

Exhibit 8.2												
TOWN MANAGER SURVEY OF KNOX, WALDO & LINCOLN COUNTY MUNICIPALITIES												
SPRING, 2023												
	1	2	3	4	5	6	7	8	9	10	11	
	Town Responding											
	NEWCASTLE	THOMASTON	UNION	VINALHAVEN	LINCOLNVILLE	WISCASSET	NORTHPORT	ST. GEORGE	WARREN	DAMARISCOTTA	NORTH HAVEN	OWLS HEAD
Population - 2020 census	1,800	2,800+/-	2,383	1,135	2,312	3,880	1,550	2,594	4,865	2,297	417 <i>[SWELLS TO 1,500 - 2,000 IN SUMMER]</i>	1,504
Does the town employ a town manager or equivalent	MANAGER	MANAGER	MANAGER	MANAGER	ADMINISTRATOR	MANAGER	ADMINISTRATOR	MANAGER	MANAGER	MANAGER	ADMINISTRATOR	
Incumbent	SARAH MACY	KARA GEORGE	JAY FEYLER	MARJORIE STRATTON	DAVID KINNEY	DENNIS SIMMONS	JAMES KOSSUTH	RICK ERB	SHERRY HOWARD	ANDREW DORR	RICK LATIMER	
Is the position full time, part time, or shared	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	FULL TIME	
If part time or shared, how many hours weekly	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Is the position salaried or hourly	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY	**HOURLY @ \$46.76/HR	
Annualized, and including benefits, does the position pay:												
less than \$45,000												
between \$45,000 and \$60,000												
between \$60,000 and \$80,000	X							X		X		
between \$80,000 and \$100,000		X		X							**X Annualized	
over \$100,000			X		X	X		X		X		
Does your town manager fill other roles, e.g. CEO, Assessor, Road Commissioner, etc.	G.A.	G.A. & DEP. TREASURER	ROAD COMMISSIONER, G.A., H.R., I.T., PUBLIC INFORMATION OFFICER, *E.M.A. DIRECTOR	NO	Town Administrator is also Town Clerk, Treasurer, Tax Collector, Harbor Master, Road Commissioner, Freedom of Access Officer & Sexton. That said most of the "heavy lifting" is performed by the town staff working as a team.	CURRENTLY SERVES AS TREASURER THROUGH A DEPUTY DOES ALL THE WORK	G.A. & FOAA/FOIA OFFICER	YES. [NO FURTHER INFORMATION]	I am GA admin, Treasurer, Tax collector, tree warden, Road Commissioner, and Bookkeeper at times.	ROAD COMMISSIONER	EMA DIRECTOR	
If so, are those other roles compensated separately	NO	NO	*YES, EMA DIR.	N/A	NO	NO	?	NO	NO	NO	NO	
How many employees directly report to the town manager	3 FT, 3 PT, 2 CONTRACT	10 DEPARTMENT HEADS; 50+ EMPLOYEES INCLUDING P.T. & PER DIEM	5 DEPARTMENT HEADS; 35+ EMPLOYEES INCLUDING FIRE & EMS	15	4 FT, 6 PT INCLUDING Animal Control, Inland Harbor Master, Emergency Management Director, CEO/LPI, Electrical Inspector, & Fire Chief	15 DEPARTMENT HEADS & SUPPORT STAFF; 75+ TOTAL EMPLOYEES	5, including clerk, deputy, CEO, finance director, transfer station supervisor	12	15 people that I directly oversee but we also have many per diem ambulance and volunteer firefighters.	7	**16 - Not Counting Fire & EMS	[1] TOWN CLERK/TAX COLLECTOR/REGISTRAR/G.A.; [1] TREASURER, [1] ADMIN. ASSISTANT/DEPUTY CLERK/DEPUTY TAX COLLECTOR/DEPUTY TREASURER/DEPUTY REGISTRAR; [1] C.E.O./L.P.I.; [1] ASSESSORS AGENT; [1] FIRE CHIEF/EMA DIRECTOR/911 OFFICER/STUMP DUMP MANAGER; [1] STUMP DUMP ATTENDANT; [1] ELECTED HARBOR MASTER; [1] ELECTED ROAD COMMISSIONER; [1] CUSTODIAN; [25+/-] FIREFIGHTERS
What else can you share?	Newcastle changed its form of government to Town Manager / Select Board in 2020 via Special Town Meeting.	Owls Head probably would benefit most from an Administrator like they have in South Thomaston. The work load continues to grow for managers/administrators these days and also staying on top of education/new laws/personnel matters, etc.. I can't imagine not having a manager/administrator to handle all the moving parts. I am not aware of Towns sharing an administrator in our area, but it might make sense if another town is in need, too.	Salaries are usually based on the number of years in the business. Depending on what you are looking for you can have an administrator or Town Manager form of government. Administrator form will require some detailed work on duties and responsibilities, manager is defined in State law. Just a thought which you have already thought of I am sure, sharing with South Thomaston?	