

Town of Windham

Meeting Minutes - Draft

Town Council

Town Offices
8 School Road
Windham, Maine

Tuesday, April 25, 2023

6:00 PM

Council Chambers

I. Roll Call of Members.

Present: 6 - David Nadeau, Mark Morrison, William Reiner, John Henry, Jarrod Maxfield and Nicholas Kalogerakis
Absent: 1 - Brett Jones

II. Pledge of Allegiance.

Council Chair Morrison led the Pledge of Allegiance.

III. Minutes to be Approved:

[CD 23-058](#) To approve the Minutes of the March 28, 2023, Council meeting.

Attachments: [Minutes-Council-3-28-2023.pdf](#)

A motion was made by Councilor Nadeau, seconded by Councilor Kalogerakis, that the Minutes be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis
Absent: 1 - Councilor Jones

[CD 23-060](#) To approve the Minutes of the April 4, 2023, Special Council meeting.

Attachments: [Minutes-Council-4-4-2023.pdf](#)

A motion was made by Councilor Kalogerakis, seconded by Councilor Reiner, that the Minutes be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis
Absent: 1 - Councilor Jones

IV. Adjustments to the Agenda.

None.

V. Public Participation.

No public participation.

VI. Councilors' Comments.

No Councilor comments.

VII. PUBLIC HEARINGS.

23-039

To receive public comment and act on a proposed zone change request from R.A. Moore Construction, Inc., and amend the official Town of Windham land use map to rezone a parcel at 946 Roosevelt Trail, identified on Tax Map 21, Lot 1, from Commercial II (C-2) and Light-density Residential (RL) Districts to Commercial-1 North (C-1N) District and 960 Roosevelt Trail, identified on Tax Map 21 Lot 1E, from Light-density Residential (RL) District to Commercial-II (C-2) District.

Attachments: [23-039 Cover Sheet.pdf](#)

[TCmemo PB recommendation 946960RooseveltTrail Zone Changes 022123.pdf](#)
[Zone Change Request.pdf](#)

[Revised Zone Change Request.pdf](#)

[Zone Change Map 2023 4 25.pdf](#)

Councilor Maxfield recused himself from this Order due to the fact that this property touches his property.

No public comment.

Dustin Roma with D.M. Roma Consulting Engineers said at the last meeting they were asked to look at this again and make some of the changes. They made some adjustments to pull the proposed zone line closer to Route 302, and they had worked through a couple versions of the plan. The plan that is up there now, they had made an error previously on where they were showing the limits of the existing C2 boundary. They were showing it going further up into the land than it actually does. They worked with Amanda Lessard and rectified that on this new map plan.

He said they pulled the line back and maintain a contiguous C2 zoning around the backside of the property. They are proposing the line, 1,350 feet back, which would give a 50 ft. wide strip of land that would remain C2. He said what is also different about this plan by pulling this zone line closer to 302, there is much more of the RL zone that will remain in the back.

Councilor Reiner said there is a rumor that there is a plan for a project in this area, is that true or false? Are there plans developed or in hand for this property yet?

Dustin said they have penciled some ideas and a lot of it stems around access as how they would provide access to the rest of the land, whether it be additional commercial buildings or residential components but additional buildings adjacent to that the existing overflow parking area. There was an area that was kind of in the woods that was a former disc golf course, which is not operating right now. He said that is really the primary the area of the site that is available for development, the rest of it is the big tubing hill, it's really that lower area. Those are the areas they are looking at for potential plans.

Councilor Reiner asked, so no heights, no buildings, no desires, nothing is on paper at this point?

Dustin Roma said at this point they have just developed some sketches for accesses, that is as far as they have gone.

Councilor Reiner said to Amanda Lessard at the last meeting and at the Planning Board meeting there was a thought of instead of spot zoning, to work on the C2 zone north of White's Bridge, and he was pretty sure it came up at their last meeting. He asked if that is still the general thought process of what the Planning Department would prefer to do, since we tend not to do spot zoning?

Amanda Lessard said she wouldn't say that this application is spot zoning, but she thought a more holistic approach would be a better fit to correct the error in the current C2 application in this area north of White's Bridge Road.

