

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

APPROVED
3/11/26

MINUTES

Members Present:

Chair Shey Conover, Vice Chair Peter Anderson, Melissa Burns, Stephen Pendleton,
Peter Rothschild

Others Present:

Town Manager Janet Anderson, Ken Smith, Daniel Frohling, Murt Durkee, Janice Leach,
Josh Leach, Josh Linscott

Others Present via Zoom:

Jordy Watson, Tom Michaud, Bob Kochan, Kate Misenheimer, Bonnie Hughes, Dylan
Purington, Laura Staines Giardino

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

Minutes of February 11, 2026, Regular Meeting.

**MOTION BY P. Rothschild, seconded by M. Burns, to approve the minutes of February
11, 2026 Regular Meeting, as written. No discussion. Motion passed, 5 yes, 0 no.
Unanimous.**

MOMENT OF SILENCE FOR ARCH GILLIES

S. Conover stated that we want to recognize Arch Gillies, who passed away recently.
Arch was a tremendous resource for the Town over decades, helped us accomplish many
capital projects, and was an advocate for the community, locally and broadly within the
Penobscot Bay Region.

VISITOR COMMENTS/PETITIONS

Daniel Frohling stated that he would like to salute the Board for passing the tax
abatement last week, and the Town Manager for her important involvement in it. It
shows a caring community, and its caring leaders looking after neighbors. It's a reason
why Islesboro is a great place to live, and why people should want to move here.

FERRY SERVICE UPDATE

S. Conover reported that she's heard the DOT might be willing to consider a new
recommended name for the MCS replacement ferry. We can add to the agenda for the
next meeting to give a suggestion for a new name for the new vessel.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

SEA LEVEL RISE UPDATE

S. Conover had no update.

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

Up-Island Public Safety Garage: S. Pendleton reported that things are moving along well. They've built out a framework for the offices. The electricians were involved in putting in drops for the electrical. Motion-sensitive lighting is being installed outside. Everything seems to be moving ahead of schedule.

Public Safety Renovation: S. Pendleton reported that the updated design has been approved by all the stakeholders. We're moving forward with the existing funds to execute on that. Some additional layouts will require additional funding in the future.

UPCOMING MEETINGS AND SUBCOMMITTEE REPORTS

- Ad Hoc Peak Season Ferry Tickets Committee: February 27th, 10:30am
- Recreation Committee: March 4th, 3:15pm
- Housing Committee: March 5th, 5:00pm
- Planning Board: March 9th, 5:00pm.
- Energy Committee: March 10th, 5:15pm

TOWN MANAGER REPORT

- Packet included Agenda for 2/25/26 and Minutes of 2/11/26 Select Board Regular Meeting.
- Committee Minutes
 - 1/13/26 Energy Committee minutes
- Correspondence
 - 2/24/26 email from Ken Smith re: Harbor Committee requests.
- Handouts:
 - Draft budget workshop calendar –verify times.
 - Copy of Town posting from June 2021 when Arch Gillies retired from the Select Board, in memory of his passing February 14th.
- Manager:
 - Working on budget.
- Warrant #18

CORRESPONDENCE

Email from Ken Smith from the Harbor Committee with recommendations for entering into agreement with Town Moorings for mooring maintenance, tracking and invoicing. Email also recommends implementing a mooring fee, and amendments to the ordinance.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

Ken Smith stated the Committee would like the Select Board's support in having a system where we manage the moorings in the two Town anchorages, Seal Harbor and Grindle Point. We have roughly 150 moorings between the two places. Over time, we've had difficulty pulling data together, including owners, names, coordinates, mooring number, type of mooring, type of boat, etc. This system will organize all the data. The Committee proposes charging a minimal mooring fee the first year with the new system, to increase over time. The software can handle such complexity. Once we get the data into the system, it will be easy to maintain. The boatyards will probably do most of the work. Lincolnville uses this company and is very happy with them. It's a three-year contract for \$800/year, which seems to be a good deal.

