

CITY COUNCIL MEETING NOTICE AND AGENDA

Notice is hereby given that the City Council of Caribou will hold a City Council Meeting on **Monday, January 3, 2022**, in the Council Chambers located at 25 High Street, **6:00 pm**.



THE MEETING WILL BE BROADCAST ON SPECTRUM CABLE CHANNEL 8 & 1301 AND THE CITY OF CARIBOU YOUTUBE CHANNEL.

- 1. Roll Call**
- 2. Invocation/Inspirational Thought**
- 3. Pledge of Allegiance**
- 4. Swearing in of Elected Officials**
- 5. Election of Council Chairperson/Mayor and Deputy Mayor for 2022** page 3
- 6. Public Forum (PUBLIC COMMENTS SUBMITTED TO THE CITY CLERK PRIOR TO 430PM ON THE MEETING DATE WILL BE SHARED WITH THE COUNCIL DURING PUBLIC FORUM. Email dbrissette@cariboumaine.org)**
- 7. Bid Openings, Awards, and Appointments**
 - a. Drawing for the 2022 City of Caribou dog licensing award by Mayor page 4
 - b. Appointment of City Administrative Officers page 5
 - i. City Manager
 - ii. City Treasurer
 - iii. City Tax Collector
 - iv. City Clerk & Registrar of Voters
 - v. Overseer of the General Assistance Program
 - vi. City Auditor
 - vii. Legal Officer(s)
 - c. Approval of Administrative Appointments page 6
 - i. Deputy City Clerk
 - ii. Deputy Treasurer
 - d. Appointment of Members to Community and Advisory Boards page 7 – 36
 - i. Airport Advisory Committee (3)
 - ii. Board of Assessors (1)
 - iii. Caribou Housing Authority Board of Commissioners (1)
 - iv. Caribou Utilities District (2)
 - v. Cary Medical Center Board of Directors (4)
 - vi. Caribou Hospital District Trustees (1)
 - vii. Library Board of Trustees 1-year term (1)
 - viii. Planning Board (2)
 - ix. Recreation Commission (2)
 - x. Zoning Board of Appeals (1)
 - xi. Voter Registration Board of Appeals (2)
- 8. New Business & Adoption of Ordinances and Resolutions** page 37 – 46
 - a. Discussion and Possible Action Regarding 2022 Council Meeting Calendar
 - b. Discussion and Possible Action Regarding Collection of Property Tax Prior to 2022 Commitment Date
 - c. Discussion and Possible Action Regarding Manager Authorization to Approve Treasurer Warrants
 - d. Discussion and Possible Action Regarding Authorization to Provide a Tax Club for 2022
 - e. Discussion of City Council member appointments to City Council committees and liaison roles
 - f. Discussion of City Council priorities for 2022
- 9. Reports and Discussion by Mayor and Council Members**
- 10. Executive Session(s)** (May be called to discuss matters identified under 1 MRSA §405.6)
- 11. Next Meeting: TBD** (see agenda item 8a)
- 12. Adjournment**

If you are planning to attend this Public Meeting and, due to a disability, need assistance in understanding or participating in the meeting, please notify the City ten or more hours in advance and we will, within reason, provide what assistance may be required.

Certificate of Mailing/Posting

The undersigned duly appointed City official for the municipality of Caribou City hereby certifies that a copy of the foregoing Notice and Agenda was posted at City Offices and on-line in accordance with City noticing procedures.

BY: _____ Danielle Brissette, City Clerk



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: Mayoral and Deputy Mayor Election for 2022
DATE: December 30, 2021

As required by the City Charter¹ the Council needs to elect from among the Council members a Chairperson/Mayor and a Deputy Mayor/Chairperson for 2022.

Ballots will be distributed for written submission for the two positions, votes will be counted immediately upon collection and certified by the City Clerk.

¹ Caribou Charter, Section 2.03

**CARIBOU ADMINISTRATION
25 HIGH STREET
CARIBOU, ME. 04736**



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: Dog Licensing Raffle
DATE: December 30, 2021

The City Clerk's office incentivized dog owners to license their dogs before the first of the year by including all licensees in a prize drawing for \$50 of veterinary services. Licensees were told the Council would select the winner during their first meeting in January.

Proposed Action:

The newly elected Mayor will randomly select the \$50 prize winner during the Council meeting.



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: Appointment of Administrative City Officers for 2022
DATE: December 30, 2021

The City Charter requires several city positions to be appointed by the Council². It is recommended that the following individuals be appointed to the following offices for 2022.

Penny Thompson	City Manager ³ (Appointed to an indefinite term per charter)
Carl Grant	City Treasurer ⁴
Carl Grant	Tax Collector ⁵
Danielle Brissette	City Clerk ⁶ and Registrar of Voters
Danielle Brissette	Overseer of General Assistance
Felch & Company LLC	City Auditor ⁷ (for 2021, competitive bid needed for 2022-2024)
Solman & Hunter	City Legal Officer ⁸ (General)
Bernstein Shur	City Legal Officer (Personnel and Collective Bargaining)

Note: State statute⁹ also requires the City Council to appoint a local Health Officer for a 3-year period. Fire Chief Scott Susi was appointed to be the City Health Officer through 2022.

² Caribou City Charter, Section 2.19

³ Caribou City Charter, Section 3.01

⁴ Caribou City Charter, Section 2.19(a)(1)

⁵ Caribou City Charter, Section 2.19(a)(4)

⁶ Caribou City Charter, Section 2.19(a)(2)

⁷ Caribou City Charter, Section 2.19(a)(3)

⁸ Caribou City Charter, Section 4.03

⁹ M.R.S. Title 22. Chapter 153, Section 451.1

**CARIBOU ADMINISTRATION
25 HIGH STREET
CARIBOU, ME. 04736**



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: Appointment of Administrative City Officers for 2022
DATE: December 30, 2021

The City Charter provides that certain positions are to be appointed administratively but receive approval from the City Council. Administration is seeking approval of the City Council for the following administrative appointments in 2022.

