

SELECT BOARD MEETING

TOWN OFFICE at 6:30PM

Wednesday, January 28, 2026

Join Zoom Meeting

<https://us06web.zoom.us/j/82714774705?pwd=29fqCdVW5iwLVoqqSDPnFBIGfcsSbt.1>

Meeting ID: 827 1477 4705

Passcode: 520047

1.	Call to Order:	Establish Quorum:
2.	Accept Minutes of the January 14, 2026 Regular Meeting.	
3.	Visitor's Comments:	<ul style="list-style-type: none">• Ferry Service Update• Sea Level Rise Update• Update on Up Island Public Safety Garage• Update on Public Safety Renovations
4.	Upcoming Meetings and Subcommittee Reports: <ul style="list-style-type: none">• Planning Board: February 9, 2026• AD HOC Peak Season Ferry Ticket Meeting: February 2 at 10:30am• Islesboro Economic Sustainability Corp: February 3 - 4pm	
5.	Town Manager Report:	Correspondence:
6.	Old Business: <ol style="list-style-type: none">1.2.	
7.	New Business: <ol style="list-style-type: none">1. Renew Tarratine Club Liquor Licenses for Golf Club and Yacht Club.	
8.	Other Business: <ol style="list-style-type: none">1.	
9.	Approve Warrant: FY#26- 16	
10.	Appointments: Housing: Jennifer Selendy	
11.	Chair Comments:	Individual Selectmen's Comments:
12.	EXECUTIVE SESSION: Pursuant to 1 M.R.S.A. § 405 (6)(A) to consult with Town Manager on personnel issue.	
13.	Adjourn	

W: AGENDA 1 28 2026

MEMBERS:

CHAIR Shey Conover 2026	Peter Anderson 2028	Stephen Pendleton 2027	Melissa Burns 2026	Peter Rothschild 2028
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Town Office Meeting Room & via Zoom
Wednesday, January 14, 2026 @ 5:30 PM

DRAFT MINUTES

Members Present:

Chair Shey Conover, Peter Rothschild, Stephen Pendleton, Vice Chair Peter Anderson (5:32), Melissa Burns (5:32)

Others Present:

Town Manager Janet Anderson

Others Present via Zoom:

Elizabeth Hayden, Daniel Tutor, Jordy Watson, Daniel Frohling

Call to Order: Chair Shey Conover called the meeting to order at 5:30 PM, and a quorum was established.

Minutes of December 31, 2025, Regular Meeting.

MOTION BY P. Rothschild, seconded by S. Pendleton, to approve the minutes of December 31, 2025 Regular Meeting, as written. No discussion. Motion passed, 3 yes, 0 no. Unanimous.

VISITOR COMMENTS/PETITIONS

None.

FERRY SERVICE UPDATE

S. Conover stated she sent a thank-you letter to the MDOT representatives who came to Islesboro for the ferry design presentation on December 16th.

SEA LEVEL RISE UPDATE

S. Conover stated she had no update.

MUNICIPAL BUILDING PROJECT: UP-ISLAND PUBLIC SAFETY GARAGE, & PUBLIC SAFETY RENOVATION UPDATE

Up-Island Public Safety Garage: S. Pendleton reported that Murt asked about a schedule for completion. They are estimating it to be completed in July.

P. Anderson asked about the plumbing issue at the library. J. Anderson stated that something was plugged in the septic. They had to dig a hole, and they replaced the pump. P. Anderson added that this ties in with the discussions about the role of Facilities

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Manager. The position for the Health Center ended, and we were supposed to return to this topic and figure out the scope of the position for the future. The library issue highlights that we should consider that role to be more than just the Health Center.

J. Anderson stated that the position held by Tom Michaud ended December 31st, but she had originally looked for it to go through June 30th. Until Tom hears from the board that he is to continue, he begs off of it.

P. Anderson stated that he thinks we should figure out what we're doing with the Facilities Manager position. S. Conover added that as we enter budget season, it would be helpful to have a review from Tom of what we learned, and what we still need, so we can have a thoughtful discussion about what the staffing should be like to meet the needs of all the facilities.

S. Pendleton requested this be added to the next agenda. M. Burns suggested Tom and Jordy be invited to the discussion.

Jordy Watson explained the library backflow issue and the steps taken to address it. Jordy contacted several people. JT Zlotkowski determined that the pump was frozen, and that's what tripped the breaker. He replaced the pump, which had not been active for some time, so the pipe was jammed. Jordy and Tom had to dig a hole to get to the cover.