P. Anderson stated that the company provided us with a lot of information at two Harbor Committee meetings. They seem eager to work with us at the ground level of a development program. There was discussion about manually gathering and tracking the mooring data, which isn't practical. If we're going to charge mooring fees, this is a great way to keep a record of that and alleviate pressure for the office staff.

S. Pendleton stated that if the purpose of the software is to better manage the two areas that have congestion, we want to make sure we're locating everything properly. He would not approve of charging for all the moorings around the island. Fees that help us manage more congestive areas are appropriate. If we charge \$25, that will total \$3,750, which will offset the \$800 annual fee significantly. The idea is making sure those areas are laid out properly and safely. He doesn't want moorings to become a tax burden.

Ken Smith anticipates it will take about a year to implement the system.

J. Anderson asked who would maintain the computer system. Ken answered that the company will, and she will have access to it.

Dylan Purington stated he will do the initial data entry. Ken explained that some of the billing will be automatic.

S. Conover stated that if we approve this conceptually during the first year of implementation, there will need to be close coordination with the Town Office to make sure that invoicing and other things are done in a way that is as minimally time-invasive as possible.

Dylan added that he met Randy Kilmon from Town Moorings at the Harbor Masters' Conference last year. They're a new company, and they're eager. Matt Deane, the Deputy Harbor Master in Lincolnville, has had nothing but positive things to say about Town Moorings. It's Dylan's understanding that we give them a list of coordinates, and they will input it into the system. It's a subscription, so if we don't like it, we can cancel. Dylan supports the idea from an organizational standpoint. He would like the Town to build a kitty for maintaining the harbors. Dylan is curious about where all the moorings are around the whole island, but that is not part of this introductory phase.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

S. Conover stated that Islesboro Marine Enterprises services moorings in Lincolnville, so she has experience logging into the system that Lincolnville uses. It is relatively easy and straightforward. For a small investment, she would support this exploration of moving forward over the coming year.

Discussion about moving to support all three aspects of the Harbor Committee's request: Town Moorings subscription, implementing mooring fees, and minor wording changes to the ordinance. S. Conover clarified that supporting the proposed ordinance changes would trigger the Harbor Committee holding a public hearing in order for this to move forward for Town Meeting. S. Pendleton suggested putting them forward as three separate items.

MOTION BY P. Anderson, seconded by P. Rothschild, to support the Harbor Committee as they continue to investigate ordinance changes for meeting times and mooring ownership, and encourage them to investigate Town Moorings software, and we will later discuss a mooring fee system. No further discussion. Motion passed, 5 yes, 0 no. Unanimous.

OLD BUSINESS

1. Discuss City of Rockland Ordinance regarding Federal Immigration Enforcement
 - P. Rothschild stated that this was suggested at the ACLU presentation at the library. However, he doesn't know what policies we already have that protect people's data. The idea that anybody could have access to other people's personal data, either through the tax assessor's office, school, or anywhere else, is inappropriate.
 - J. Anderson stated we don't have anything in particular that addresses this. We have policies about elections that are in place at the state level.
 - J. Anderson stated she talked with Maine Municipal Association (MMA) and asked if there are any new state laws that have to do with immigration that towns should be aware of. There are a few bills working their way through the system. She also tried to get in touch with Aaron, the ACLU rep who was at that meeting, but hasn't heard back from him yet.
 - S. Conover suggested doing more research and putting it back on the agenda when we have additional context.
 - J. Anderson stated she can also try to talk with someone in Rockland.
 - M. Burns stated the Waldo County Commissioners have something similar on the back burner. She's more comfortable waiting to see what they will do. She would like us to be in line with the Waldo County Sheriff's office.
 - S. Pendleton stated that in the State of Maine, there must be a standard data protection overlay on towns. It would be good to know what those are as an umbrella, as opposed to one specific thing on immigration. Personal information is protected under HIPAA, PII, and other regulations. Do we need anything additional? There should be a very detailed individual data, identity protection, or overview of what we have in place.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