Councilor Reiner said his personal feeling is to not rehash the last meeting, but there were concerns on height restrictions, his concern was zero density, this addresses the residents concerns for the buffer and none of those questions are answered, there is no plan on the table. He would not support it at this time. He feels they should fix the C2 zone with what has been recommended from the two meetings.

Amanda Lessard stated that it is the amended map that is being shown here, which is not what the Order is in front of you.

Councilor Nadeau made a motion to amend 23- 039 to the map they were given and presently being shown, seconded by Councilor Kalogerakis.

In Favor of the amendment: 3 (Morrison, Nadeau, Kalogerakis)

Opposed: 2 (Henry & Reiner)

A motion was made by Councilor Nadeau, seconded by Councilor Kalogerakis. The Order failed by the following vote per Council Rules, Section 3 - Quorum (B):

In Favor: 3 - Councilor Nadeau, Council Chair Morrison and Councilor Kalogerakis

Opposed: 2 - Councilor Reiner and Councilor Henry

Absent: 1 - Councilor Jones

Abstain: 1 - Councilor Maxfield

23-060

To receive public comment and act on proposed amendments to the Town of Windham Land Use Ordinance, Chapter 120 of the Code of the Town of Windham, to receive comment on proposed amendments to Chapter 120 Land Use Ordinance, Article 3 Definitions, Article 4 Zoning Districts, and Article 5 Performance Standards regarding Affordable Housing Development.

Attachments: [23-060 Cover Sheet.pdf](#)

[Amendments RE Affordable Housing.pdf](#)

[TC MEMO PB recommend AffordableHousing042023.pdf](#)

No public comment.

Amanda Lessard Planning Director said this amendment had a public hearing before the Planning Board on March 13, 2023. This is a substantially revised ordinance then what the Council had previously seen based on conversations with the town's attorney. The draft was revised in order to comply more fully with State Law LD 2003. It changed the definitions and we scaled back the proposed bonuses for height and setback reductions, and more specifically, complied with the density bonus that the state law is going to require on municipalities apply to affordable housing developments.

The definitions that are in this packet are those that are both in state law and the rules that the state Department of Economic Community Development just adopted last week to implement this law. The affordable Housing Developments are defined and would be provided a density bonus in our growth area zoning districts, RM, C1, C1N, C2 and VC. It also provides some reductions in lot size and frontage if the development needs these specific performance standards.

The Planning Board did not receive any public comment neither for or against. They generally had concerns about providing for increased density when the town doesn't necessarily have all the infrastructure needed to support this kind of development and made a recommendation that was 3-3 to recommend the amendments. This puts us inline to have these standards be effective July 1st as required by law.

Please refer to Amanda's attached memos and attachments.

A motion was made by Councilor Nadeau, seconded by Councilor Maxfield, that the Order be approved. The motion carried by the following vote:

- In Favor:** 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis
- Absent:** 1 - Councilor Jones

23-063

To receive public comment and act on a new application submitted by Benjamin Smith d/b/a Red City Ale House, and to find that the requirements of 28-A M.R.S.A. § 653 have been met for a new Liquor License.

Attachments: [23-063 Cover Sheet.pdf](#)
[Red City Ale House-New Liq. App.pdf](#)

A motion was made by Councilor Nadeau, seconded by Councilor Maxfield, that the Order be approved. The motion carried by the following vote:

- In Favor:** 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis
- Absent:** 1 - Councilor Jones

23-064

To receive public comment and act on an application submitted by Benjamin Smith d/b/a Red City Ale House located at 8 Main Street for a new Special Amusement permit.

Attachments: [23-064 Cover Sheet.pdf](#)
[Red City Ale House-Spec. Amusement.pdf](#)

A motion was made by Councilor Nadeau, seconded by Councilor Maxfield, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

23-067

To receive public comment and act on proposed amendments to the Town of Windham Land Use Ordinance, Chapter 120 of the Code of the Town of Windham, to receive comment on proposed amendments to Chapter 120 Land Use Ordinance, Article 4 Zoning Districts to add marijuana registered dispensary as a permitted use in the Commercial District I North (C-1N).

Attachments: [23-067 Cover Sheet.pdf](#)
[Amendment C1N Dispensaries.pdf](#)
[TC MEMO PB recommend C1N Dispensary 042523.pdf](#)

No public comment.