Public Safety Renovation: Carrie Reed reported that Laura & Michael Giardino came to the Public Safety facilities to re-measure. They will create alternative floor plans for the next phases of the renovation.

UPCOMING MEETINGS AND SUBCOMMITTEE REPORTS

- Planning Board: January 26th, 5:00pm.
- Select Board Zoom with Auditor re: FY24 Audit: January 28th, 1:30pm.

TOWN MANAGER REPORT

- Packet included Agenda for 1/14/26 and Minutes of 12/31/25 Select Board Regular Meeting.
- Committee Minutes
 - 11/6/25 Housing Committee minutes
 - 12/18/25 draft Harbor Committee minutes
- Correspondence
 - 1/7/26 email from Philo Hutcherson re: replacing Betty Johnson's seat on the Waldo County Commissioners.
 - 1/13/26 letter from Barbara Arseneau, Waldo County Clerk, on the passing of District 1 Commissioner Betty Johnson. Gov. Mills will appoint a replacement.

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- 1/12/26 letter that They sent to Nathaniel Benoit and William Geary following the December 16th DOT presentation on the new ferry proposal under consideration.
- Handouts:
 - Bar Harbor Wealth Management 12/31/25 sub-accounting report.
- Manager:
 - Phone call 1/13/26 from Waldo County Commissioner Kevin Kelley. He and Sheriff Jason Trundy are planning to come to the island to visit with the Select Board and anyone else.
 - M. Burns asked about the purpose of the visit. J. Anderson replied that they want to talk about Waldo County and the budget. The budget vote was postponed.
 - S. Conover stated it would be helpful to get a sense of anything in particular they would like to talk about, so we can be prepared. Given the amount of money we pay to Waldo County every year, it doesn't hurt to have a conversation to understand each other's concerns more. If that can translate to more services from Waldo County, all the better. She proposed the 23rd or the 30th at 2:00, or on the 28th in the morning.
 - M. Burns added that if they want to talk about the budget, it would be beneficial to have Brian Bohanon in the meeting. It may be a good idea to have Fred Porter at the meeting, too, as he is knowledgeable about law enforcement agreements.
 - S. Pendleton suggested putting together a list of talking points.
 - Billy Shore Drive stabilization project is complete except for spring landscaping.
- Warrant #15

CORRESPONDENCE

Covered in Town Manager report.

OLD BUSINESS

1. None

NEW BUSINESS

1. None

OTHER BUSINESS

1. Public Safety Discussion.
 - P. Anderson stated that it's an interesting coincidence that we have contact from the Waldo County Sheriff right now. He asked J. Anderson about the

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current situation with Public Safety, both Law Enforcement & EMS. A lot of people have been asking questions as to an official statement from the Town. We're a week past when we were told Fred was back on duty, but it appears he is not.

- J. Anderson replied that she overspoke at that point. Things didn't go as she had planned. He should be back in another week or so, but she's waiting to hear back from someone. She can't discuss it, as it's a personnel issue. She added that no one from the community has asked her about it. She said people can call her.
- P. Anderson stated that he's content with what we have for law enforcement here. While he wouldn't want to expand it, he recognizes the value of having a system in place that we can call on. He's wondering about the plan going forward, and a timeline.
- J. Anderson replied that she can't put a specific timeframe on it. For now, if there's a problem, people need to call 911 for an emergency or Waldo County Dispatch at 338-2040 if it's not an emergency. This is on the phone greeting. Jeanne Porter has been in charge of the Ambulance Service, so there hasn't been a lapse.
- P. Anderson requested that the Select Board be kept in the loop.
- S. Conover stated that it's nice to have Waldo County support, and it will be good to have a conversation with them to express our appreciation.
- M. Burns asked what the statement from the board will be, for when we are asked about Fred. J. Anderson said to have people call her, and she will answer. Fred is on Administrative Leave.
- S. Conover stated that it's important to be clear. We obviously can't have all the information, but it's helpful if we can be provided with an updated status as soon as possible so that we feel prepared to answer in whatever way we can, recognizing that as members of the Select Board, people will reach out to us.

APPROVE WARRANT: FY26 #15

MOTION BY P. Anderson, seconded by S. Pendleton, to approve Warrant FY26 #15. No discussion. Motion passed, 5 yes, 0 no. Unanimous.

APPOINTMENTS:

Ad Hoc "Subsidizing Peak Season Ferry Tickets" Committee.

MOTION BY S. Pendleton, seconded by P. Anderson, to appoint John King, Gabe Pendleton, Dave Dyer, Peter Willcox, and Brian Bohanon to the Ad Hoc Subsidizing Peak Season Ferry Tickets Committee. No discussion. Motion passed, 5 yes, 0 no. Unanimous.

