unrelated persons occupying the dwelling unit yields a total of three unrelated persons occupying the dwelling unit.

TOWN OF HAMPDEN
Draft

The Town of Hampden Hereby Ordains
Proposed Amendments to the Shoreland Zoning Ordinance

Deletions are ~~Strikethrough~~ Additions Double Underlined

17. Definitions.

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c. POOL AIR HANDLING SYSTEM REPLACEMENT – RECOMMENDATION OF SERVICES COMMITTEE TO REQUEST SPECIFICATIONS FROM WOODARD & CURRAN TO BE USED FOR SOLICITATION OF BIDS

Services Committee Chair Lawlis explained that the state of the current air handling system is tenuous and if it fails, the pool will have to be shut down. She noted that this was also discussed by the Finance Committee earlier in the evening and both committees felt it was important to take a closer look at the request for proposals. Mayor Hughes added that the replacement cost is estimated to be between \$140,000 and \$165,000. There is approximately \$75,000 in reserve funds and the Pool's Board of Trustees is prepared to pay for engineering costs and will continue with fundraising efforts.

Manager Lessard reported that it was the recommendation of the Finance Committee that the Infrastructure Committee review and approve the RFP for the pool air handler and associated engineering costs prior to that going out to bid. Councilor Lawlis so moved; Councilor Shakespeare seconded the motion and vote was unanimously in favor.

d. DAVID CROCKER LETTER re LEGAL STATUS OF 2001 COMPREHENSIVE PLAN

At the last meeting Councilor Hornbrook had requested that this item be pulled from the consent agenda for discussion at this meeting (copy attached). She noted that there seems to be some difference of opinion between the two attorneys. She thought that there may be some members of the public who would like to comment.

Mayor Hughes asked if there were any members of HALO who would like to present this letter. Seeing none, she then asked for any public comment:

Jeremy Williams of 1334 Carmel Road North said this is just an example of why we need to be careful on how we move forward; make sure we follow the letter of the Charter so we don't run into these questions and assumptions. Going forward we need to try to simplify things and be as open as possible.

Mayor Hughes said it wasn't clear to her by reading the letter what action was being requested, if any.

Mr. Williams said the validity of the 2001 Comp Plan could be challenged, but he said he doesn't want to see any lawsuits. He felt that the door is being left wide open with a lot of the Town's actions and hoped that we could make those actions less complex, which would perhaps seal things off a little bit.

Michael Levesque of Deer Hill Lane informed the Council that as far as that letter goes, at this time there will be nothing coming from HALO regarding the validity of the 2001 Comp Plan.

Lisa Kelley of 19 Clark Circle said she thinks the letter reiterates how important the review committee is to the 2010 Comp Plan and that it is extremely important

that the review process be given time, and not just pushed through, so there won't be any of this in the future.

Michael Levesque noted that the timeline set for when the committee is supposed to come back with its recommendations is unrealistic and hoped that the Council realized that. He said we have plenty of time – let's do it right.

Motion by Councilor Cushing, seconded by Councilor Brann to accept the letter from David Crocker as part of communications – unanimous vote in favor.

- e. COMMITTEE ON COMMITTEES RECOMMENDATION TO ACCEPT DRAFT DEPARTMENTAL HANDBOOKS FOR POOL, LIBRARY AND RECREATION DEPARTMENTS UNTIL COMPREHENSIVE PLAN IS COMPLETE

Councilor Cushing explained that in the process of reviewing Town committees, it became clear that there was a need for clarity of the roles and duties of committee and board members. These handbooks will be used in the orientation process for new board and committee members.

Motion by Councilor Cushing, seconded by Councilor Wright to accept the draft departmental handbooks for the Pool, Library and Recreation Departments –Vote was 6-1 (Hornbrook)

4. NEW BUSINESS

- a. APPLICATION FOR RENEWAL OF A VICTUALERS LICENSE RECEIVED FROM HIGHLAND CORNER STORE AT 557 KENNEBEC ROAD

Motion by Councilor Shakespeare, seconded by Councilor Wright to approve the application – unanimous vote in favor.

- b. APPLICATIONS FOR RENEWAL OF OUTDOOR WOOD-BURNING FURNACE LICENSES:

1. RICHARD GOLDING – Motion by Councilor Shakespeare, seconded by Councilor Cushing to approve the application – unanimous vote in favor.
2. RODNEY STANHOPE – Motion by Councilor Shakespeare, seconded by Councilor Brann to approve the application – unanimous vote in favor.
3. SCOTT STANHOPE – Motion by Councilor Shakespeare, seconded by Councilor Brann to approve the application – unanimous vote in favor.
4. GARY THIBODEAU – Motion by Councilor Shakespeare, seconded by Councilor Brann to approve the application – unanimous vote in favor.

