



**TOWN COUNCIL  
WORKSHOP  
MEETING MINUTES  
AUGUST 23, 2011**

Mark Lunt, Chair District 1 2012  
Lori Pomelow, Vice Chair At Large 2012  
Roger Cote, At Large 2011  
Michael Bowie, District 2 2012  
Roger Bickford, District 2 2013  
Fern Larochelle, Jr., At Large 2013  
Gina Mason, District 1 2013

CALL TO ORDER & PLEDGE TO THE FLAG. The Chairman, Mark Lunt, called the meeting to order and waived the pledge of allegiance to the flag at 7:00 PM.

ROLL CALL. Members present were Councilors Mason, Larochelle, Cote, Lunt, Pomelow, and Bickford. Councilor Bowie was absent. Also present were Stephen Eldridge, Town Manager; Scott Benson, Economic Development Director; Dorothy Fitzgerald, Budget Advisory Board; and one citizen in the audience.

**OTHER BUSINESS**

A. REVIEW WAGES FOR 2011-2012

Mr. Eldridge suggested two different options to allocate money budgeted for raises for four existing positions. The positions affected are the Recreation Director, the Library Director, the Code Enforcement Officer, and the Fire Chief. Councilors Lunt, Pomelow, Larochelle, and Bickford agreed to the Town Manager's recommendation to make the allocation in four steps over a two-year period. The other option was six steps over a three-year period. Councilor Lunt commented that the simpler option of four steps over two years was preferable. In Year One \$10, 272 would be allocated for these four positions and in Year Two \$14,000 would be allocated.

Councilor Cote reiterated his objection to any raises and therefore could not support either option. Councilor Mason indicated that faithful people are falling behind with what they are worth in the workplace. Councilor Pomelow said these raises level the playing field and that according to the policy in place the Council must proceed with them. She said that policy will need to be reviewed.

B. REVIEW CHANGES TO COUNCIL WORKING RULES

Mr. Eldridge asked the Council to review changes in Section 4 with regard to Public Comment on Agenda items. According to previous discussion with Council, the new rule states that Public Comment will only be allowed at the discretion of the Chair. Councilor Larochelle said previously comments were often heard twice, once during Public Hearing and again during Public Comment. He said this change to the rules would eliminate that duplication. Councilor Pomelow said she preferred Audience Participation at the beginning of the meeting since it informs the Council before they vote instead of afterwards. Councilor Cote said he would prefer to organize meetings like the Planning Board. Councilor Larochelle said that the Planning Board only allows discussion at a certain point but not later and so that cuts off discussion. Councilors Lunt and Bickford said the new change should be tried for now and changed later if it does not work.

C. TOWN COUNCIL STRATEGIC PLANNING/GOAL SETTING

Mr. Eldridge asked the Councilors to work towards setting goals in January, which will then be implemented throughout the coming year. He indicated that these goals need to be set according to their vision for Lisbon based on the Comprehensive Plan. He said their vision should consider the perspective of the community, local government organization, and the Council role. He invited them

to analyze these visions using the SWOT model of strengths and weaknesses, opportunities and threats.

Mr. Eldridge indicated that the Department Heads were asked to do their own SWOT analysis and that once that information is gathered, together with their vision statements, then goals can be set from the Department level. Mr. Eldridge encouraged the Councilors to consider the Comprehensive Plan, recent surveys, and the citizen visioning sessions.

Mr. Benson said the Comprehensive Plan cannot be changed at this point, that the Council has to set goals using the Plan that is in place. He said the goals need to be set annually and that the long-term community plan comes from the Comprehensive Plan. Annual goals must be set and then evaluated at the end of the year to determine what has or has not been accomplished and why.

Mr. Eldridge said he would provide all the Councilors with copies of the Comprehensive Plan. He said at the next workshop the Council would meet with Mr. Benson to develop goals.

### ADJOURNMENT

Seeing no further business, the Chairman adjourned the meeting at 8:15 PM.

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Elizabeth French, Assistant Town Clerk

Date Approved: \_\_\_\_\_