CHAIR COMMENTS

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S. Conover: No comments.

VICE-CHAIR COMMENTS

P. Anderson: No comments.

INDIVIDUAL SELECT BOARD MEMBER COMMENTS

P. Rothschild: No comments.

M. Burns: No comments.

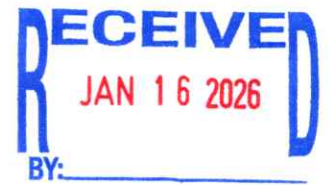
S. Pendleton: No comments.

Motion by P. Rothschild, seconded by M. Burns, to adjourn meeting at 5:59 PM. No discussion. Motion passed, 5 yes, 0 no. Unanimous.

Respectfully Submitted,

Carrie Reed
Secretary

**Lighthouse Committee Minutes
December 18, 2025**



Attendance: Ed Bacon, Catherine Demchur-Merry, Yvette Reid, Rachel Rolerson-Smith, and Melissa Burns via Zoom

Ed began the meeting by thanking Rachel for decorating the lighthouse with Christmas decorations. The minutes of the October 30th meeting were approved.

Michael Clayton was thanked for allowing the use of his workshop for the Black Friday sales. The sales were very successful, totaling \$2,371.48.

Catherine and Yvette wrote the appeal letter. Catherine was able to include a QR code in the letter, making it easier for the public to make contributions. The QR code and the appeal letter were also added to the website. A copy of the letter has been attached. Thus far the amount received is \$19,375.

In the realm of fund raising, an artist has offered to give the committee three copies of a watercolor of the lighthouse which we could sell. The artist usually sells these prints for \$350 each.

The boat house needs to be returned to its foundation, and the town's insurance policy will pay for this. In addition, the boat house needs to be raised two feet and anchors attached to it. Also, light fixtures should be installed in the boat house. There is a need for electrical outlets to be installed on the outside of the Sailors' Museum for the holiday decorations. This work will all be done at a later time.

Exit signs have been installed in the lighthouse and the Sailors' Museum. Ken is restoring one of the museum windows. Ed and Yvette will review the by-laws to determine if a change needs to be made in regard to membership qualifications.

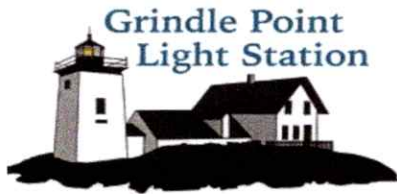
There was a discussion of the interpretative panels to be placed in the lighthouse tower. It was suggested that there should be QR codes which would have an audio file describing the view looking in different locations. Also, compass locations should be painted on the floor.

A possible new exhibit for next summer would involve a collaboration with the Historical Society displaying old nautical charts with comments from various boat captains.

Catherine is going to order a new self-inking stamp for the passport books. A lighthouse calendar for 2027 was discussed. Lastly, Rachel is going to put plywood on the front of the museum entrance door to protect it during storms.

The next meeting will be on Thursday, January 29th, at 3:00 P.M.

Respectfully submitted,
Yvette L. Reid



Grindle Point Lighthouse Committee
P.O. Box 76, Islesboro, ME 04848
grindlelight.com

November 13, 2025

Dear Friend of Grindle Point Lighthouse,

Protect and Preserve Grindle Point Lighthouse

Our treasured lighthouse needs your help. The weather and marine environment have taken a toll on the lighthouse which was built in 1875. A recent inspection revealed significant damage to the foundation, some of which is shown in these images.



This damage threatens the structural integrity of the lighthouse and the historical legacy it represents. That is why the Lighthouse Committee is launching an appeal to fund this project. Your donation will help preserve this iconic symbol of Islesboro.

Our goal is to raise \$100,000 for this project. With your support, we can ensure that the Grindle Point Light shines brightly for generations to come.

Please, make your tax-deductible donation by scanning the QR code below, visiting our website at grindlelight.com, or mailing your check using the enclosed donation envelope. Please make your check payable to Town of Islesboro and include "lighthouse" on the memo line.

Thank you for your generosity and for joining us in this important work. Together, we can protect and preserve Grindle Point Lighthouse.