Cherie Garman	Deputy City Clerk ¹⁰
Holli Doody	Deputy Treasurer ¹¹

¹⁰ Caribou City Charter, Section 2.07

¹¹ Caribou City Charter, Section 2.19(a)(1)

**CARIBOU ADMINISTRATION
25 HIGH STREET
CARIBOU, ME. 04736**



MEMO

TO: Caribou City Council Members
FROM: Danielle Brissette, City Clerk
RE: Citizen Board Appointments
DATE: December 28, 2021

We have received lots of interest in our open Citizen board positions. All citizen Board appointments are 3-year terms with the following exceptions:

Caribou Library Board of Trustees is a 5-year term by charter; however, this is a seat that has been resigned and there is only a 1-year term remaining, this would make the appointment for 1-year.

The Voter Registration Board of Appeals is a 2-year term by state statute. We have received a recommendation from the Republican board to appoint Chris Lydon to replace John Shaw on the board. The third position on the board is a clerk appointment and was formerly filled by Judy-Ann Corrow. I would like to appoint Judy-Ann Corrow to continue this position.

We have received an application for The Airport Advisory Committee by Tom Goetz, he is currently on the board with a term ending 12/31/2022. On the Caribou Housing Authority board of Commissioners, we have received an application from Gail Michaud, and she is currently on the board with an expiration of 12/31/2022.

CITIZEN BOARD APPOINTMENTS

BOARD / COMMISSION	CONTACT PERSON	SEATS OPEN	TERM ENDING 12/31/2021	APPLICANT	TERM LENGTH
Airport Advisory Committee	P. Thompson & D. Lausier	3	David J. Barbosa	John Gibson	Three (3) Years
			Mark Jones	Tom Goetz ⁺	
			Hugh Kirkpatrick	Dr. John Karod	
				David Barbosa	
Board of Assessors	P. Thompson	1	John Weeks	John Weeks	Three (3) Years
Caribou Housing Authority Board of Commissioners	L. Plourde	1	Heather Bartlett	Heather Bartlett	Three (3) Years
				Gail Michaud ⁺	
				Tim Stohlberg	
Caribou Utilities District	H. Kirkpatrick	2	Jay Kamm	Jay Kamm	Three (3) Years
			Philip J. McDonough II	John Swanberg	
Cary Medical Center Board of Directors	P. McAfee	4	Christopher Bell	Christopher Bell*	Three (3) Years
			Dr. Shawn Laferriere	Dr. Shawn Laferriere*	
			Neal Griffeth	Jane White-McCall*	
			Susan White	Neal Griffeth*	
Caribou Hospital District Trustees	P. McAfee	1	Paul Camping	Doug Plourde*	Three (3) Years
				Paul Camping	
Caribou Library Board	P. Baldwin	1	Jane Foster - resigned	Heather Hale	One (1) Year
Planning Board	K. Murchison & D. Lausier	2	Amanda Jandreau	Samantha Paradis	Three (3) Years
			Daniel Bagley	Daniel Bagley	
				Amanda Jandreau	
				Travis Michaud	

CITIZEN BOARD APPOINTMENTS - continued

BOARD / COMMISSION	CONTACT PERSON	SEATS OPEN	TERM ENDING 12/31/2021	APPLICANT	TERM LENGTH
Recreation Commission	G. Marquis	2	Kyle Corrigan	Travis Michaud	Three (3) Years
			Troy Barnes	Troy Barnes*	
				Kyle Corrigan*	
Zoning Board of Appeals	K. Murchison	1	Donald Cote	Travis Michaud	Three (3) Years
Voter Registration Board of Appeals	D. Brissette	3	Gary Sanfacon	Gary Sanfacon	Two (2) Years
			John Shaw	Christopher J. Lydon*	
			Judy Ann Corrow		
			(clerk appt)		

* Indicates a recommendation follows

+ Indicates applicant is already appointed to the board / commission with an unexpired term



CITIZEN BOARD APPLICATION

Name: John Leibson
Physical Address: 260 Van Buren Rd Caribou ME 04736
Mailing Address: Same
Phone Number: Home _____ Cell ²⁰⁷ 551-2501 Work 493-4328
Email: Hatcreektravel@gmail.com

Professional or Civic Activities (include other committees you have served on):

Professional Firefighter 20+ years
Emergency Management
Travel & Aviation enthusiast

Education: High School - some college - trade school - Firefighter

Present Employer Name & Address: Aroostook County Emergency Management Agency 158 Sweden St Caribou

Job Title: Deputy Director / Deputy Fire Chief

I am interested in serving on the following committee(s): Airport Advisory Committee

Are you willing to serve on ANY committee if needed? Yes No

John Leibson 11/29/21
Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Tom Goetz
Physical Address: 1754 New Sweden ME RD
Mailing Address: Woodland, ME 04736
Phone Number: Home 896 56 Cell 75 Work
Email: tgoetz@maine.vv.com

Professional or Civic Activities (include other committees you have served on):

Commercial Instrument Rated Pilot
A SEL A MEL FLT instructor
Hangar owner
AIRCRAFT OWNER
Current

Education: Master's Degree FACILITY MANAGEMENT

Present Employer Name & Address:

N/A

Job Title: N/A

I am interested in serving on the following committee(s):

AIRPORT ADVISORY COMMITTEE

Are you willing to serve on ANY committee if needed?

Yes

No

Tom Goetz 12/8/21
Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICANT

PINES
HEALTH SERVICES

John W. Karod, MD
Diplomate of the American Board of Urology

163 Van Buren Road
Caribou, ME 04736

Ph: (207) 498-8678
Fax: (207) 493-7725

www.pineshealth.org

207-691-3713 jkarod@gmail.com

Name: Dr. John Karod

Physical Address: 644 Main St Caribou, ME 04736

Mailing Address: same

Phone Number: Home _____ Cell 207 691 3713 Work 207 498 8678

Email: jkarod@gmail.com

Professional or Civic Activities (include other committees you have served on):

None locally (no town committees)
Multiple previous hospital committees

I am a local physician, and I am a pilot
actively using the airport, and merely a hangar.