C-3-d

David Peter Crocker

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July 22, 2011

VIA CERTIFIED MAIL
RETURN RECEIPT REQUESTED
NO. 7099 3400 0006 5025 2729

Ms. Susan Lessard, Town Manager
Town of Hampden
106 Western Avenue
Hampden, ME 04444

Re: Legal Status of Town of Hampden 2001 Comprehensive Plan

Dear Ms. Lessard:

As you are aware, this office represents the Hampden Association of Landowners. This letter is responsive to Attorney Tom Russell's June 1, 2011, memorandum concerning the proper passage and current validity of Hampden's 2001 Comprehensive Plan. While admitting in his memorandum that the 2000-2001 Planning Board/Planning Committee minutes contain no formal recommendation of the final plan to the Town Council and, indeed, scant references to the planning process itself, he nevertheless concludes that the Planning Board approved the final version of the 2001 Comprehensive Plan by inference. Moreover, Mr. Russell asserts that Section 604 of the Town Charter (which requires formal recommendation by the Planning Board) "doesn't prescribe any particular mechanism for the Planning Board to use in making a recommendation." I must respectfully disagree with Mr. Russell's analysis.

First, it should be pointed out that Section 603(7) of the Town Charter requires the Planning Board "to keep a record of its resolutions, transactions, correspondence, findings, and determinations. All records shall be deemed public and may be inspected at reasonable times." This provision mandates that records be kept of all the Planning Board's activities - even workshop sessions devoted to the Comprehensive Plan. Yet, Mr. Russell candidly admits in Item 14 of his memorandum that there is not a single recorded reference to the 2001 Comprehensive Plan from September 13, 2000 through August 29, 2001, and that no records were kept of Planning Board workshops - in violation of both the Town Charter and the Maine Freedom of Access Act. We have no idea how many workshops were held, who attended or the process of drafting the 2001 plan. How the plan was drafted and who contributed to it is a near complete

mystery.

Second, Section 604 of the Town Charter – requiring the Planning Board’s affirmative recommendation to the Town Council – may *not* be inferred and, indeed, such a practice would run counter to law and town practice. In law, Section 604 simply implements 30-A M.R.S § 4324(2)(B), which requires the Planning Committee “to make recommendations to the municipal legislative body regarding the adoption and implementation of the [comprehensive plan]”, thereby making the Planning Committee adopt the practices of legislative committees in the Maine Legislature. Yet, in my review of the 1996-2001 Planning Board minutes, I failed to find a single instance in which the Planning Board approved a Comprehensive Plan amendment by inference. To the contrary (and like legislative committees), the standard procedure was to send a “ought to pass/ought not to pass” recommendation to the Town Council by affirmative vote, which was duly recorded in the minutes. Examples may be found in the April 24, 1996, and December 11, 1996, minutes (relating to the 1986 Plan).

Third, Section 604’s affirmative requirement is paralleled in Section 1.5.2 of Hampden’s Zoning Ordinance and Article 800 of its Subdivision Ordinance. Both provisions require the Planning Board to send proposed ordinance amendments to the Town Council with recommendation for passage. Indeed, the Zoning Ordinance provision states that “[f]ailure of the board to make a recommendation within the allotted time shall constitute a recommendation of denial for the purpose of this Ordinance.” The 1996-2001 Planning Board minutes are littered with dozens of such recommendations. In each case, the Planning Board voted “ought to pass/ought not to pass” as would a legislative committee. In fact, the Planning Board minutes of December 12, 2001, reflect such an amendment to the Subdivision Ordinance at the very time that the 2001 Comprehensive Plan was ostensibly being approved.

In conclusion, considerable doubt remains as to the validity of the 2001 approval process. If anything, the Planning Board’s failure to comply with Section 604 would tend to indicate denial, not affirmation. But it should be emphasized that the purpose of this analysis is not to create hardship for the Town or “identify damages to associated landowners” as stated in Mayor Hughes’ June 13 email to local businesses. Rather, the purpose is – as stated in my letter of May 2nd – to stress that the Comprehensive Plan process should not be rushed. The Town charter and state statutes are meant to be followed to protect the interests and rights of the residents of Hampden. The entire issue of Maine’s Growth Management Statute, 30-A M.R.S. §§ 4301-4350-A is increasingly controversial and under recently passed LD1 – the Regulatory Reform Act – the State Planning Office’s Comprehensive Plan regulations will doubtless come under scrutiny either by the SPO itself by a Citizens’ Petition to Modify as per 5 M.R.S. § 8055. Either way, the SPO’s Comprehensive Plan rules (as well as the Growth Management Statute) will be subjected to close examination.