The Lighthouse Committee
Ed Bacon - Chair, Yvette Reid- Secretary
Michael Clayton, Catherine Demchur-Merry, Jim Mitchell,
Rachel Rolerson-Smith, Ken Smith,
Melissa Burns – Ex-officio Select Board



Islesboro Energy Committee
Regular Meeting
Tuesday, December 9, 2025
In-Person and Zoom Meeting at 5:15 PM

☒ APPROVED
1/13/26

MINUTES

1. Call to Order

Chair Harriet Bering called the meeting to order at 5:15 pm.

2. Establishment of a Quorum

Quorum was established with over 4 members

Members Present: Chair Harriet Bering, Vice Chair Bill Thomas, Monica Mullins, Kathy Kerr, Janis Petzel,

Members Present via Zoom: Cressica Brazier, Holly Fields, Trevor Blackford (5:23)

Members Absent: Ava Schlottman, Peter Rothschild, Ex Officio

Others Present: Elizabeth Dyer

Others Present via Zoom: None

3. Approval of minutes from previous meeting: November 10, 2025.

Motion: To approve the Minutes of November 10, 2025, as amended, K. Kerr, seconded by J. Petzel.

2. No further discussion. Roll Call. Motion passed, 7 yes, 0 no.

4. Project updates

a. Fire station

- Bill sent a detailed update via email. He summarized that he called several contractors: Chris Bolduc, Evergreen Home Performance, Mike Clayton, Ron Gallant, Eric Tierney, Andy Staples, and Bill Shoppe. Chris and Mike said they didn't have time to do it. Eric didn't get back to Bill. The other three did, but they have not yet given a quote. Bill has been in contact with Evergreen Home Performance Rep Nate Spectre, who is trying to put together a quote for the insulating work. He requested the quote be broken down into two forms: one for just the repair of the doorway and weather sealing of the room, and one for insulating the room, because we discovered that there's no insulation in any of the walls or ceiling. Waiting for quotes.

b. Health Center Solar

- Harriet reported that we got a proposal from Sundog Solar, but by Town law, we need to do a formal RFP for a project of this magnitude. Cressica will be working on that.
- Cressica added that before we release an RFP, we need to ensure that we can have the permitting in place. She stated she sent the document outlining the pre-RFP steps.

c. EV chargers – Holly

- Holly reported that she spoke with Shaun from SolarLogix today. He is planning on coming out on Thursday to make sure the wiring is in place. He asked if we had acquired the chargers yet.
- Harriet stated she thought it was part of the contract that he would get those.
- Holly stated she called him back to get clarification on that and left a message. She will follow up with him.

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5. ETIPP Update

- Harriet reported that yesterday was the ETIPP onboarding meeting, which provided an overview of the process. We have Skye Butterson-Dunn, who is our regional partner at the Island Institute, and a regional lead at what is now known as the National Laboratory of the Rockies (NLOR), formerly the National Renewable Energy Laboratory (NREL). The lead will bring in the technical experts.
- The first few months will be spent on scoping the project, working with us to define exactly what we want for the end product. They explained that they're not going to create a shovel-ready blueprint, but they will develop enough of a technical plan that we'll be able to use when we look for funding or developing RFPs.
- There will be regular meetings every two weeks, and we'll try to keep everyone updated on what's happening.
- Kathy asked the group to summarize what the committee had after first round of ETIPP.
- Janis explained that we applied to this round because we had done the low-hanging fruit of the first round, and we weren't sure where to go next. The process made us take stock of what energy inputs we have, what we wanted to do, how much it would cost, etc. They set up different scenarios at the end. If we went fully renewable energy to cover the whole island, it would have been exorbitantly expensive. They suggested a middle road between all fossil fuel and all renewable energy—renewable energy plus backup generators with diesel. They also gave us the general idea of how much solar we would need to install to cover our needs.
- Bill added that they crystallized what we already knew and gave us boundaries on the cost of things. The biggest plus was that we had outside support for some of the ideas, and justification from experts, for the kind of approach we were considering before we went into the process.
- Janis stated that with this round, we're taking the best-case scenario, refining it, and figuring out what we need to actually do it. Since we've done the initial work, they don't think the scoping will take as long as with some other communities.
- Harriet added that the idea is to create a plan for a microgrid that can perhaps be implemented incrementally. We've discussed having a microgrid around the Town Center, or one up island, and getting a better handle on the technical parameters.