Education: BS, MD UMaine Undegrad Biochemistry / Honors
UMM Coll of Medicine

RennStark Breisler Coll of Medicine (Residency)

Present Employer Name & Address:

Pines Health Care

Job Title:

Staff Physician (Urology)

I am interested in serving on the following committee(s):

Airport Advisory Committee

Are you willing to serve on ANY committee if needed?

Yes

No

Maybe

John W Karod MD
Signature of Applicant

12/14/2021
Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: David J. Barbosa
Physical Address: 78 Lynn Drive
Mailing Address: Caribou, ME 04736
Phone Number: Home 498-0962 Cell 546-8854 Work
Email: DBarbosa@MSAD24.org

Professional or Civic Activities (include other committees you have served on):

Caribou Airport Committee
CAP - Last 20 years

Education: BA - Sci

Present Employer Name & Address:

Van Buren High School

Job Title: Math / Sci Teacher

I am interested in serving on the following committee(s):

Airport Committee

Are you willing to serve on ANY committee if needed?

Yes

No

Signature of Applicant

Date

[Handwritten Signature]

12-21-21

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: John Weeks
 Physical Address: 11 Main Street RD Caribou
 Mailing Address: 7 (p 8-014)
 Phone Number: Home _____ Cell _____ Work _____
 Email: Jweeks50@Maine.net com

Professional or Civic Activities (include other committees you have served on):

Member of Town Dept 30 years
President Caribou Chamber of Comm. 2 years
Member Caribou Rotary 1 year
Trustee of Caribou Mason Temple 20 years
Board of Trustees Mason Temple Caribou

Education: High School

Present Employer Name & Address: Retired

Job Title: W.F.A

I am interested in serving on the following committee(s):
Board of Selectmen

Are you willing to serve on ANY committee if needed? Yes No

[Signature] _____
 Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Heather Bartlett
Physical Address: 31 Crosby Ave Caribou Me 04736
Mailing Address: _____
Phone Number: Home _____ Cell 207-325-4996 Work _____
Email: Heatherbartlett-713@hotmail.com

Professional or Civic Activities (include other committees you have served on):

Education:

Present Employer Name & Address:

Care and Comfort 180 Main St Westerville Me

Job Title: Personal Support Services
PSS Supervision Coordinator

I am interested in serving on the following committee(s):

Section 8 housing board

Are you willing to serve on ANY committee if needed?

Yes

No

Heather Bartlett
Signature of Applicant

12/1/2021
Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Gael Michaud
 Physical Address: 58 W Gate Rd #3
 Mailing Address: same
 Phone Number: Home _____ Cell 227 9791 Work _____
 Email: psaughton1020@gmail.com

Professional or Civic Activities (include other committees you have served on):
Board of Commissioners (Caribou Housing)

Education:
Asst in Child Psychology

Present Employer Name & Address:
NA

Job Title:
NA

I am interested in serving on the following committee(s):

To provide input on planning decisions, making a difference in the community, providing impact on decision making in the best interest of the city
 Are you willing to serve on ANY committee if needed? Yes No

Gael Michaud 11/29/21
 Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Tim Stohlberg
 Physical Address: 234 Bailey Rd.
 Mailing Address: 496-3551 / 999-1548
 Phone Number: Home _____ Cell _____ Work _____
 Email: tstohlberg@gmail.com

Professional or Civic Activities (include other committees you have served on):

CADRES - Court Alternative Dispute Resolution Services
2010 - Present Work throughout the state
mediating Family matters, Small Claims, and FEWDs
(EVICTIONS)

Education:

Master of Divinity 1994

Present Employer Name & Address:

Preserve Isle Congregational Church, Preserve Isle, Maine

Job Title:

Pastor

I am interested in serving on the following committee(s):

Public Housing Commission

Are you willing to serve on ANY committee if needed? Yes No

T. Stohlberg 12/3/2021
 Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736

Jay

CITY OF CARIBOU
APPLICATION FOR STANDING COMMITTEES

Return to City Clerk, 25 High Street, Caribou, ME 04736 by _____

Committee (s) applying for:

Caribou Utilities Trustees

Kamm Jay Daniel
LAST NAME FIRST NAME MIDDLE NAME

Physical address 59 Main Siding Road, Caribou, ME 04736

Mailing Address Same as above

Telephone Number (s):

492-8520 Home 493-5757 Work 551-5807 Cell

jkamm@nmdc.org Email

Have you ever filed an application with the city before? Yes X No _____

If yes, date (s): 3-4 years ago?

Have you served on a committee with the city before: Yes X No _____

If yes, Committee and Date: CUD Trustees - present Caribou Housing Authority - present

Special skills and qualifications for service to Committee:

Summarize special skills and qualifications acquired from work or other experiences

Land Use Planner, Grant writer, technical writer

Northern Maine Development Commission

Current place of employment and Address

40
Hours of employment

9/20/21
Date

Hours available

Jay Kamm
Signature of Applicant



CITIZEN BOARD APPLICATION

Name: John SWANBERG
 Physical Address: 1034 FORT FAIRFIELD Rd., Caribou
 Mailing Address: Same
 Phone Number: Home _____ Cell 227-3922 Work 498-8726
 Email: Jswanberg@youhomebank.com

Professional or Civic Activities (include other committees you have served on):

President of Business Investment Group
Vice President of Caribou Economic Growth Council
President of Caribou Development Corporation
Treasurer of Caribou Chamber of Commerce
Rotarian

Education: BS Animal Science
MS Agricultural and Resource Economics

Present Employer Name & Address:

Arrowhead Savings + Loan

Job Title:

President

I am interested in serving on the following committee(s):

Caribou Utilities District

Are you willing to serve on ANY committee if needed?