- J. Anderson stated she will reach out to Kate Dufour, an attorney at MMA.
 - S. Conover stated that we will table this until we have specific information on local data protection, and information on Waldo County's ICE enforcement.
2. Discuss a Public/Private Partnership for Affordable/Workforce Housing
- S. Conover stated that P. Rothschild has asked to table this discussion.
 - P. Rothschild feels that it's important, symbolically, for the Select Board to express enthusiasm for supporting affordable housing. He has heard from the chairperson at Islesboro Affordable Properties (IAP) that they would like to consider at their next board meeting any request or support from the Town.
 - P. Rothschild added that he believes the Town of Islesboro needs to recognize that the need for workforce housing is perhaps the most important issue before the community. The idea that the Town has not expressed support monetarily is troublesome. He met with Tom Tutor. He and the IESC are have expressed enthusiasm in matching this.
 - S. Conover stated that we have time before we finalize the budget.
 - P. Rothschild stressed that, in terms of the future of this community, this is probably the central issue. New teachers are going to need a place to live, and the workforce population is great demand. This is the way to address it.
 - S. Pendleton agreed.
 - S. Conover agreed and stated that affordable housing is an important issue. She appreciates Peter continuing to coordinate between IAP, the Town Housing Committee, and IESC. Everyone leading these efforts is doing a good job in trying to work together to move this forward. She also appreciates IAP's thoughtfulness in wanting to have a plan in place to make sure that resources that go to them are done as thoughtfully as possible.
 - S. Conover stated we will add this to the agenda when we have a more specific proposal.

NEW BUSINESS

1. Open Bid for 2026-2031 Snow Plow Contract.
- Joshua Linscott submitted the only bid for the contract.
 - \$1,975,000 for five years. He's broken the annual bid amount down by year, starting with \$385,000 for the first year, and ending in \$405,000 for year five.
 - Board members went over the packet with the list of items required.
 - The packet is missing proof of compliance with the Federal Drug & Alcohol regulations.
 - There is proof of general liability insurance, but not proof of Workers' Comp.
 - M. Burns noted that at least one of the drivers listed lives on the mainland. She asked Josh Linscott if he has a plan for how to get drivers here for overnight plowing. Josh replied that he has accommodations lined up.
 - The current contract is \$900,000 for five years. This proposal is more than double that.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

- Discussion about equipment. Josh stated he will have a front-end loader.
- S. Conover stated it looks like we're going to need some additional information in order to be able to award a bid.
- M. Burns asked if the bid includes a breakdown of the justification of cost. This has been provided in the past. S. Conover replied that the request didn't ask for one.
- M. Burns stated that she has a hard time with doubling our plowing budget. Her understanding is that we can either ask the bidder if they would like to provide justification for it, and give them a chance to defend the bid, or just put it to a vote to accept or decline.
- S. Pendleton stated we would have to talk to the attorney on the proper procedure. If it meets all the requirements, we could do a Best and Final Offer (BAFO) and provide whatever information we want. But it doesn't meet all the requirements.
- S. Conover stated that we can't approve it at this meeting not having the complete required bid package.
- S. Pendleton explained to Josh Linscott that he's required to answer the questions in the package properly so the response answers those things thoroughly, which allows us to determine if it meets the requirements.
- P. Anderson read from the RFP: "Contractor will provide evidence that he *can* provide Workers' Compensation insurance in accordance with the standards... If following the Maine Workers' Compensation Commission standards, Workers' Compensation insurance is not required, then the contractor shall so provide this documentation to the Town instead." P. Anderson asked if he is actually required right now to show he has active Workers' Comp.
- S. Conover replied that he needs to show a letter from MEMIC or other insurance that it's possible to acquire it. That evidence needs to be presented at the time of bid submission.
- Josh Linscott stated that he has general liability through his business, and they've told him to call if he hires someone, and they'll be covered.
- S. Conover stated that, in order for the bid package to be complete, we need a letter from the insurance company on Workers' Comp. and a letter that says the Town can be listed as co-insured on the plan.
- S. Conover added that it's difficult to think about doubling of a price for snow removal, while at the same time, recognize that it's a limited pool, and it's important to secure someone to get the job done.
- Josh Linscott pointed out that one truck rigged is over \$250,000.
- M. Burns stated that if these are the prices that we are going to be faced with, an in-depth look into the Town purchasing equipment and doing its own plowing with the Public Works crew needs to be in the conversation.
- P. Rothschild stated there's a big disparity between the current contract price and this bid. There hasn't been anything like that in terms of inflation.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