6. MAINECAN Conference

- Harriet stated that Cressica has been involved with the Maine Community-based Energy & Climate Action Network (MAINECAN), which is hosting the Maine Sustainability and Water Conference in Augusta at the end of March. They've asked if we're interested in participating.
- The event will focus on three initiatives: home-energy coaching, community coordinators, and vulnerability assessments. They also want to highlight the diverse array of community-specific projects we have been working on over the last year. They need to know by December 19th. It would take some work to put something together to present.
- Cressica stated that we would just need to send in a couple of sentences that state we're interested and we're working on several projects we'd like to share. Then we can talk in a subgroup about what format we want that to take. One of us could just record it by talking to one of the support team members, or we could take our posters to the conference if we decide to go in person. There are options we can talk about later if we get a foot in the door now.

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- Monica offered to help summarize the trifold posters created for a previous event.
- Bill proposed that we participate in the event.
- Janis feels that the committee needs more hands. She's at the limit of what she can do. We have a lot going on, and it would be helpful to have more hands on-deck.
- Bill suggested writing two sentences now and having the discussion later.

**Motion to participate in MAINECAN, B. Thomas, seconded by K. Kerr. No discussion. Roll Call.
Motion passed, 8 yes, 0 no, Unanimous.**

7. Maine Island Coalition Report

- Janis circulated a report via email. There are three grant opportunities coming up, one that is due at the beginning of January, so it's likely too late for that one.
- There were three representatives from Islesboro, plus Elizabeth, who attended the meeting.
- Even if those grants don't apply to what we're doing, it would be good to pass the information to other groups. This past meeting focused on Emergency Management, so Janis forwarded the report to Fred Porter.

8. Event Subcommittee Update

- Janis thanked everyone who's been working as part of the Event Subcommittee
- Janis stated we will be participating in the ICC Holiday Market, which is this coming Saturday, December 13th. We will have a table set up, and Alan Cross will be there with some batteries. Janis was hoping to have a bulk-buy signup for batteries at the table, but it's too complicated. Alan agreed to do a more extensive talk in February.
- The table will also have the poster, decorated for Christmas, and LED lightbulbs for people who sign up for a home energy coach visit (which means we have to get this program going).
- Cressica and Elizabeth have been doing online Electric Coach training through Rewiring America. We're hoping to get people interested in DIY weatherization workshops, like we did at Carrie's house. We will have some weatherization materials and equipment at the ICC table for show & tell, to get people thinking about what they can do in their houses.
- Once the holidays are over, the subcommittee will meet to discuss ideas for summer and fall.
- Harriet stated we talked about recruiting someone who might be a good speaker for the Forum. They are actively signing speakers up now. She mentioned it to Peter Rothschild.
- Kathy stated she has some leads from Patrick O'Bannon. She will also reach out to Nakomis Nelson to see if she can get in touch with the Selendys.
- Bill suggested Satchel Toole might be a good spokesperson. He's central to the Efficiency Maine programs, and we have a good relationship with him.
- Kathy clarified that we are looking for someone who would have knowledge in the combination of historic preservation and energy efficiency, to appeal to the summer community.
- Trevor stated he knows an architect who has done retrofit work to turn historic barns into passive houses. He will try to get his contact info.
- Holly has an idea to get batteries to loan out, similar to how the library loans other equipment.
- Discussion about details Alan might like to talk about for his talk in February.

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[Trevor left the meeting at 5:41.]

9. Island Fellow Update

- Elizabeth reported that this month, she is working with the Event Subcommittee. Part of that work has been making a handout about energy at home. We've been working through the data from the home energy survey that went out last year, and Cressica has been helping with that. The handout will include ways to alleviate the expense of heating a home, and will have a blurb about what the Energy Committee is working on for the coming year, such as the battery backup talk and DIY opportunities.
- Working on the handout lent itself into generating a technical report of the home energy survey, because there was a lot of information gathered by the survey. Elizabeth will be going through every question in there, and writing a detailed report about the information and what we can learn from that. This will hopefully be done next month. The goal is to have a bank of data visualizations and data in general that we can pull to make other handouts in the future, and to have talking points for folks who have questions.
- We talked last month about the Energy Committee possibly doing an Adult Ed program. We have a lead on a meeting with Haley, possibly Thursday, to discuss potential topics for an adult ed course for March. Possible topics: How to Read Your CMP Bill, Energy Coaching Sessions, Tips for Electrifying Your Home, What is a Microgrid?, etc. If any members of the committee would like to lead any of these classes, please talk to Elizabeth.
- Elizabeth reported that she is also working with the ETIPP team. Our next step is figuring out stakeholder connections and communicating with the community about our project.
- For the other part of her fellowship, she is working on youth programming. For the ICC Holiday Fair, she will be making sustainable, recycled-fabric gift wrap with the kids in the Kid Zone.
- Janis added that Elizabeth has been working hard and is ahead of schedule for what they had plotted out for the fellowship.

