ICMA CODE OF ETHICS

The ICMA Code of Ethics was adopted by the ICMA membership in 1924, and most recently amended by the membership in May 1998.

The purposes of ICMA are to enhance the quality of local government and to support and assist professional local administrators in the United States and other countries. To further these objectives, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective.

Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant.

Be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public.

Recognize that the chief function of local government at all times is to serve the best interests of all people.

Submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting community goals; and uphold and implement local government policies adopted by elected officials.

Recognize that elected representatives of the people are entitled to the credit for the establishment of local government policies; responsibility for policy execution rests with the members.

Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.

Make it a duty continually to improve the member’s professional ability and to develop the competence of associates in the use of management techniques.

Keep the community informed on local government affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.

Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.

Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member’s decisions, pertaining to appointments, pay adjustments, promotions, and discipline.

Seek no favor; believe that personal aggrandizement or profit secured by confidential information or by misuse of public time is dishonest.
City of Augusta, Maine

Fiscal Year 2016
Budget

City Council

David Rollins ................................................................. Mayor
Linda J. Conti ................................................................. Councilor, Ward 1
Darek M. Grant ............................................................... Councilor, Ward 2
Patrick E. Paradis ........................................................... Councilor, Ward 3
Anna D. Blodgett ............................................................. Councilor, Ward 4
Jeffrey M. Bilodeau ......................................................... Councilor, At-Large
Dale McCormick ............................................................ Councilor, At-Large
Cecil E. Munson ............................................................. Councilor, At-Large

*******

William R. Bridgeo ....................................................... City Manager
City of Augusta, Maine

Fiscal Year 2016
Budget

Management Team

Raphael St. Pierre .......................................................... Assistant City Manager
Roger Audette ................................................................. Fire Chief
Lesley Jones ................................................................... Public Works Director
Dana Colwill .................................................................. Civic Center Director
Leif Dahlin ....................................................................... Community Services Director
Matthew Nazar ............................................................... Development Services Director
Robert Gregoire ............................................................. Chief of Police
City of Augusta
Organizational Structure
(Excluding School System & Boards)
-FY 16 PROPOSED-

- Fire
  - Roger Audette (54.0) *
    - Fire Suppression
    - Emergency Mgmt Services
    - Ambulance
  - Police
    - Robert Gregoire (58.13)
      - Police Officers (42.0)
      - Support Staff and Parking (7.13)
      - Dispatch (9.0)
  - City Services
    - Matt Nizar (18.7)
      - Administration (1.0)
      - Economic Development (2.2)
        - Keith Luke
      - Engineering (1.0)
        - Lionel Gayler
      - Planning (1.8)
      - Facilities & Systems (6.7)
        - Robert LaBreck
      - Airport (4.0)
        - John Guimond
      - Code Enforcement (2.0)

- Community Services
  - Leif Dahlin (27.0)
    - Administration (2.0)
    - Fort Western (1.8)
      - Linda Novak
    - Lithgow Library (10.9)
      - Betty Smith
    - Recreation (1.35)
      - Bruce Chase
    - Health & Welfare (2.95)
      - Sara Russell
    - Parks/Cemeteries (7.32)
      - Charlie McCann
    - Childcare (4.85) *
      - Karen Hatch

- Finance & Administration
  - Ralph St. Pierre (21.0)
    - Finance Administration (1.5)
    - City Clerk/Tax Collector (7.5)
      - Barbara Wardwell
    - Human Resources (3.0)
      - Kristy Gould
    - Audit (2.0)
      - Tracy Roy
    - Assessor (2.0)
      - Lisa Morin
    - Information Serv. (5.0)
      - Fred Kahl

- Civic Center
  - Dana Colwill (15.36) *
    - Admin/Box Office
    - Assistant Director
    - Earl Kingsbury
    - Physical Plant
      - Stan Ryne
    - Food and Beverage
      - Tracy Thompson
    - Public Works (45.6)
      - Lesley Jones
    - Hatch Hill (6.67)
      - Keith Furrow
    - Central Garage
      - Scott Kenoyer (7.33)
    - Streets (31.0)
      - Jerry Doctie

March 2015 (*) = Full-time equivalent positions (Does not include seasonal and intermittent part-time employees.)
* Fire Department total includes four (4) grant funded positions.
* Childcare and Civic Center numbers increased due to reclassified regular part-time employees.
City of Augusta
FY 2016 Budget

TABLE OF CONTENTS

BUDGET MESSAGE Tab 1

APPROPRIATION RESOLVE Tab 2

REVENUE SUMMARY Tab 3

EXPENDITURE SUMMARY Tab 4

LEGISLATIVE & EXECUTIVE Tab 5
    Mayor and City Council
    City Manager
    Corporation Counsel
    Central Services
    Unclassified
    Council and City Manager Contingency

FINANCE AND ADMINISTRATION Tab 6
    Clerk and Treasurer's Office
    Registration and Elections
    Audit Bureau
    Information Systems
    City Assessor
    Finance Administration
    Human Resources

DEVELOPMENT SERVICES Tab 7
    Economic Development
    Planning
    Historic Preservation
    Code Enforcement
    Development Services Administration
    Engineering
    Facilities Maintenance
    Bucker School

COMMUNITY SERVICES Tab 8
    Community Services Administration
    Lithgow Library
    Recreation
    Parks, Cemeteries and Trees
    Old Fort Western
    Bicentennial Nature Park
    Health and Welfare
    General Assistance
PUBLIC SAFETY DIVISION
   Police Department
   Fire Department
   Civil Emergency Preparedness

PUBLIC WORKS
   Administration
   Streets
   Snow Removal
   Waste Removal

UTILITIES

INSURANCE AND RETIREE BENEFITS

SERIAL BONDS AND NOTES

RESERVE AND CASH CAPITAL IMPROVEMENTS

COUNTY TAX

EDUCATION

ENTERPRISE FUNDS
   Civic Center
   Hatch Hill Waste Facility
   Airport
   Childcare

INTERNAL SERVICE FUNDS
   Central Garage