Amanda Lessard said that the Town Council was notified at a workshop in March that there was a need to amend the ordinance to correct a drafting error when it came to adopting the Marijuana Registered Dispensary. When the town adopted the C-1N District in July 2022 the intent was to allow for all the same uses in the C1 District and the C-1N District. However, as an oversight they didn't include it where it had the use adopted around the same time period. The Planning Board had a public hearing at their meeting last night, and there were no public comments on the amendment. The Board did ask why Marijuana Cultivation Facilities are now permitted in C1 and not C-1N. If you recall, the Council specifically only added the Cultivation Facility in a limited capacity in November 2022, so that was intentional.

You'll note that the Marijuana Registered Dispensary in your licensing ordinance is only a permitted use to the extent that it allows for a Medical Marijuana Caregiver Retail Store to convert their license to a Dispensary. It does not allow for any new Dispensaries.

Councilor Morrison said "so the bottom line is, no new Dispensaries."

Amanda said it would allow the two Medical Marijuana Retail Stores to convert to a Dispensary if they so chose in the C-1N District. That really was the intention to allow it in that whole area that was previously the C1 District.

A motion was made by Councilor Nadeau, seconded by Councilor Maxfield, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

VIII. CONSENT AGENDA.

IX. UNFINISHED BUSINESS & GENERAL ORDERS.

23-056

To accept the resignation of the Assessor and for the Town Council to

express its appreciation for Ms. Elisa Marr's service.

Attachments: [23-056 Cover Sheet.pdf](#)

The Councilors thanked her for her service and wished her good luck going forward.

A motion was made by Councilor Nadeau, seconded by Councilor Reiner, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

23-057

To authorize the disbursement of \$6,675 from the Substance Prevention Grant Program Fund (1000-24047) to the Family, Fun, Fitness and Film Festival, for residents, families and youth, to have fun as well as receive educational prevention and recovery resources, as recommended by the Substance Prevention Grant Committee.

Attachments: [23-057 Cover Sheet.pdf](#)

[2023-01 Aug 2023 Family Fun Finess Film Festival Grant Application .pdf](#)

A motion was made by Councilor Nadeau, seconded by Councilor Kalogerakis, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

23-061

To adopt the South Windham/Little Falls Villages Master Plan.

Attachments: [23-061 Cover Sheet.pdf](#)

[Villages Master Plan Final Draft 03-27-2023.pdf](#)

Manager Tibbetts said this was a joint project the town did with the Town of Gorham. Gorham has adopted the Village Master Plan for their side of the river. He said the Council had a presentation on this about a month ago from the outside consulting group the town brought in to assist us. This just helps to guide us on some of the decisions we potentially will be making in the future as development continues in South Windham.

A motion was made by Councilor Nadeau, seconded by Councilor Maxfield, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

23-062

To approve a new Victualer's License application submitted by Benjamin Smith d/b/a Red City Ale House located at 8 Main Street.

Attachments: [23-062 Cover Sheet.pdf](#)

[Red City Ale House-Victualer's.pdf](#)

A motion was made by Councilor Nadeau, seconded by Councilor Kalogerakis, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

23-065 To make an appointment to the R.S.U. #14 School Board.

Attachments: [23-065 Cover Sheet.pdf](#)
[Title 20-A Section 1474 Vacancies](#)
[School Board - State Legislature Requirements](#)
[R.S.U.#14 Board App M Govoni.pdf](#)
[R.S.U.#14 Board App J Kellner.pdf](#)
[R.S.U.#14 Board App E Colby.pdf](#)
[R.S.U.#14 Board App E Bell-Watkins.pdf](#)

Council Chair Morrison explained that there was an opening on the RSU School Board with a remainder of about 5 months left of the term, and this seat will be filled as an interim position until this coming November. He thanked the four candidates who submitted their applications and showing interest. He said there is no real protocol to handing this proceedings, and so he read his recommendation on how to proceed. (See attached)

Town Clerk Linda Morrell pulled the numbers out of a cup and the candidates spoke in the following order:

First, Eric Colby, second, Erica Bell-Watkins, Third, Marge Govoni, Fourth, Joseph Kellner

Public Comment:

Wendy Brum wanted to address the process and said was a concern that there may be a conflict of interest. She said one of the runners here has a pairing here on the Board and she asked if Mr. Nadeau was going to recuse himself from the vote? She thinks that is important and she understands that Marge has run before, she didn't win. She believes the people have spoken.