10. Budget Review & Discussion

- Harriet distributed a budget summary sheet. Brian Bohanon has one line in the Town budget for the Energy Committee, with various things that have been charged to it. He has the Prize balance as a separate account.
- We received the rebates for the library heat pumps. Those and the fire station heat pumps both came in under budget after the rebates. We are still working on the other fire station upgrades.
- When we requested this much money, it was because we were anticipating moving the generator to an outdoor enclosure. It turned out that Murt didn't want to do that. We will simply seal off the existing generator room to reduce heat loss in the station. We hope this will also come in under budget.
- The EV chargers should come in under budget.
- The secretarial fees are being handled differently by the Town, so that's no longer part of the Energy Committee budget.
- We've spent about \$2,000 on community events. There are still some expenses from Window Dressers, including making a donation, which will come from the Prize money.

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- The Prize balance is separate, and we have more leeway with that as well as the money we will be getting from the ETIPP program.
- We have a meeting January 9th to talk about how we want to plan for using this money as well as what we will need for next year in the budget from the Town.
- Bill asked if there is any possibility of reallocating excess from this year to the installation of the solar array at the Health Center. Harriet replied that she thinks that's something we could do. There's a separate budget for the Health Center Solar Array, which is part of the CDS grant. The estimate we got from Sundog Solar was around \$178,000, but it's possible that the final cost could be more than that.
- Harriet invited the group to brainstorm ideas ahead of the budget meeting in January.
- Bill suggested the Town consider purchasing the streetlights from CMP. Camden and other local communities have done this. The town manager of Camden was positive about the benefits of doing this, and can put us in touch with the electrician who did the work for them.
- Monica suggested purchasing a generator or batteries for the Up-Island garage. Carrie stated that there is a plan in place for the generator.
- Bill stated we could push for a solar array for the Up-Island garage. We could also foster the future use of a hydronic heat pump for the floor.
- Harriet asked Cressica to talk about the budget for the Prize money. Cressica explained that it has \$25K for planning or design studies, and there's about \$20K left for the Energy Coordinator services. We have to discuss with Brian what's in that budget now, because there have been some discrepancies in the rollover. The last component should have been about \$5K for partner services. We have exhausted the materials and activities funding, which was originally \$10K. For Window Dressers and other projects that are outstanding, we'd have to go into the other funding categories, but it's another kind of service.
- Harriet explained that there's \$50K with the ETIPP award, which we will not get all at once. It gets paid out at different phases of the project as we go along. We created a schedule for payment. The initial payment will be about \$15K. They are paying us for the work involved in doing the project, and we can use that money for whatever we think is appropriate toward getting that done, and that can be things like sending some people to a conference, or materials we want to buy. We might use it for having surveys done for the properties that we'd like to use for the solar arrays.
- Harriet will send email soliciting ideas for the budget meeting in January. Janet sends out budget requests at the beginning of February. Then we have to make a case to the Select Board.

11. Other Business

- Bill provided an update on solar output and electric billing.
- For the library, there has been no report from the website since August. He has been in touch with SolarLogix. They know what the problem is, and they keep putting off when they're going to come fix it. This is important because we get a lot of electricity that CMP does not see, as it has been produced behind the meter. We don't know what that is, because we don't know what the array is doing. For Bill's home, CMP sees 40 – 60% of what his array produces.

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- For the Health Center, there is a problem determining what the demand is. There were two billing segments October, one short and one long, but CMP entered equal amounts of kilowatts for each billing segment, which is not a proportional distribution of demand. The total for the month was 37.6 kW for the demand charge, which is a lot. Bill inquired about why they apportioned the numbers equally across disproportionately sized periods of time, and he's waiting for a response. This month demand is high—36 or 37. There is no hope of getting us under the 20kW per month limit for a year so that we can get the Small Building designation. It's important to decrease the demand of that building. They charge a rate for every kilowatt hour that's used, plus the supply charge.
- Monica asked if the Health Center is included in the contract we entered with Maine Power Options. Cressica replied that the contract was not renewed, and it was only for the supply charge, not demand.
- Bill stated that this makes the proposed solar array all the more important, or an appropriate use of batteries.
- Elizabeth found that there is an analysis tool that can be used to figure out demand.
- Bill stated that he discovered that the way the cascade works is that all the output from each of the four arrays goes into the pool, which is represented in the Salt Shed bill. That is the only bill we get that accumulates credit for the cascade. Each month, there is an allocation sequentially to the various ten accounts, and you play out the total until it's gone. Last month, we covered just about all the bills with solar production. This month, we didn't, because the Health Center got no allocation. It makes sense to do this analysis every three or four months.

