



TOWN OF WINSLOW, MAINE

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Monthly Report to the Town Council –January 2023 - Presented February 13, 2023

Esteemed Councilors,

January has been consumed by grant applications, budget preparation and the Public Safety Department trial.

We commenced the Public Safety Department trial on January 1, 2023, with Police Chief Leonard Macdaid being named interim Director. Although it may appear as though we haven't been doing much any different, that's a good thing. This change should be transparent to the Public. We held our first Public Engagement Meeting on January 10. Many Fire Department personnel attended, along with two members of the Council and one member of the public. We presented the draft of the Public Safety Director job description and took away some valuable feedback, both for additions to that document, and for how to assess the success or failure of the trial. The primary metric is that we see no decline in the response time of our calls, nor in our level of service. The secondary metric is budget, which cannot be assessed immediately but will be monitored over the coming months. The third metric is staff engagement and morale. This last is a much harder assessment, but we have developed an employee engagement survey which will be delivered directly to myself, not the Interim Director. We have also scheduled full Public Safety Department staff meetings between both units which will start on February 7. All staff have been encouraged to give open and honest feedback during this trial. One of the most important questions is how has your job changed since the inception of this trial? It is important to note that no employee will lose rank or pay as a result of this change, but there may be a change in some duties and/or schedules. Another public meeting will be held in mid-February.

The contract for the Municipal Facility study has been signed and a kickoff meeting will be held February 15. All department heads should plan on attending, and all Facility Committee members will be invited when the time is confirmed. I am excited to get this project off the ground. In the meantime the old Council Chambers are in the process of being renovated and are nearing completion. We were able to construct a small employee breakroom, a secure office for the HR & Finance Director, and still have room for a sizeable conference room.

In staff news I would like to congratulate three of our career Firefighters on their recent promotions. On January 16, 2023, Lieutenant Adam Burgess and FF Jonathan Beringer were promoted to the rank of Captain, and FF Shawn Stetson was promoted to the rank of Lieutenant. This is a big step forward in their careers and should be celebrated. We also hired two new firefighters, Thomas Brown and William Crawford III, and welcomed back FF Ben Loubier. The Fire Department is fully staffed with these additions.

January also sees us saying farewell to some of our other employees. Officer William Crawford IV and Officer Jacob Poulin have indicated their intent to take positions with Somerset and Kennebec Counties respectively. They have done a great job here in Winslow and we wish them all the best. Our Code Enforcement Officer, Amos Michaud, has also made the decision to pursue other career options outside of the code enforcement arena. His last day will be February 14. The vacancies for these positions and the Town Clerk position have all been posted to the various job boards and media outlets.

The top priorities for February will be finalizing the FY2024 Budget and finalizing several funding applications. These include the Congressional Earmark Funding, DEP CWSRF Grant and RDA Funding applications for Chaffee Brook Pump Station, the MDOT award for Cushman and Robert street, and the funding request for Sunset Heights Sewer and Stormwater. Despite most of this funding having been awarded already, we still need to jump through the hoops of making the requests to draw funds from the various state and federal portals.

Respectfully submitted by,
Erica LaCroix
Town Manager