Closed public comment at 7:04

Council Chair Morrison thanked the four candidates for submitting their applications. He appreciated them coming and sacrificing their evenings, and regardless of the outcome of tonight's vote, he would encourage them to run for the School Board come this November or any other positions that might be open on boards and committees.

Manager Tibbetts clarified the comment that was raised about the potential conflict of interest. In Maine when your spouse runs for a specific office or where you would vote on that, there would be a conflict of interest, but here in Maine where there is no marriage, there is no conflict of interest, and we have conferred with our attorney on this, so Councilor Nadeau does not need to recuse himself, and he is allowed to vote on any issue because he is not married to Marge.

Councilors thanked all the candidates for applying to fill the position.

Councilor Nadeau explained that this task was given to the Councils by the state. It is not something they would appreciate doing, it puts them in a bad place, and the candidates in a precarious position, and he apologized for that. It was something that when we went into an RSU the state gave to them. He said he understands how hard it is for all of them to stand up in front of them, and it is hard for them to sit there and pick somebody. He thanked them all.

Councilor Reiner nominated Joseph Kellner

Councilor Henry nominated Joseph Kellner

Councilor Maxfield nominated Marge Govoni

Votes for Joseph Kellner: 3 (Henry, Reiner, Morrison)

*Votes for Marge Govoni: 3 (Nadeau, Kalogerakis, Maxfield)
A tied vote fails.*

The Councilors gave their reasons as to why they voted for their particular candidate. With the tie vote, there was discussion to how they would proceed. Postpone the vote until Councilor Jones could be at the next meeting to have the full Council vote, or if one of the Councilors were to change their vote. It was agreed to take another vote to see if anything changed.

Councilor Reiner nominated Joseph Kellner.

Councilor Maxfield nominated Marge Govoni.

Votes for Joseph Killner: 3 (Henry, Reiner, Morrison)

Votes for Marge Govoni: 3 (Nadeau, Kalogerakis, Maxfield)

Council Chair Morrison said this will be voted on again at the next Council meeting on May 9. Eric Colby said he would withdraw his application as he did not want to go through it all again at the next meeting. Joseph Kellner said to make this easier he will be out of the country on May 9, so he will take his name out of the running and will run in November.

*Nominations were opened up again.
Councilor Maxfield nominated Marge Govoni.*

Votes for Marge Govoni: 6 - 0

Town Clerk Linda Morrell swore Marge Govoni into office.

23-068

To appoint Francesco Farinella to the Zoning Board of Appeals for a three-year term to end February 15, 2026.

Attachments: [23-068 Cover Sheet.pdf](#)

A motion was made by Councilor Reiner, seconded by Councilor Maxfield, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

23-069 To appoint Francesco Farinella to the Parks and Recreation Advisory Committee for a three-year term to end August 15, 2026.

Attachments: [23-069 Cover Sheet.pdf](#)

A motion was made by Councilor Kalogerakis, seconded by Councilor Reiner, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

23-070 To accept the public easements for Richards Road, Davidson Drive, Collins Pond Road, Emerson Drive, Fern Avenue and Sposedo Road identified by the Town as Designated Private Ways and that have met the criteria set forth by private and special law L.D. 1975, for the purpose of the Town's continued winter maintenance services on the defined public easement area.

Attachments: [23-070 Cover Sheet.pdf](#)

[Easements for Richards Rd Davidson Drive Secret Cove Road](#)

[Association_opt.pdf](#)

[Collins Pond Road easements CPWSRA_opt \(8MB\).pdf](#)

[Emerson Drive easements CPWSRA_opt \(14MB\).pdf](#)

[Fern Avenue easements CPWSRA_opt \(5MB\).pdf](#)

[Sposedo Road easements CPWSRA_opt \(7MB\).pdf](#)

Manager Tibbetts explained that this is the continued efforts that was set forth and started a little over a year ago to take all of our 101 roads, which we had been plowing for many years, and offering them the opportunity for us to continue that winter maintenance under the private and special legislation that was done with LD 1975. He said we still have about 8% of the roads that have had no real correspondence back from them or contact from them. That October deadline is coming fast, all the other roads the town has had contact with are somewhere in the process of fulfilling the requirements for LD 1975.