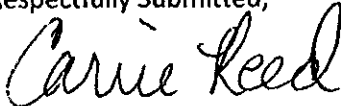
12. Next regular meeting: January 13th, 2026. Budget planning meeting: January 9th.

13. Adjourn

Motion to adjourn meeting at 6:12 pm, B. Thomas, seconded by M. Mullins. No Discussion. Roll Call.

Motion passed, 7 yes, 0 no, Unanimous.

Respectfully Submitted,



Carrie Reed, Secretary

TOWN OF ISLESBORO
P.O. Box 76 • 150 Main Road • Islesboro, Maine 04848
(207) 734-2253 • Fax (207) 734-8394

Janet R. Anderson
Town Manager
manager@townofislesboro.com

January 16, 2026

While Fred is still on Administrative Leave here are how his responsibilities are distributed. I will update on the status of his leave as it changes.

And I want to apologize for the email (and any consequences it created) I sent out stating that Fred was back – that was a mistake as there was a miscommunication with Kristin Collins.

Public Safety

Follow normal instructions on Fred's phone 734-6787

If it's an emergency call 911; If not call Waldo County 338-2040

I called Waldo County Sheriff Jason Trundy this morning and asked for some Waldo County presence out here until Fred returns.

Ambulance Service:

Same policy – call 911 if emergency. Jeanne Porter is in charge along with Health Center providers.

FIRE DEPT. is always willing to assist on any calls.

Public Works: Animal Control – if a deer etc. is hit.

Protocols

Title 30-A: MUNICIPALITIES AND COUNTIES

Part 2: MUNICIPALITIES

Subpart 3: MUNICIPAL AFFAIRS

Chapter 123: MUNICIPAL OFFICIALS

Subchapter 6: MUNICIPAL EMPLOYMENT

§2702. Personnel records

1. Confidential records. The following records are confidential and not open to public inspection. They are not "public records" as defined in Title 1, section 402, subsection 3 ([./1/title1sec402.html](#)). These records include:

A. Except as provided in this paragraph, applications, resumes, letters and notes of reference, working papers, research materials, records, examinations and any other documents or records and the information they contain, solicited or prepared either by the applicant or the municipality for use in the examination or evaluation of applicants for positions as municipal employees.

(1) Notwithstanding any confidentiality provision other than this paragraph, applications, resumes and letters and notes of reference, other than those letters and notes of reference expressly submitted in confidence, pertaining to the applicant hired are public records after the applicant is hired, except that personal contact information is not a public record as provided in Title 1, section 402, subsection 3, paragraph O ([./1/title1sec402.html](#)).

(2) Telephone numbers are confidential if they are designated as "unlisted" or "unpublished" in an application, resume or letter or note of reference.

(3) This paragraph does not preclude union representatives from access to personnel records that may be necessary for the bargaining agent to carry out its collective bargaining responsibilities. Any records available to union representatives that are otherwise covered by this subsection must remain confidential and are not open to public inspection; [PL 2025, c. 111, §§6, 7 (AMD).]

B. Municipal records pertaining to an identifiable employee and containing the following:

(1) Medical information of any kind, including information pertaining to diagnosis or treatment of mental or emotional disorders;

(2) Performance evaluations and personal references submitted in confidence;

(3) Information pertaining to the creditworthiness of a named employee;

(4) Information pertaining to the personal history, general character or conduct of members of an employee's immediate family;

(5) Complaints, charges or accusations of misconduct, replies to those complaints, charges or accusations and any other information or materials that may result in disciplinary action. If disciplinary action is

taken, the final written decision relating to that action is no longer confidential after the decision is completed if it imposes or upholds discipline. The decision must state the conduct or other facts on the basis of which disciplinary action is being imposed and the conclusions of the acting authority as to the reasons for that action. If an arbitrator completely overturns or removes disciplinary action from an employee personnel file, the final written decision is public except that the employee's name must be deleted from the final written decision and kept confidential. If the employee whose name was deleted from the final written decision discloses that the employee is the person who is the subject of the final written decision, the entire final written report, with regard to that employee, is public.

For purposes of this subparagraph, "final written decision" means:

- (a) The final written administrative decision that is not appealed pursuant to a grievance arbitration procedure; or
- (b) If the final written administrative decision is appealed to arbitration, the final written decision of a neutral arbitrator.