- S. Conover stated that if we have someone who's going into it but doesn't have the equipment, that's what we're seeing in the increase in cost.
- Josh confirmed that this is part of the reason for the price. He's buying some of Babe's equipment, but some of it is worn out and will have to be replaced within five years.
- Jordy Watson referred to the suggestion of using Public Works for plowing the roads, and stated that there are only two Public Works employees. P. Anderson replied that we would hire a seasonal crew in this case.

MOTION BY S. Pendleton, seconded by M. Burns, to decline the bid by Joshua Linscott and repost the request for proposals, due to the incomplete package and high price. Discussion as below. Motion passed, 5 yes, 0 no. Unanimous.

- S. Conover stated that there is shared risk in the contract approach. If we are looking for more things than the attachment required, we want to make sure we detail that out.
- M. Burns clarified that she is not asking for a breakdown of the justification to be required, she just wanted to see it if it was already in the package.
- P. Rothschild stated that from what he understands, the bidder has to acquire the equipment, and that's reflected in the price.
- Josh stated that it's not all because of the equipment. Payroll can be \$80,000 to \$150,000. Maintenance could be \$25,000 to \$50,000.
- P. Anderson asked if it would be appropriate to encourage people to include justifications for their breakdowns, not as a requirement, but the more information, the better.
- J. Anderson asked if we want to change the duration of the contract.
- S. Conover stated that for the kind of investment that's required, trying to do a year-to-year thing is unfair.
- P. Anderson doesn't think we need to change anything on the request. We just need to wait until we get a more complete submission.
- S. Conover stated she would hate to lose the bid. It would be nice to have a complete bid package to review. She hopes Joshua will resubmit a bid in the new round.

Post-vote discussion:

- Bob Kochan suggested adding a penalty clause in the contract, in case the bidder doesn't comply. For example, if he doesn't plow one day because his people didn't show up. If a person doesn't have references, how do we know he can comply? Drivers have not been hired yet. What about their track record?
- M. Burns stated that Josh is an active driver for our current contractor, and has that license. Two of his drivers listed are also actively employed with the current contractor. Those things were in there.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

- P. Anderson added that there is a note in the RFP that explains that prior to every meeting in which we disburse a payment, we discuss the prior month's work and whether to approve payment. There is opportunity to discuss quality of work.
- S. Conover stated this is a good point and something to review. It's good standard language to have in the contract.
- J. Anderson added that we could also require a performance bond.
- S. Pendleton suggested reviewing the re-post before it goes out.
- Jordy Watson encouraged the Board to investigate the cost associated with starting anew. If we're requiring a breakdown, we should be aware of what that breakdown is, and all the costs.
- S. Conover agreed. We need to do some research to understand how to compare what it would take to do. She thinks we will be surprised at how much it costs.
- Josh Leach stated that the Town has some leverage in buying equipment. We've done it with the vehicles. The Town pays a lesser rate if we buy new. How much of the bid is new vs. new equipment price? The Town of Hope this past year did not accept the bid because it was too high. They found it was less expensive to buy equipment. He added that he would be willing to be one of the drivers for the Town, if need be.
- S. Conover stated that if the Town took this on, it would increase the burden on Public Works, so we would need to make sure we're budgeting appropriately from a staffing perspective. We would consider all of the costs in restructuring.
- Josh Leach added that the Town could use a front-end loader at the Transfer Station in addition to snow removal. It could be used year-round.
- Dylan Purington added that, as a young business owner, he understands how costs go up. Babe has had a fleet for decades and Josh is doing numbers to try to get a comparable fleet going. He can see how it's more expensive. It'll be up to the Board to decide if that's going to work.
- Tom Michaud asked why the Select Board hasn't already looked into the cost of all this to get a point of reference prior to bidding process. M. Burns stated the previous contract is the point of reference. P. Anderson added that none of us expected a bid to come in at double the price of what it was five years ago. Inflation and tariffs are more in the 15-20% range. This caught us all off guard, and is our motivation to go back and figure out what is realistic.
- M. Burns stated that if we are potentially looking at funding the startup of someone else's business, the discussion is now whether to put money towards another person who, in five years, doesn't have to resubmit for a contract, or do we want to look at building our own fleet with workers.
- Tom reiterated that the current Public Works department only has two workers. Adding plowing is astronomical to ask of two people.
- S. Conover clarified that that's not what's being suggested at all. This recognizes that if we were to take this on, we would have to budget for new staff. This is not putting one more thing on what we understand to be already very full plates.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