Public comment:

Margaret Cardosa - Sposedo Road wanted to give great gratitude and acclamation to Tammy Hodgman. She brought Tammy a beautiful bouquet of flowers for all of her hard work and for the sake of what Tammy has done, the extensive paperwork, it's dotted and it's crossed and what they went through for over 80 properties was exhausting. She said she lives in Portland so she can't vote for anyone, but would highly recommend Council Nadeau for pursuing this for the past few years; it was an honor to serve on behalf of the favor towards the legislation that she had spoke supporting this work, and she is grateful for what you can do for the neighbors.

A motion was made by Councilor Nadeau, seconded by Councilor Maxfield, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

[23-072](#) To appoint Phyllis Moss as the Town's Fair Hearing Authority for General Assistance Administration.

Attachments: [23-072 Cover Sheet.pdf](#)
[Right to fair hearing.pdf](#)

Manager Tibbetts said by Charter he is overseer of the poor, and Phyllis Moss oversees all of General Assistance. Phyllis and he discuss, if not on a daily basis, a weekly basis different issues that come up concerning general assistance. She is the person with boots on the ground and works with Rene and gets the job done. Sometimes there are hearings that need to be held and she is the right person to be doing that because she is there following this process all the way through. He recommends the Council appoint her as the Town's Fair Hearing Authority, and this will help us as we proceed through different cases.

A motion was made by Councilor Maxfield, seconded by Councilor Kalogerakis, that the Order be approved. The motion carried by the following vote:

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

X. Council Correspondence.

[CD 23-053](#) Maine Historic Preservation Commission - Babb's Bridge.

Attachments: [Maine Historic Preservation Commission 3.30.2023.pdf](#)

[CD 23-055](#) Designated Private Roads - Progress Report.

Attachments: [DPW easement stats 4.25.23.pdf](#)

[CD 23-054](#) Department Quarterly Reports.

Attachments: [Police 3rd quarter 2023.pdf](#)
[Public Works January - March 2023 Quarterly Report.pdf](#)
[Town Clerk's Quarterly Report.pdf](#)
[Code Enforcement Department Quartely Report 01-01-23 to 03-31-23.pdf](#)
[Parks and Recreation Quarterly Report January - March 2023.pdf](#)
[Be the Influence Town Update 23.pdf](#)
[Fire -Rescue Report 2023 First Quarter.pdf](#)
[Planning FY23 Q3 Report.pdf](#)
[Human Resources & Social Services Quarterly Report Jan- March 2023.pdf](#)
[Financial Reports Year to Date Revenues.pdf](#)
[Financial Reports Year to Date Expenditures.pdf](#)

[CD 23-062](#) Request for Street Lighting - Result of Application.

Attachments: [Heritage Lane Request for Street Light.pdf](#)

[CD 23-063](#) Be The Influence Events.

Attachments: [Jammin' for Mental Health Through the Arts May 3rd Event.pdf](#)
[Compassion Cures May 11 Event.pdf](#)

XI. Town Manager's Report.

Manager Tibbetts brought this back up for input from the Council, and after that he went back with staff to review some comments that have been posted, and he talked with staff to see what they thought and what would be the best scenario for the residents based on what they heard and what they had seen over the years. They are the real boots on the ground as to when people come in, when they wait in line and how do we help our residents to get through things quicker.

He thought doing the Monday - Thursday approach and being open from 7:00 to 5:00 on Monday and Wednesday, 7:00 to 6:00 p.m. on Tuesday, and Thursday being open from 7:00 to 4:00 would complete out the 40 hours for staff to be open to the public.

There are a number of other communities that are near us that are moving to the 4-day workweek. Cumberland has been doing it for a number of years along with Freeport, Falmouth, Biddeford, and Sanford. Gorham is pending and Cape Elizabeth will be making this decision shortly.

Part of the decision he came to is the fact that there are vacancies at the municipal level, at a number of different levels, in our community and others. To be competitive we need to be in that same realm of the towns that are similar to us. If we want top quality people, we need to think about how we are going to get them to come. It is not only about the dollar, it is also what you offer for a work life balance, that is what we are finding and it is important to show that. You also need to look at the accessibility for customer service, and how to best serve our residents. What he learned from staff is and prior to this when Windham did a four-day work week in 2008 they found the public comes earlier in the morning, and would need one evening to transact their business.