Yes

No

My Interest is
Serving on the CUD
Board

John Swenberg
Signature of Applicant

11/23/21
Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Christopher Bell

Physical Address: 583 South Shore Road, Stockholm, ME 04783

Mailing Address: same

Phone Number: Home 896-5373 Cell 551-6381 Work 768-9511

Email: chris@maine.edu

Professional or Civic Activities (include other committees you have served on):

Caribou City Council, Caribou Economic Growth Council, Cary Medical Center-Board of Directors,

Pines Health Services-Board of Directors, Maine Education Loan Authority-Board of Directors,

Maine Education Services-Board of Directors, Finance Authority of Maine Higher Education Council

Education: BA History, University of Maine at Farmington

Present Employer Name & Address: University of Maine at Presque Isle, 181 Main Street,
Presque Isle, ME 04769

Job Title: Director of Student Financial Services

I am interested in serving on the following committee(s): Cary Medical Board of Directors

Are you willing to serve on ANY committee if needed? Yes No

Chris Bell 12/7/21
Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Shawn Laferriere
Physical Address: 36 Lynn Drive
Mailing Address: Caribou ME 04736
Phone Number: Home _____ Cell 551-2402 Work 498-1206
Email: slaferriere@carymed.org / radshawn@mac.com

Professional or Civic Activities (include other committees you have served on):

Jefferson Cary Foundation
Commission on Rural Practice, American College of Radiology
Medical Director, Radiology, Cary Medical Center
Instructor, Tufts Univ. School of Medicine

Education: BS. Biology 1995, DO 1999, Diagnostic Radiology
Residency 2004, Oncoradiology Fellowship 2018

Present Employer Name & Address: Cary Medical Center, Caribou ME

Job Title: Radiologist and Medical Director of Radiology

I am interested in serving on the following committee(s):

Cary Medical Center Board of Directors

Are you willing to serve on ANY committee if needed? Yes No

Shawn Laferriere
Signature of Applicant

12/8/21
Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Jane White- McCall

Physical Address: 27 Alpha Street, Caribou, Maine

Mailing Address: P.O. Box 204, Caribou, Maine

Phone Number: Home 551-5822 Cell 551-5822 Work 496-6311

Email: jmccall@rsu39.org

Professional or Civic Activities (include other committees you have served on):

Maine Principals Association

Pines Health Board of Directors

United Way

Aroostook Principals Association

Maine Curriculum Leaders Association

Education: Bachelors of Science Elementary Education, Masters of Education Administration,
Maine Department of Education Superintendent Certification (010)

Present Employer Name & Address: Eastern Aroostook RSU 39, 75 Glenn Street, Caribou, Maine

Job Title: Assistant Superintendent

I am interested in serving on the following committee(s): Cary Medical Center Board of Directors

Are you willing to serve on ANY committee if needed? Yes No

Jane White-McCall
Signature of Applicant

12-8-21
Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Neal Griffeth

Physical Address: 38 Superior Drive Caribou, Me 04736

Mailing Address: P.Box 958 Caribou, Me 04736

Phone Number: Home Cell 207-551-8312 Work 207-496-3111

Email:

Professional or Civic Activities (include other committees you have served on):

Current Cary Board & Caribou Country Club
Renewing

Education:

Badh

Present Employer Name & Address:

Self

Job Title:

I am interested in serving on the following committee(s):

Cary Board

Are you willing to serve on ANY committee if needed?

Yes

No

Signature of Applicant

Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Doug Plourde

Physical Address: 17 Hardison Road

Mailing Address: 150 Bennett Drive

Phone Number: 207-227-7991 207-496-3521

Email: doug@plourdefurniturecompany.com

Professional or Civic Activities (include other committees you have served on):

- Caribou Chamber of Commerce Board of Directors/board chair
- Pines Health Services Board of Directors
- Cary Medical Center Board of Directors/board chair
- Facilities Inc. Board of Directors/board chair
- Caribou Hospital District Board/board chair
- Aroostook Federal Savings and Loan Board of Directors

Education:

Bachelor degree in Mechanical Engineering University of Maine 1989

Present Employer Name & Address:

Plourde Furniture Co. 150 Bennett Drive Caribou

Job Title:

Owner


I am interested in serving on the following committee(s):

Caribou Hospital District

Are you willing to serve on ANY committee if needed?

Yes

No


Signature of Applicant

12/08/2021
Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: PAUL R. CAMPING
Physical Address: 710 GRIMES RD., CARIBOU, ME
Mailing Address: SAME
Phone Number: Home Cell 498-6170 Work
Email: CampingPR@GMAIL.COM

Professional or Civic Activities (include other committees you have served on):

I HAVE BEEN A TRUSTEE OF THE CARIBOU HOSPITAL DISTRICT FOR 3 YEARS AND CURRENTLY SERVE AS THE PRESIDENT OF THE DISTRICT'S BOARD. I AM SEEKING ANOTHER 3 YEAR TERM.

Education: REGENTS DIPLOMA FROM WEST IRONDEQUOIT HIGH SCHOOL AND AN A.A.S. DEGREE IN POLICE SCIENCE FROM MONROE COMMUNITY COLLEGE IN HENRIETTA, N.Y.
Present Employer Name & Address: RETIRED

Job Title: N/A

I am interested in serving on the following committee(s): HOSPITAL DISTRICT BOARD.

Are you willing to serve on ANY committee if needed? Yes No

Paul R. Camping 12/23/2021
Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Heather Hale
Physical Address: 721 E Presque Isle Rd Caribou, ME
Mailing Address: same
Phone Number: Home N/A Cell 207 712 2320 Work
Email: Hhale7@gmail.com

Professional or Civic Activities (include other committees you have served on):

Argostook Regional Gifted & Talented Board Member
Nylander Museum Board Member

Education:

Masters in Special Education

Present Employer Name & Address:

Easton School Dept. 33 Bangor Rd Easton, ME

Job Title:

Special Education Educational Technician
Summer School Coordinator Gifted & Talented Coordinator

I am interested in serving on the following committee(s):

Library Board

Are you willing to serve on ANY committee if needed?

