



Town of Old Orchard Beach

Human Resources
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March-June 2019 Monthly Update from the Human Resource Office

Human Resource Manager:

Hiring was in full swing from early spring to early summer. We held two Career Fairs with positive results. As much of the State, we have struggled with hiring lifeguards. We are discussing options to attract people to the job and possibly starting an in-house certification program. For the first time, we have had to create a waiting list for Police Reserve Officer applicants! This was very rewarding as the Department changed their recruitment process to attract more candidates.

We said farewell to seven full time employees, losing them to retirement or to explore new opportunities. We wish them the very best!

In March, we welcomed Michael Foster to the Planning Dept and our new Assistant Planner. We would like to give a special thank you to Interim Fire Chief Lahaie, for his guidance and support during his short time as our Fire Chief; and to Captain Brett Jones for stepping up to the challenge as Interim Deputy Fire Chief. On June 19th, we welcomed Fire Chief Lamontagne to OOB. He brings much experience with him from his time serving Portland. In June, Reserve Officer Sokthearrith Dong was promoted to a full time Patrol Officer.

Union Contracts:

- We are in negotiation with the Police Union
- We are discussing with the Fire Union on possibly having a one year extension to let the new Chief and Deputy settle in.

Hiring:

We advertised for the following positions:

- Per Diem Firefighters
- Call Fire
- Gull Care counselors (After School Care)
- Patrol Officer
- Deputy Fire Chief
- Firefighter/EMT
- Summer Camp Counselor
- Parking Enforcement
- Reserve Police Officers
- Lifeguards
- Laborers
- Staff Accountant
- Payroll/Accounts Payable Clerk
- Assistant Planner
- Ballpark Event Helpers
- Planning/Code Administrative Asst
- Maintenance/Custodial

Wellness/Safety:

We are planning upcoming meetings and Wellness classes.

Upcoming:

- Updating Personnel Policy
- Updating employee evaluation form
- Holding training for employees

Respectfully,

A handwritten signature in cursive script that reads "Fran Beaulieu".

Fran Beaulieu, Human Resource Manager