When we start at 8:00 that is when they need to be at work, so opening at 7:00, they will be here. Extending hours beyond 6:00 p.m., no one comes in past the 6:00 time.

Improving our accessibility while also making the town competitive and providing a better work balance really sets us up in the future to be able to better serve our residents. This will be done on a six-month trial basis, and see what we get for customer feed back as we work through this, and we may find that they may say they want something slightly different and we can make that change and move through it. This would start towards the end of June at a regular pay cycle, which would be June 21, 2023. This way we do not incur any additional costs for changing the hours in the day.

He received feed back from all departments and 99.9% of the comments have been positive. The only comment, in the beginning, was how we balanced out for the folks who have child care, and we have worked through that issue. He said he looked through the Charter and he is responsible for the direction of his employees, all departments and all staff and how we function and operate and that is how he came to that conclusion to move forward. There will advertising for 8 weeks to give the public plenty of notice, it will be an education process.

Councilor Reiner said he thought Barry made a more persuasive argument tonight than at the workshop last month. What he was annoyed about, after receiving the email, was how we got to this point right now. It was presented to the Council as a work session item, and they also heard about it on the Finance Committee and he knows it is something he is concerned about. The Councilors who were here that night expressed their concerns, made their recommendations and put themselves out on public notice for what they thought. There has been public comment in social media, questions he has answered by email, and we circle back to this whole thing and we don't need the Council approval. He didn't see any of the Council's concerns, such as being closed on Fridays, which hours when, and other comments people made.

Councilor Kalogerakis said the biggest thing for him is that we have to stay competitive, and he was not really happy about it, but if we don't do this and we are hiring for the same position as Gorham and they are on a four-day work week, we are not getting that person to come here, we kind of have to do it. He confirmed that the reason we are closing at 4:00 on Thursday is to keep it at 40 hours. He said the late day may not be busy, but please do not get rid of that, because he cannot get here at the current hours.

Manager Tibbetts responded to Councilor Reiner's comment, and said his intent was to never to divest or divert from the Council. He took the information that was provided, and he looked at the comments on the web. He went back to staff and asked them two or three very specific questions as to what was best for the residents, not you or your staff, what is the best times, and days to be open for them. He apologized and said it was not intended to be that way.

He said we have had positions that have opened up in Windham and he has reached out to try and fill some of them. He has already been told by a top candidate that he will not come to Windham because we do not have a 4-day work week, which is offered in other municipalities. If we want to be competitive, this is what we have to do. It is very difficult to fill municipal positions and he wants to be in the forefront. Staff is going to track statistics.

Councilor Kalogerakis said even if the late night is not that busy and there isn't a line, please do not get rid of that, as there are lots of people who cannot get here at the current hours.

Councilor Henry said he thought a lot of them were on the fence, and the late night helps and to do it as a trial and track the busy hours, that will help.

Councilor Maxfield said when he first heard it he was not for it but it was mostly jealousy. It sounds like people are going to change their lives and process and we do have to be competitive, it is getting harder and harder out there. He is glad for the late night for people. Make it a priority to let people know about online services, and on the front door have the sign with the hours and a number for someone who didn't know we were closed and give them a phone number to call and leave a message so they can be called back first thing Monday.

Councilor Morrison agreed that we do have to be competitive, we have other towns who have moved to this type of a schedule, we are improving our services, our hours of operation in the morning, one late evening, and yes, there will be a learning curve.

Councilor Nadeau said as a Town Manager you were given some explanations, some wants and needs. If someone has their fur standing up because they feel they have been bush whacked, he has to take offense to that and he does as a Councilor, because the Council's job is the Manager. The Manager's job is to run the town and if anyone thinks other than that, that they've been bush whacked, they are trying to micromanage.

Manager Tibbetts said he will work hard to be a better communicator. He does think to move in this direction is really important for this town.

Other items:

In regard to the sewer project they have had a lot of intense meetings over the last couple of weeks, and they have more to do this week. They will be back to the Council on May 9 with a summary of what they will call GMP1, which is the first phase of the investments we need to make in this project. GMP2, which includes expanding the collection system and the actual building of the plant. We will not have those numbers until September, but they will have pretty close approximation ranges on what those costs are.