Yes

No

Heather Hale 12/23/21
Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Samantha Paradis
Physical Address: 896 Main St Caribou ME
Mailing Address: same
Phone Number: Home _____ Cell 2074365290 Work _____
Email: samanthaphyllis.paradis@gmail.com

Professional or Civic Activities (include other committees you have served on):
previous Mayor of Belfast, Maine

Education:
Masters in Public Health, masters in nursing

Present Employer Name & Address:
Northern Light Health Presque Isle, ME

Job Title:
Nurse Practitioner

I am interested in serving on the following committee(s):
Planning Board

Are you willing to serve on ANY committee if needed? Yes No

[Signature]
Signature of Applicant
9/30/21
Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Daniel Bagley
Physical Address: 260 Madawaska Road Caribou ME 04736
Mailing Address: same
Phone Number: Home on file Cell on file Work on file
Email: on file

Professional or Civic Activities (include other committees you have served on):

Planning Board 2019-2021 (Chairman 2021), Riverfront Renaissance Committee 2021-2023

Education: MS Electrical Engineering
BS Electrical Engineering

Present Employer Name & Address: Lattice Technology Group, Inc
154 Development Drive Ste B
Limestone ME 04750

Job Title: Systems Engineer / President

I am interested in serving on the following committee(s): Planning Board

Are you willing to serve on ANY committee if needed? Yes No

Daniel Bagley 8 Dec 21
Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Amanda Jandreau
Physical Address: 57 Old Washburn Road
Mailing Address: P.O. Box 691
Phone Number: Home _____ Cell 207 991-2064 Work _____
Email: amanda.jandreau@gmail.com

Professional or Civic Activities (include other committees you have served on):
Olympia Leaderships Advisor
Big Brothers / Big Sisters.

Education: B.S. Civil Engineering from University of Maine at Orono

Present Employer Name & Address:
Harriman, Auburn, Maine

Job Title:
Associate, Senior Structural Engineer

I am interested in serving on the following committee(s):
Planning Board.

Are you willing to serve on ANY committee if needed? Yes No

Amanda Jandreau 12/15/2021
Signature of Applicant Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Travis Michaud
 Physical Address: 40 Westwind Dr., Caribou, ME 04736
 Mailing Address: Same
 Phone Number: Home 498-1065 Cell 207-316-8080 Work 207-543-7717
 Email: tpmichaud12@gmail.com

Professional or Civic Activities (include other committees you have served on):

- Nylander Museum Board 2019-present (Treasurer/Co-President)
- School Teacher Leader 2021-2022
- Various Professional Committees
- Voted in Caribou consistently since 2004
-

Education: MSEd St. Joseph's College of Maine 2012 (School Leadership)
BA UMPI 2001 (History)

Present Employer Name & Address: MSAD # 33
Main St. St. Agatha, ME

Job Title: Science Teacher, Middle + High School

I am interested in serving on the following committee(s): *Nylander Museum,
Registration Board of Appeals, Planning Board,
Zoning Board of Appeals, Recreation Commission

Are you willing to serve on ANY committee if needed? Yes No

[Signature]
 Signature of Applicant

12/3/2021
 Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Troy Barnes

Physical Address: 70 Solar Drive

Mailing Address: Same

Phone Number: Home 498-3830 Cell 551-6358 Work 493-4240

Email: tbarnes@rsu39.org

Professional or Civic Activities (include other committees you have served on):

Parks and Recreation Commission

Athletic coach (multiple teams and sports)

Education:

Bachelor's Degree in Elementary Education & Master's Degree in Educational Leadership

Present Employer Name & Address:

RSU 39 75 Glenn Street Caribou, Maine

Job Title:

8th Grade Math Teacher

I am interested in serving on the following committee(s):

Parks and Recreation Commission

Are you willing to serve on ANY committee if needed? Yes No

Troy L. Barnes

December 21, 2021

Signature of Applicant

Date

RETURN TO CITY CLERK, 25 HIGH STREET, CARIBOU, MAINE 04736



CITIZEN BOARD APPLICATION

Name: Kyle Carrigan
Physical Address: 33 Page Ave Caribou ME 04736
Mailing Address: Same as above
Phone Number: Home _____ Cell 207 551 3262 Work 877 255 5605
Email: kyle.carrigan4@gmail.com

Professional or Civic Activities (include other committees you have served on):

Caribou County Club Board (Past)
Chair Employee Functions Committee (MMG Past)
Special Olympics Volunteer
Boys & Girls Club Impact Award

Education: University of Maine Presque Isle Business Admin - Concentration in Accounting & MIS, Minor in Management

Present Employer Name & Address: MMG Insurance 44 Mayville Rd Presque Isle 04769

Job Title: Ass. stat Accountant

I am interested in serving on the following committee(s):

Recreation Commission

Are you willing to serve on ANY committee if needed? Yes No

[Signature]
Signature of Applicant Date



163 Van Buren Road · Ste. 1 Caribou, ME 04736-2509 · Ph: (207) 498-3111

December 7, 2021

Penny Thompson
City Manager
25 High Street
Caribou, ME 04736

Dear Penny,

At the December 6, 2021 meeting of the Board of Directors at Cary Medical Center, we received a report from the Nominating Committee recommending that the following candidate be recommended to the City Council for appointment to the Cary Medical Center Board of Directors and three members be recommended for reappointment. As you are aware, we have three reappointments and one new appointment.

The Board of Directors would like to recommend that Jane White McCall be appointed to a 3-year term on the Board of Directors with expiration December 31, 2024. Jane is a resident of Caribou and the Assistant Superintendent for Curriculum and Instruction at Eastern Aroostook RSU 39. The Board of Directors feel Jane would be a great addition to the Board.

The Board of Directors would like to recommend that Chris Bell, Dr. Shawn Laferriere and Neal Griffeth each be reappointed to a 3-year term on the Board of Directors that expires December 31, 2024.

Again, we would like to thank you and the City Council for your ongoing support and assistance.