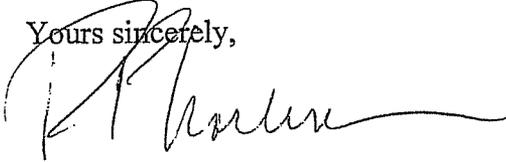
In closing, it is HALO’s opinion that simplicity in law and regulation is the most friendly to liberty. Disregarding proper procedure is tantamount to disregarding the rights Hampden’s property owners. The council has agreed that the 2010 Comprehensive Plan was not properly

Ms. Susan Lessard

July 22, 2011

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enacted. While possibly well-intentioned, the 2010 draft plan is needlessly complex and provides too great an opportunity for mischief in implementation. The Hampden Association of Landowners stands ready to assist in its revision and do so knowledgeably and constructively. But there can be no foregone conclusions in the process, however. The *entire* draft plan should be closely scrutinized.

Yours sincerely,


David P. Crocker

DPC/mbs

cc: HALO Board

c. CHANGE OF COUNCIL EMAIL ADDRESSES TO TOWN-OWNED ACCOUNTS

Mayor Hughes reported that there has been discussion in the Finance Committee regarding Council emails and it is the recommendation of the Committee to add the seven Councilors to the Town's email service.

Motion by Councilor Brann, seconded by Councilor Cushing to add the seven Councilors to the .gov email server – unanimous vote in favor.

d. PROPOSED AMENDMENT TO FEES ORDINANCE re POOL FEES –
RECOMMENDATION OF SERVICES COMMITTEE AND INTRODUCTION FOR
PUBLIC HEARING

Councilor Lawlis reported that the Pool Director has reviewed the fee schedule for the pool and has determined that raising the fees for non-resident patrons would not reduce the number of non-residents who participate at the pool. This would result in less of a subsidy to people who are coming from out of town. She introduced this item for public hearing.

e. CITIZEN COMPREHENSIVE PLAN COMMITTEE – NEW RULE – COUNCILOR
HORN BROOK

Councilor Hornbrook said that at a previous Citizen Comp Plan meeting, Councilor Brann had made a presentation at the beginning of the meeting regarding a new rule in regard to ex-parte communication. The rule was that there would be no emailing, texting or talking between the committee and the people in the audience. She said the rule was adopted by Councilor Brann for the committee at that time, she did not see a vote. She said this seems to be a direct violation of the First Amendment and wanted to discuss it and wanted to know where the rule is.

Councilor Brann said the information he passed on to the committee was relative to the rules originally passed to the committee and that Town Councilors were not to be members and to have no part in the discussions relative to the citizens' review and editing process. He said Councilor Hornbrook had conferred with members of the committee during meetings. He said that was one of the original rules and the intent was to have a totally transparent process. He noted that a time is provided at the meetings for citizens to make comment and if Councilor Hornbrook, as a private citizen, wished to make comment, she should have done so at that time. He pointed out that the meetings are recorded and said that secretive conversations while the committee is in session are inappropriate.

Following further discussion by the Council and public comment, Mayor Hughes suggested that this be sent back to the committee to decide whether they want Council involvement and public comment during deliberations.

D. COMMITTEE REPORTS

Communications – Councilor Hornbrook reported that the next meeting will be on September 13th at 6:00 pm.

Committee on Committees – Councilor Cushing reported that the committee is meeting tomorrow at noon at Anglers Restaurant.

Services – Councilor Lawlis noted that there was nothing new to report, but informed everyone that there is a meeting tomorrow at 6:00 pm to discuss the proposed dog park.

Infrastructure – Councilor Shakespeare reported that the committee will meet at 6:00 pm next Monday.

Finance & Administration – Manager Lessard reported that the committee met earlier in the evening and all items discussed by the committee have been brought before the full Council this evening.

E. MANAGER'S REPORT

A copy of the Manager's Report is attached.

Following her report, Manager Lessard informed the public that during the Finance Committee meeting, she had notified the Council of her intention to resign as Town Manager. She has offered to stay on until a new manager is found, but her goal is to transition by the end of the year.

F. COUNCILOR'S COMMENTS

Councilor Wright commented that this has been her most lively meeting to date. She said that government is not easy, but we work through it, we work together and we persevere and that is the foundation that our country was created on. It is the challenges that bring out the character and leadership abilities of not only the Council members, but also the people in the audience.

Councilor Hornbrook agreed with Councilor Wright's comments. She said that she is passionate about our constitutional rights and that is why she decided to serve. She expressed appreciation to all the residents who are taking part. She believes that when all the Councilors are voting in agreement, there are citizens who are not being represented because 7,000-plus people are not going to agree on everything all the time.