They applied for a grant through Cumberland County for using the ARPA funds. The grant maximum was \$1.5 million, and we have received notification from them and are the apparent recipient of that award. There was a little confusion on the conditions of that grant and he has since had communication with the Cumberland County Manager and those conditions are not applicable to us, but they are still looking for some commitment from us towards some of the larger, broader initiatives of what they are trying to accomplish within Cumberland County. He believes they can successfully indicate that we are willing to work towards some of those initiatives. He will respond to them and indicate we do accept the award and will pledge to work to some of these broader initiatives, but they are not accountable where they can take back the grant if we do not reach them.

There was a lengthy article in the MMA magazine on how communities are dealing with dirt roads throughout the state, and they had heard what we are doing here in Windham and how we did the special legislation and how we are following through and where we are at. He gives a lot of credit to Tammy Hodgman, she is the one who tracked those 101 roads and really stayed on top of this. It is a nice feather in Windham's cap.

CD 23-066

4-Day Work Week.

Attachments: [Windham Four Day Work week .pdf](#)

XII. Committee Reports.

A. Council Subcommittees.

1. Appointments Committee.

No report.

2. Finance Committee.

Councilor Nadeau: You will see the budget tonight from the Manager and Finance Committee, which is being put forth unanimously.

3. Ordinance Committee.

Councilor Nadeau said there are a couple ordinances that were finished this evening and will be coming before the Council on Solar and buffer yards.

B. Other Committees.

1. Long Range Planning Committee.

Councilor Nadeau said they meet tomorrow to discuss the last Council's meeting on zoning.

2. Parks & Recreation Advisory Committee

Councilor Henry said they met on April 10. There is a lot happening, and Linda Brooks is doing an amazing job as well as the rest of the committee. There are several open opportunities that they are looking to fill. They had high school senior Rafael come in and presented several ideas for improvement to the skate park, some of which were large capitol funds and some that don't require much funding at all.

3. Windham Economic Development Corporation.

Tom Bartell spoke about two initiatives that they have going, both of which will be having meetings next week on May 5 at 10 a.m. They will meet with Michael Crane of Crane Associates to kick off the new Economic Development's Strategic Plan process.

They are working on the 10th year of a 5 year plan that they had done awhile ago. It is time for an update.

He has been working with a lot of people and the Age Friendly Committee looking at Affordable Senior Housing, in particular, as part of their work and part of the WEDC on the development side of things. They have been invited on Thursday, May 4 at 4 p.m. to the Larrabee Village Complex at Westbrook Housing to take a tour of the building and to help understand the process.

4. Highland Lake Leadership Team.

No report.

5. Natural Resources Advisory Committee.

No report.

6. Public Easement Advisory Committee.

No report.

XIII. Discussion Items.

***Minutes are not taken for Discussion Items.**

CD 23-064 MS4 Stormwater Permit required Land Use and Post-Construction Stormwater Ordinance Amendments

Attachments: [Memo MS4 Permit Ordinance Amendments.pdf](#)
[Stormwater Management Official Draft 4.7.23.pdf](#)
[Site Plan Review Official Draft 4.7.23.pdf](#)
[Subdivision Review Official Draft 04.7.23.pdf](#)

CD 23-061 Finance Committee's Proposed Budget for FY2023-2024.

Attachments: [FY 23-24 Expenditure Detail](#)
[FY 23-24 Expenditure Summary](#)
[FY 23-24 Revenue Detail](#)
[FY 23-24 Revenue Summary](#)
[Windham Budget 23 24 revised Final.pdf](#)

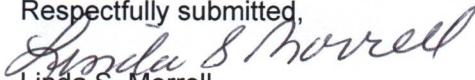
XIV. Agendas & Scheduling.**XV. ADJOURN.**

A motion was made by Councilor Henry, seconded by Councilor Reiner, that they be adjourned. The motion carried by the following vote at 9:25 p.m.

In Favor: 6 - Councilor Nadeau, Council Chair Morrison, Councilor Reiner, Councilor Henry, Councilor Maxfield and Councilor Kalogerakis

Absent: 1 - Councilor Jones

Respectfully submitted,


Linda S. Morrell
Town Clerk, CCM