Sincerely,

Kris A. Doody, RN, FACHE
Chief Executive Officer

KD/pm





163 Van Buren Road · Ste. 1 Caribou, ME 04736-2509 · Ph: (207) 498-3111

December 7, 2021

Penny Thompson
City Manager
25 High Street
Caribou, ME 04736

Dear Penny,

At the Cary Medical Center Board of Directors meeting on December 6th, the Board voted unanimously to recommend to the City Council that Doug Plourde be appointed for a three-year term to the Caribou Hospital District through December 31, 2024. Doug Plourde previously served on the Caribou Hospital District. Throughout his tenure on the District Board he had gained invaluable knowledge of Cary's history which includes fiscal responsibility and the importance of structural building and grounds maintenance.

Once again, we would like to thank you and the City Council for your ongoing support and assistance.

Sincerely,

Kris Doody, RN
Chief Executive Officer

KD/pm

**CARIBOU PARKS & RECREATION DEPARTMENT
55 BENNETT DR.
CARIBOU, ME. 04736
207-493-4224
207-493-4225 Fax**

MEMO

**TO: Caribou City Council members
CC: Penny Thompson
FROM: Gary Marquis
RE: Recreation Commission Appointments
DATE: December 29, 2021**

Members of the Caribou City Council:

Staff recommends Troy Barnes to sit another term on the Recreation Commission. Mr. Barnes has been vital in the decisions in helping with the new park and splash pad. Mr. Barnes is very active within the school system as a basketball coach. He has a great vision as to where he see's the recreation department going in the next several years.

Staff recommends Kyle Corrigan, Mr. Corrigan as well as Mr. Barnes is very active in the community and has young children that will be entering our programs in the very near future. Mr. Corrigan has seen the success of the sports teams over the past several years and attributes a lot of this success from the early programs that the Recreation department offers.

Thank you, Gary Marquis

December 15, 2021

Danielle Bresette
City of Caribou
City Clerk
25 High St.
Caribou, ME 04736

Danielle,

The new Republican member of the City of Caribou Voter Board of Registration is Christopher J. Lydon: 12 Lynn Dr Caribou, ME 04736; P.O. Box 237 Caribou, ME; jbirdtuna@yahoo.com 617-273-0192

Yours truly,

A handwritten signature in black ink that reads "John R. Shaw". The signature is written in a cursive style with a large initial "J" and "S".

John Shaw
Caribou Republican City
Chair



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: Council Meeting Schedule for 2022
DATE: December 30, 2021

It is proposed that the following regular meeting schedule be utilized by the City Council for 2022. The schedule provides for meetings on the second and fourth Monday each month, except Indigenous Peoples' Day state holiday / Columbus Day federal holiday falls on the second Monday in October so that meeting will be held on Tuesday. Additional special meetings, work sessions or emergency meetings may also be convened in accordance with Maine Open and Public Meeting laws and the Caribou City Charter.

January 10	Monday	Regular Meeting	Draft budget to City Council by January 15
January 24	Monday	Regular Meeting	
February 14	Monday	Regular Meeting	Budget public forum by February 15
February 28	Monday	Regular Meeting	Final budget to City Council by March 1
March 14	Monday	Regular Meeting	Public hearing & vote by March 21, 2022
March 28	Monday	Regular Meeting	(third Monday in March by charter)
April 11	Monday	Regular Meeting	
April 25	Monday	Regular Meeting	
May 09	Monday	Regular Meeting	
May 23	Monday	Regular Meeting	Final Budget Report due May 31
June 13	Monday	Regular Meeting	
June 27	Monday	Regular Meeting	Set rate of taxation by June 30
July 11	Monday	Regular Meeting	
July 25	Monday	Regular Meeting	
August 08	Monday	Regular Meeting	
August 22	Monday	Regular Meeting	
September 12	Monday	Regular Meeting	Historical financial expense update by Sept 15
September 26	Monday	Regular Meeting	
October 11	Tuesday	Regular Meeting	Historical capital expense update by October 15
October 24	Monday	Regular Meeting	Department budgets to manager by Nov 1
November 14	Monday	Regular Meeting	
November 28	Monday	Regular Meeting	
December 12	Monday	Regular Meeting	

All meetings will be held in the Council Chambers at 25 High Street unless otherwise noticed. The proposed meeting time is 6pm.

Suggested Motion:

Move to accept the proposed Council meeting schedule for 2022

**CARIBOU ADMINISTRATION
25 HIGH STREET
CARIBOU, ME. 04736**



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: Collection of Property Tax Prior to 2022 Commitment
DATE: December 30, 2021

It is proposed that the Council authorize the Tax Collector to accept payments of property tax prior to the 2022 commitment date. State statute, Title 36, Chapter 105, §506 provides that cities may authorize prepayment and pay interest on the payments, “at a rate not exceeding 8% per year; municipalities are not obligated to authorize the payment of interest on taxes prepaid...” We are however obligated to return any excess money paid over the final commitment amount.

Suggested Motion:

Move to authorize the Tax Collector to accept early payments of 2022 property taxes with a zero percent (0%) interest rate applied to any prepayment amounts.

**CARIBOU ADMINISTRATION
25 HIGH STREET
CARIBOU, ME. 04736**



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: City Manager Authorization to Sign Warrants
DATE: December 30, 2021

It is proposed that the City Manager, Penny Thompson, be authorized to approve City Treasurer's Warrants for the 2022 calendar year. The city charter already authorizes the manager to be the purchasing agent for the City (See §3.04(11)). However, state code, Title 30-A §5603 requires an annual vote of the municipal officers to authorize warrant approvals pertaining to wages and benefits or disbursement of state fees. If authorization is not granted to the Manager or other designated municipal officer, then the full Council will need to approve all wage and benefit warrants. This would mean the council would need to approve each payroll.

Suggested Motion:

Move to authorize the City Manager to review and approve all Treasurer Warrants for 2022.

**CARIBOU ADMINISTRATION
25 HIGH STREET
CARIBOU, ME. 04736**



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: Provision of a Tax Club for 2022
DATE: December 30, 2021

The Tax Club allows for persons to participate in a program whereby their 2022 Tax Commitment will be divided into 12 equal monthly payments and the participant will pay this estimated tax accordingly. Once the 2022 Commitment has been made, the final payment on their actual 2022 commitment, the difference between their 2021 commitment versus their 2022 commitment, will be adjusted for their December payment. Participants will also not incur interest on their account for the months of October, November and December as part of the program. Many persons find this type of payment program beneficial, especially the ability to pay their last three payments absent interest on their account.