Councilor Cushing commented that it is healthy when we have the opportunity to air some of these points as long as we remain civil. The people of Hampden deserve and expect us to operate in a certain manner – we are not all going to agree, but we can disagree respectfully. He appreciates the citizens who have come to the Council to express their concerns over the last several months. He noted that at the end of the day we do have business that we must conduct on behalf of the Town and we must make a decision. He further commented that Manager Lessard's legacy is to have left us with a good foundation to build on and the next manager will benefit from what she has done.

MANAGER'S REPORT
August 15, 2011

Tax Bills – Tax bills will go out by next Monday. The first half will be due by the first Wednesday in October.

Coldbrook Road Speed Assessment – We were notified last week that MDOT had performed a speed assessment of Coldbrook Road because of a request by the Town of Hermon. As part of that, they considered the portion in Hampden as well. Their recommendation is that the speed be raised to 45 mph. This will be on the agenda for the Infrastructure Committee and we will be sending notices out to all residences on that road as well.

Hampden Senior Citizens – The Hampden Senior Citizen's Group and the Winterport Senior Citizen's group will be taking a bus trip to Cabbage Island in Boothbay Harbor on Wednesday, August 18th. They two clubs are sharing the cost of the trip. The Hampden group is using some of the funds provided by the Town of Hampden for their portion.

Children's Day – Make sure to mark your calendar for the coming weekend! Children's Day is this Saturday, August 20th! There is a full day of events planned – from the Kiwanis Pancake Breakfast to start the day right up to the fireworks display that will end the evening! This day of family fun has been a part of Hampden history for more than 30 years.

Government on the GO! - The August 15th edition of Government on the Go! was distributed today. It contains upcoming meetings from 8/15 – 8/25 as well as updates on job postings, Children's Day, and the upcoming Race for the Cure in Bangor.

Tax Liens – Tax liens will be placed tomorrow on all unpaid 2010-2011 property taxes. The thirty day notice period expired today

Susan Lessard
34 Cottage Street
Hampden, ME 04444
(207) 356-1839
lightlady_1@yahoo.com

August 15, 2011

Mayor Janet Hughes
Hampden Town Council
106 Western Avenue
Hampden, ME 04444

RE: Resignation

Dear Mayor Hughes & Council Members,

The purpose of this letter is to share with you my plans for the next several months. After a good deal of soul searching and in consideration of my desire to make significant changes in my personal life, I have made the decision to resign from the Town of Hampden. This was not an easy decision – due primarily to the incredible staff that works here, the community that has been so supportive over my time here, and the Councils for whom I have worked who have allowed me the freedom to carry out their policies.

I hope to help the community make a smooth and successful transition to a new manager and understand that this process takes more than the contract-required 30 day notice period. I will be happy to stay on beyond the 30 day period if the Council wishes me to do so, but am in hopes that this transition can be accomplished within the next several months

Further, this decision is not related to recent events with regard to the Comprehensive Plan, etc. Local government management always has had, and always will have, many challenges. I have been a professional in this field for nearly 30 years and understand that such challenges are part of the job. The measure of the organization is how it responds to such events – that it remain fair and balanced and operating on an 'even keel', and that it provide a forum for all viewpoints.

I owe you all a huge debt of gratitude. You have made my work here successful and satisfying – and together I think we have done many good things for the community. I will have served here nearly 11 years by the time I actually leave – and it has been an incredibly rewarding experience.

I have notified my staff of this decision and trust that they all will continue to do good work, to cooperate with whoever is next in the same can-do, professional manner that they have afforded to me. I have done my best to be a good 'boss' to all of them and to be a good Town Manager for the community.

Sincerely,


Susan Lessard

Councilor Brann expressed thanks and best wishes to Manager Lessard.

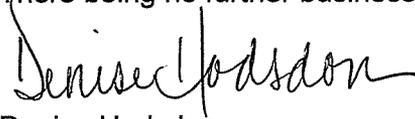
Councilor Lawlis said that being on the Town Council for the last three years has made her feel more profoundly a member of this community than she has ever felt in any community and a big part of that has been due to Manager Lessard. She said she was really sad and told Manager Lessard that we will miss her.

Councilor Shakespeare said he was greatly disappointed, however knew that Manager Lessard hadn't made her decision lightly. He said the Council will have a difficult time replacing her with an individual with the qualities and qualifications that she has brought to the Town.

Mayor Hughes also expressed disappointment that Manager Lessard has chosen to leave, but she respects her decision to do so. She said she has the utmost respect professionally of local businesses and municipal officials and that she is a role model for many.

G. ADJOURNMENT

There being no further business, the meeting was adjourned at 9:38 p.m.



Denise Hodsdon
Town Clerk