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LD 701

### **Resolve, to Form a Working Group to Address Vacancies in**

#### **Municipal Government Management Positions**

Senator Baldacci, Representative Salisbury, and honorable members of the Local and State Government committee, good morning. I am coming before you today to introduce a bill to establish a working group to address vacancies in local government management positions. It was not long ago when department head and city manager positions were available and there would be qualified applicants applying for from inside and outside of the municipality. Now, it is in fact common for cities and towns to fill openings with interim, often retired people. The purpose of this bill is to create a plan to address, but not limited to, the following issues.

1. Ways to provide education in all educational institutions that include training for municipal government careers which integrates lifetime learning for the municipal government workforce.
2. Methods to attract and retain a diverse municipal government workforce.
3. The development of incentives to attract people to and support people in municipal government careers.
4. The development of relevant municipal government workforce skills.

Make no mistake about this, these are dynamic, challenging career opportunities which offer good salaries and benefits. This bill directs the Department of Economic and Community Development to create a working group to study and advise on the challenges faced by municipal governments throughout the State regarding recruiting, retaining and staff development of municipal government management employees. Upon completion of its work, the working group must submit its recommendations to the Commissioner of Economic and Community Development for review and make any changes to the working group's proposed improvements that the commissioner determines appropriate. The commissioner must submit the report to the Joint Standing Committee on State and Local Government, the joint standing committee may report out legislation concerning the report to the Second Regular Session of the 132nd Legislature.

This proposal comes with a \$100,000 fiscal note for two years, I believe this may be overstated. I will research and address the issues before the work session and report my findings to you.

Thank you for taking the time to consider this bill and I will answer any questions you may have. As primary sponsor I am hoping for a "ought to pass" vote from the committee.

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This is a copy of my testimony on 3/31/2025 before the Local and State Government  
Comittee.