Suggested Motion:

Move to authorize a Tax Club for 2022 as previously established. Providing for 12 equal payments of an accounts tax liability with no applied interest in October, November, and December for club participants.



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: Mayoral Appointment of City Council Committees
DATE: December 30, 2021

City Charter, Section 2.03, provides that the Mayor is to appoint all City Council Committees, name the Chairperson of said Committees and determine the duties of said Committees. The following are City Council committees with the 2021 appointments for current City Councilors. At the next meeting, the appointments can be finalized. There are also several liaison roles to be filled for the year. This is included in this meeting packet for discussion, if desired by the 2022 Mayor.

Mayoral appointment of City Councilors for 2022 Committees.

City Charter, Section 2.03 provides, "The Mayor shall, subject to the approval of the City Council, appoint all Council Committees, name the Chairperson of said Committees and determine the duties of said Committees." The following were the appointments of 2022 City Council members on 2021 Committees.

According to action of City Council during the January 4, 2021 meeting, all red and green appointments will be considered for the Charter test of 80% attendance at committee meetings to which a Councilor is appointed. Liaison roles will not apply toward the attendance test.

Council Committees by Charter, Statute or Agreement		
Role	Member	Committee Purpose
Capital Budget		
Chair	Mark Goughan	Review capital requests as part of the budget process. Multiple meetings prior to budget approval. Deadline: Have recommendation back to Council by February 15 for incorporation into the final 2022 budget (deadline to present to City Council is March 1.)
Member	Courtney Boma	
Member	Doug Morrell	
Staff	City Manager	
CEGC		
Board Member		The CEGC is made up of citizens who manage an economic investment/loan program on behalf of the City. Meets monthly at 7am on the third Thursday
City Rep	City Manager	
Housing Board		
Council Rep	Mark Goughan	Organizational bylaws requires two Council representatives to attend these board meetings. Meets quarterly.
Council Rep	Doug Morrell	
Investment		
Chair	Jody Smith	Conducts annual review of investment policy and considers potential options for economic stimulus funds. Committee may be made up of citizens. Meets as needed.
Member	Courtney Boma	
Member	Doug Morrell	
Staff	City Manager	
Staff	Finance Director	
NMDC General Board		
Board Member	Jody Smith	Works with NMDC staff to review regional economic development, tourism, and planning initiatives. Meets annually. City Manager is also on the NMDC Executive Board which meets more frequently.
Board Member	City Manager	
Personnel		
Chair	Lou Willey	Discuss Personnel policies with emphasis on policy updates, benefit options, wage surveys. All Councilors are part of this committee unless a smaller citizen's board is established.
Staff	City Manager	
Staff	Finance Director	

Additional Council Committees by Mayor

Role	Member	Committee Purpose
Airport		
Chair		Review airport consultant contract, annual capital master plan and FBO operations. Investigate charter service opportunities and receive reports on lease operations.
Member	Jody Smith	
Member	Joan Theriault	
Staff	PW Director	
Staff	City Manager	
Highway / Protection		
Chair	Joan Theriault	Review work plan with PW Director for annual paving. Consider multi-modal transportation services and improvement projects (e.g. sidewalks, street crossings, bus stations, etc.). Consider new street light locations. Deadline: Review Annual road plan before April 2021
Member	Mark Goughan	
Member	Lou Willey	
Staff	PW Director	
Staff	CEO	
Staff	City Manager	
Labor Relations		
Chair	City Manager	Act as authorized bargaining agents on behalf of the city council in order to prepare tentative agreements for council approval. Deadline: Have recommendation back to full City Council by February 15 for incorporation into the final 2022 budget (deadline to present to City Council is March 1.)
Member	Lou Willey	
Staff	Legal Counsel Respective Dept. Heads	
Mobile Home Park Closure		
Chair	Courtney Boma	Consider relocation assistance opportunities, park closure and redevelopment options.
Member	Joan Theriault	
Member		
Staff	CEO	
Staff	City Manager	
Municipal Buildings		
Chair	Doug Morrell	Completion of police station design study and fire station renovation project. Additional consideration of asset management systems. Deadline: Place Police Station bond on November election?
Member	Joan Theriault	
Member	Mark Goughan	
Staff	City Manager	
Staff	Respective Dept. Heads	
Council Charter Committee		
Chair		Recommend changes to City Charter to full City Council to go out to the Caribou voters.
Member	Joan Theriault	
Member	Lou Willey	
Staff	City Manager	
Ambulance Committee		
Chair	Doug Morrell	Reviewing transfer cost and viability, review contracts with surrounding communities.
Member	Mark Goughan	
Member	Lou Willey	
Staff	Fire Chief	
Staff	City Manager	

Additional Council Committees by Mayor		
Role	Member	Committee Purpose
Public Safety Committee		
Chair	Courtney Boma	Evaluate police station and prepare ballot measure.
Member	Joan Theriault	
Member		
Staff	Police Chief	
Staff	Police Sargent	
Staff	City Manager	

Liaison Roles		
Board	Liaison	Committee Purpose
Library	Lou Willey	Meets monthly to discuss operations, policies and fund raising opportunities
Nylander Museum	Joan Theriault	Meets monthly to discuss operations, policies and fund raising opportunities
Planning Board		Meets monthly to review development proposals, regulations, zoning and land use matters.
Recreation Board		Meets monthly to discuss operations, policies and fund raising opportunities
Aroostook Waste Solutions		Meets monthly. Caribou has two voting members on AWS Board of Directors. One member is from the City Council. Ken Murchison has been appointed until 12/31/23. City Manager serves as alternate to voting members.
School Board		Meets monthly to discuss operations, policies and budget for RSU#39.



MEMO

TO: Caribou City Council Members
FROM: Penny Thompson, City Manager
RE: 2022 City Council Priorities
DATE: December 30, 2021

At the next meeting, the 2022 City Council priorities can be finalized. This is included in this meeting packet for discussion, if desired by the 2022 Mayor.