NO ADDITIONAL COMMENTS WERE GIVEN	HIRING & FIRING DUTIES ARE RETAINED BY THE SELECT BOARD. A fair amount of the town's work is accomplished by volunteers and contractors versus employees. A large portion of the Administrator's time is spent coordinating/assisting the Town's volunteer boards, committees and commissions as well as overseeing the work performed by contractors (soliciting bid proposals, reviewing bid qualifications, monitoring progress of awarded work).	I am assuming that you do not have a charter that addresses this. If not then I am also assuming you will be using the statutory state town manager plan, which lays out specific duties and responsibilities for a town manager, some of which then become removed from the select board, most notably hiring and supervision of employees. Perhaps a full time administrative assistant to the select board or a town administrator might be a better fit for your size and situation? They aren't covered by statute and have some flexibility in terms of duties and responsibilities.	Northport started the admin role about 15 years ago, and it has helped a lot. The Board and clerks did a lot of the things that I do, e.g., one Board member was GA admin. There's a lot to be said for a full-time admin just to stay on top of the day-to-day things, as well as to strategize about bigger-picture and longer-term things. The Board still makes all the hard decisions, but I am able to help them make them with background research and putting together summaries of various options. It works well for all.	Good luck. Call me at 372-6363 if you have any questions	NO ADDITIONAL COMMENTS WERE GIVEN	I think there is a lot of responsibility for a local elected board to take on given all the legal requirements put on towns and having (public) employees. There is a level of professionalism that is brought to the table that should be seen as non-partisan and all professional, as would be sworn to as a member of MTCMA or ICMA, if so required of the manager/administrator. You may also find that including just a manager may not be enough as they will be expected to take on everything from HR to grant writing to secretary of committees (unless that is already covered). Hopefully there is a town that has recently transitioned to that form of government, if not, you may want to reach out to a place like Durahn (FT) or Swan's Island (PT). There may also be something to gain from South Bristol and Edgecomb's recent shakeup that can speak to the value a staff person can play in mitigating personal risk to elected officials or at least deflect some of the issues to a paid professional. Bottom line, sky can be the limit depending on the resources your town is considering putting forward. I would not expect to hire a FT manager/administrator for less than \$60K, likely closer to \$70K and a total benefit package of \$20-40K depending on your health and retirement options - both of which should be seen as essential unless you find the right person who is already retired and is looking for additional compensation instead.	*NOTE: This position started out as Part Time but is currently Full Time. In a town administrator format, technically all town employees report to the select board. But as a practical matter, they report to me - leading from the middle, as they say. Unless your select board is very active and willing to work closely with the town administrator, I would strongly suggest using the town manager format. Employees report to the town manager and the select board oversees and evaluates the performance of the town manager. Simpler and gives the town manager the ability to hold employees accountable.	SELECT BOARD ANNUAL STIPEND BUDGET = \$13,085