A final written administrative decision that is appealed to arbitration is no longer confidential 120 days after a written request for the decision is made to the employer if the final written decision of the neutral arbitrator is not issued and released before the expiration of the 120 days; and

(6) Personal information, including that which pertains to the employee's:

- (a) Age;
- (b) Ancestry, ethnicity, genetic information, national origin, race or skin color;
- (c) Marital status;
- (d) Mental or physical disabilities;
- (e) Personal contact information, as described in Title 1, section 402, subsection 3, paragraph O (../1/title1sec402.html);
- (f) Personal employment choices pertaining to elected payroll deductions, deferred compensation, savings plans, pension plans, health insurance and life insurance;
- (g) Religion;
- (h) Sex, gender identity or sexual orientation as defined in Title 5, section 4553, subsection 9-C (../5/title5sec4553.html); or
- (i) Social security number.

Such personal information may be disclosed publicly in aggregate form, unless there is a reasonable possibility that the information would be able to be used, directly or indirectly, to identify any specific employee; and [PL 2019, c. 451, §3 (AMD).]

C. Other information to which access by the general public is prohibited by law. [PL 1987, c. 737, Pt. A, §2 (NEW); PL 1987, c. 737, Pt. C, §106 (NEW); PL 1989, c. 6 (AMD); PL 1989, c. 9, §2 (AMD); PL 1989, c. 104, Pt. C, §§8, 10 (AMD).]

1-A. Investigations of deadly force or physical force by law enforcement officer. The name of a law enforcement officer is not confidential under subsection 1, paragraph B ([./30-A/title30-Asec2702.html](#)), subparagraph (5) in cases involving:

A. The use of deadly force by a law enforcement officer; or [PL 1991, c. 729, §7 (NEW).]

B. The use of physical force by a law enforcement officer resulting in death or serious bodily injury. [PL 1991, c. 729, §7 (NEW).]

In cases specified in paragraphs A ([./30-A/title30-Asec2702.html](#)) and B ([./30-A/title30-Asec2702.html](#)), regardless of whether disciplinary action is taken, the findings of any investigation into the officer's conduct are no longer confidential when the investigation is completed and a decision on whether to bring criminal charges has been made, except that if criminal charges are brought, the findings of the investigation remain confidential until the conclusion of the criminal case.

[PL 1991, c. 729, §7 (NEW).]

2. Employee right to review. On written request from an employee or former employee, the municipal official with custody of the records shall provide the employee, former employee or the employee's authorized representative with an opportunity to review the employee's personnel file, if the municipal official has a personnel file for that employee. These reviews shall take place during normal office hours at the location where the personnel files are maintained. For the purposes of this subsection, a personnel file includes, but is not limited to, any formal or informal employee evaluations and reports relating to the employee's character, credit, work habits, compensation and benefits which the municipal official may possess. The records described in subsection 1, paragraph B ([./30-A/title30-Asec2702.html](#)), may also be examined by the employee to whom they relate, as provided in this subsection.

[PL 1987, c. 737, Pt. A, §2 (NEW); PL 1987, c. 737, Pt. C, §106 (NEW); PL 1989, c. 6 (AMD); PL 1989, c. 9, §2 (AMD); PL 1989, c. 104, Pt. C, §§8, 10 (AMD).]

3. Constitutional obligations of a prosecutor. Notwithstanding this section or any other provision of law, this section does not preclude the disclosure of confidential personnel records and the information contained in those records to the Attorney General, a deputy attorney general, an assistant attorney general, a district attorney, a deputy district attorney, an assistant district attorney or the equivalent departments or offices in a federal jurisdiction that are related to the determination of and compliance with the constitutional obligations of the State or the United States to provide discovery to a defendant in a criminal matter. A person or entity participating in good faith disclosure under this subsection or participating in a related proceeding is immune from criminal and civil liability for the act of disclosure or for participating in the proceeding.

[PL 2013, c. 201, §3 (NEW).]

SECTION HISTORY

PL 1987, c. 737, §§A2,C106 (NEW). PL 1989, c. 6 (AMD). PL 1989, c. 9, §2 (AMD). PL 1989, c. 104, §§C8,10 (AMD). PL 1989, c. 402, §3 (AMD). PL 1991, c. 229, §3 (AMD). PL 1991, c. 729, §7 (AMD). PL 1997, c. 770, §3 (AMD). PL 2013, c. 201, §3 (AMD). PL 2019, c. 451, §3 (AMD). PL 2025, c. 111, §§6, 7 (AMD).

The Revisor's Office cannot provide legal advice or interpretation of Maine law to the public.
If you need legal advice, please consult a qualified attorney.