The 2021 priorities are included for reference. Updates on some 2021 priorities:

Police Station Design & Referendum – Committee was formed, non-binding referendum on 11-02-2021 ballot
Ambulatory Service Contracts – New contracts created based on 2020 census numbers.

Street Light Program – Police department is currently looking for dark areas of town.

Teague Park Splash Pad Improvements – This project is complete.
Maine 2020 Storytelling Festival – This has been cancelled.

Union Contract Negotiations – Only one contract to negotiate in 2022.
Closure of Mobile Home Park – In process.
Chambers AV System – This has been working.
Auditor RFQ – This will need to be put out for competitive bid this year per charter.

Waterfront Redevelopment – The CRRC has been formed and compiling information.
Façade Improvement Grant – Two successful projects completed in 2021.

Blight Removal – Progress made with city blight removal.
Comprehensive Plan Update – Planning board is working on this.
Zoning regulations rewrite – Planning board is working on this.
Ribbon cutting ceremonies – Central Aroostook Chamber has scheduled several in Caribou in 2021.

Some items to consider including for 2022:

“Last Mile” broadband access
ARPA funds – how to maximize ROI
What projects should be “shovel ready” for available grant funds?
Downtown TIF District updates
Recreational Trail improvements
Age-Friendly community projects
Non-profit support priorities – several requests have been received.

2021 City Council Priorities and Goals Survey

City staff compiled a list of on-going projects or focus areas for the City Council to consider for 2020 priorities. Councilors were invited to pick their top projects within each category and then rank them. A Councilor's top project in each category is indicated by a score of 5 points, their second highest priority received 4 points, etc. The final score is a total of priority points given. The "Councilor Votes" column summarizes the number of Councilors giving points to the particular project. The number of votes is the primary indicator of priority with the final score being second. This means that if a majority of Councilors voted for a project, that fact would be more important than one or two Councilors having another project as a high priority.

	Final Scoring /100	Councilor Votes	2020 Votes						
			Smith	Ayer	Boma	Goughan	Morrell	Theriault	Wiley
PUBLIC SAFETY PRIORITIES (Rank top 3)									
Opioid and Drug Enforcement (Ongoing)	71.5	7	3	1	5	2	3	2	1
Police Station Design and Referendum	65.78	6	2	3	2	2		1	3
Ambulatory Service Contracts	60.06	6	5	2	1	1	2	4	
Fire Station Operational Upgrades	54.34	6	4	4	3		1	3	2
Community Outreach	35.75	4	1	1.5	4			5	
Other:	0	0							

Infrastructure (Rank top 5)									
Street Light Program	48.62	6	5		2	1	4	2	5
Capital Vehicles and Equipment Plan	51.48	5	2	3			1	3	3
River Road Reconstruction	48.62	5	3	1	4			1	4
Sidewalks and Pedestrian Safety	40.04	5	4		1		5	5	1
Overlay of Hwys in Urban Compact Zone	28.6	3	1	4			3		
Storm Drain System Inventory	17.16	3		5	5		2		
City Hall Accessibility	20.02	2							2
Facility Manager Position/Building Maintenance	17.16	2		2				4	
Other:	0	0							

LEISURE SERVICE PRIORITIES (Rank top 5)									
Teague Park Splash Pad Improvements	80.08	6	1	1	3	1	1		1
Library Programs	34.32	6	5	4	5		4	2	4
Thursdays on Sweden	45.76	5	2	5	4			1	2
Library Business Resource Center	34.32	4		2			3	4	3
Collins Pond Dam & Trail System	25.74	3		3	1			5	
Gateway Enhancements	22.88	2			2		2		
Nylander Inventory & Operations	14.3	2	4					3	
Winter Carnival	8.58	1	3						
Maine 2020 Storytelling Festival	2.86	1					5		
Other:	0	0							

ADMINISTRATION PRIORITIES (Rank top 4)									
Non-Union Compensation Policy	51.48	6	2	2	4		4	2	4
Union Contract Negotiations	60.06	5	1	5	1			1	1
Closure of Mobile Home Park	28.6	4	3		3			5	3
Performance Evaluation System	28.6	4	5	1	5			3	
Tax Acquired Property Strategies	34.32	3		3	2		1		
Health Insurance Changes	20.02	3	4				3	4	
Chambers AV system	22.88	2					2		2
FBO Services at Airport	8.58	2		4			5		
Auditor RFQ	0	0							
Citizens University	0	0							
Other:	0	0							

ECONOMIC DEVELOPMENT PRIORITIES (Rank top 5)									
Small Business Expansion and Retention	62.92	6	1	1	5		2	3	2
Birdseye Site Cleanup and Master Plan	34.32	4	2				4	1	5
Downtown Revitalization	34.32	4	4	4	1				3
Neighborhood redevelopment	28.6	4		5	3	3	3		
Landbank Creation	31.46	3		2			1	4	
Waterfront Redevelopment	20.02	3			2		5		4
New Branding & Marketing Campaign	17.16	3	3		4			5	
Rental Assistance Program	25.74	2						2	1
Façade Improvement Grants	11.44	2	5	3					
Other: Defining the term "Economic Development"	14.3	1				1			
Other: Economic Progress Metrics	11.44	1				2			
Build Your Business Series	0	0							
Sure Site Program	0	0							

COMMUNITY DEVELOPMENT PRIORITIES (Rank top 5)									
Blight Removal	82.94	6	1	2	1		1	1	1
Weekly Business Visits (Coffee with ...)	40.04	5	3		3	1	5		4
Land Use Survey of Community	34.32	5		4	5		2	2	5
Complete General Plan Update	25.74	4	5	3			4		3
Zoning Regulations Rewrite	31.46	3		1			3	3	
Beautification Committee	28.6	3			2			4	2
New Branding & Marketing Campaign	14.3	3	4		4			5	
Business Directory & Newsletter	14.3	2		5		2			
Ribbon Cutting Ceremonies	11.44	1	2						
Other:	0	0							