- Daniel Frohling asked about how bids are posted, and if there's a way to do it so more bids come in. J. Anderson explained that we send it out on Constant Contact and post around town. She also mailed it to three or four individuals.
- S. Conover stated that one thing raised some discomfort in her while reviewing the bid. It's bolded that there must be at least two drivers with a CDL who are actively employed to plow. There are different ways to view "actively employed." It could just say there must be at least two drivers with a CDL. J. Anderson replied that this is how the attorney wrote it. M. Burns suggested it's leaning towards having experience with plows.
- Janice Leach stated that, whether we do a contract or hire employees, she hopes the Town implements a drug testing policy. S. Conover replied that there is a compliance requirement in the package, for the beginning of each season.
- J. Anderson will send around an updated draft. S. Conover would like this to be done in timely manner to inform the budget process.

2. Renewal of Waldo County Mutual Aid Agreement (5 years)

- Murt explained that every five years, they want signatures. Dale Rowley at Waldo County EMA is the one who keeps tabs on it. The language is the same. This gives us mutual aid with Waldo County companies, and we still have a good-standing mutual aid arrangement with Knox County. We have both counties for our benefit at very little cost. They don't expect us to reciprocate, because they know they can shortchange us quickly.
- Murt added that his father started mutual aid with Knox County around 1960. Waldo County was still poor then, but now they've got good equipment, new stations, and good training. We get top-notch firefighters when they come.
- Murt thanked the Board for signing. While aid is often an hour away, it provides relief after our department is spent, and that's valuable.

MOTION BY M. Burns, seconded by P. Rothschild, to approve the Waldo County Mutual Aid Agreement. No discussion. Motion passed, 5 yes, 0 no. Unanimous.

OTHER BUSINESS

1. None.

APPROVE WARRANT: FY26 #18

MOTION BY M. Burns, seconded by S. Pendleton, to approve Warrant FY26 #18. No discussion. Motion passed, 5 yes, 0 no. Unanimous.

APPOINTMENTS:

- None.

Islesboro Select Board
Regular Meeting
Town Office Meeting Room & via Zoom
Wednesday, February 25, 2026 @ 5:30 PM

CHAIR COMMENTS

S. Conover: Thanks to everyone for lots of discussion for a full agenda.

VICE-CHAIR COMMENTS

P. Anderson: No comments.

INDIVIDUAL SELECT BOARD MEMBER COMMENTS

S. Pendleton: No comments.

P. Rothschild: No comments.

M. Burns: Congratulations to the Islesboro boys for making it so far in their basketball season. They ended fourth—great representation! Now we're into volleyball season.

Motion by P. Rothschild, seconded by M. Burns, to adjourn meeting at 7:04 PM. No discussion. Motion passed, 5 yes, 0 no. Unanimous.

Respectfully Submitted,



Carrie Reed
Secretary