



Town of Old Orchard Beach

Human Resources
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September 2021 Monthly Update from the Human Resource Office

Human Resource Manager:

2021 has been very busy with the residual and lasting COVID issues, the summer season opening up which leads to hiring in a very difficult time in the nation's available workforce.

We had four employees retire this year: Larry Mead, Town Manager; Deb Mulherin, Tax Collector; Captain John Fitzpatrick, Fire Captain; and Lt William Young, Fire Lieutenant; we wish them well as they begin a new chapter in their lives. We had several internal promotions: Jason Lavoie, Public Works Crew Leader; Jim Michie, Public Works Crew Leader; Gidgette Ledoux, Tax Collector; Dimitri Baumann, Code Enforcement/Building Inspector; Christopher Boynton, Firefighter/EMT-P; Travis Ramsey, Firefighter/EMT-A; Kyle Sheahan, Police Officer; and Diana Asanza, Town Manager. We welcomed several new employees to the Town: James Butler, Deputy Fire Chief over Code Enforcement; Joseph St. Hilaire, Public Works Driver/Operator; Laurie Aberizk, Admin Assistant to Code/Planning; Virginia Deering, General Assistance Manager/Floater; Jason Bassett, Public Works Driver/Operator; Amy Brown, Tax Clerk; William Blackwell, Police Officer; Samuel Carpenter, Per Diem Firefighter/EMT; Gavin Dixon, Per Diem Firefighter/EMT; Carson Estela, Per Diem Firefighter/EMT; and Thomas Mullaly, Public Works Driver/Operator.

We have begun evaluations for non-union staff, we hope to have them completed by the end of October. Department Heads are also completing peer evaluations to be completed by late October.

We have received a few proposals for a new Wage/Compensation study. We are reviewing the proposals to provide a recommendation to Council in October.

Communications:

A new communications tab has been added to the website. Visitors will be able to quickly find links to our social media pages, live streaming meetings and the policy regarding the Electronic Signs. The Town awarded the Rebranding, Marketing and Website Redesign to BrandFirst out of New Jersey. In the coming days, a focus group will be formed and we will begin the process to build on the history of Old Orchard while moving us into the future. This is a very exciting project and we hope you will share in the excitement.

Union Contracts:

- We are currently in negotiations with Wastewater
- The Teamsters Union decertified in August
- Public Works finalized their contract in August

Hiring:

We advertised for the following positions:

- Per Diem Firefighters
- Call Fire
- Gull Care counselors (After School Care)
- Finance Director/Treasurer
- Part time Building Maintenance/Custodian
- Public Works Deputy Director

Upcoming:

- Updating Personnel Policy
- Leadership Training
- Rebranding Focus Group
- Wage/Compensation Study
- Year End preparations
- Possibility of vaccination mandates

Respectfully,



Fran Beaulieu
Director of HR & Communications