

Christopher Nolan

From: Susan Dorr
Sent: Thursday, May 7, 2026 5:12 PM
To: Alison McKellar; Christopher Nolan; Chrisso Rheault; Kenneth Gross
Subject: Town Manager Evaluation
Attachments: FW: TM Performance Evaluation

Dear Colleagues,

Among the remaining business we have for this year is Audra's evaluation. I have attached the form that some of us used last year. I know that Ken and Chris were seeking a more objective, numerical scoring to apply and then folded those results into the form the rest of us used. Ultimately the discussion was subjective and constructive and hopefully everyone felt their input was considered. Feel free to use the attached form and return your results to me within the next week or use another rubric that gets to what you want to say and pass those results along. We may be ready to consider this in an executive session following our next meeting and, if not, the following.

Thank you!

Susan

Christopher Nolan

From: Ken Gross [REDACTED]
Sent: Wednesday, May 20, 2026 10:20 AM
To: Ray and Wendy
Cc: Christopher Nolan
Subject: Re: Select Board Shenanigans

Yes, that is their goal. Even though it is flatly against the orders of the town's Charter.

I will vote against the process, because it is not legal and because it gives the current board a second "annual review."
We already did the review less than a year ago.

Stay tuned.

Ken

On May 20, 2026, at 9:04 AM, Ray and Wendy [REDACTED] wrote:

Did I hear correctly that the current Select Board is considering or might extend Audra's contract for three years before this year's election of a new Select Board and hopefully new chair and no Allison?

Christopher Nolan

From: Ray and Wendy [REDACTED]
Sent: Wednesday, May 20, 2026 9:04 AM
To: Ken Gross; Christopher Nolan
Subject: Select Board Shenanigans

Did I hear correctly that the current Select Board is considering or might extend Audra's contract for three years before this year's election of a new Select Board and hopefully new chair and no Allison?

Christopher Nolan

From: Susan Dorr
Sent: Tuesday, May 19, 2026 3:58 PM
To: Kenneth Gross; Alison McKellar; Christopher Nolan; Chrisso Rheault; Audra Caler
Subject: RE: Audra Eval and Contract

Ken, Agreed that we are not in strict compliance with the order of operation set out in the charter. However, given the timing of the expiration of Audra's contract, it is incumbent upon us to discuss and vote on it before the tenure of this board ends. I do not yet have a copy of the contract and am meeting with Bill Kelly tomorrow to clarify some of the details about how we need to proceed. I will forward next steps to the board as soon as possible. Thanks, Susan

From: Kenneth Gross [REDACTED]
Sent: Monday, May 18, 2026 3:43 PM
To: Susan Dorr [REDACTED]; Alison McKellar [REDACTED]; Christopher Nolan [REDACTED]; Chrisso Rheault [REDACTED]; Audra Caler [REDACTED]
Subject: Re: Audra Eval and Contract

Hi Susan, I'm still hoping to get a copy of the current contract from you, do you have a copy that you can send us? Has the contract expired?

Also, the timing of the evaluation and contract renewal is still a question. The Town Charter is curiously explicit about the sequence and timing of the review of the Town Manager. We probably shouldn't jump the gun. We should follow the instructions in the charter:

Section 2.11

Enumeration of Powers and Responsibilities.

(1)

Annual appointments. Annual appointments shall be made at the organizational meeting of the Select Board, or as soon thereafter as possible, and as vacancies occur.

(a)

Town Manager.

(i)

No later than at the third regular meeting and after their organizational meeting, the Select Board shall review, appoint, renew, or reappoint a Town Manager by an affirmative vote of three (3) members, provided that any contract entered into by and between the Select Board and Town Manager shall not exceed three (3) years. The Town Manager may not be a member of the Select Board.

Ken Gross

Camden Select Board

[REDACTED]
207-236-3353 (Town Office)

29 Elm Street
PO Box 1207
Camden, Maine 04843



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From: Kenneth Gross [REDACTED]
Sent: Thursday, May 14, 2026 8:52 PM
To: Susan Dorr [REDACTED]; Alison McKellar [REDACTED]; Christopher Nolan [REDACTED]; Chrisso Rheault [REDACTED]; Audra Caler [REDACTED]
Subject: Re: Audra Eval and Contract

Thanks, Susan — why are we doing the town manager evaluation so much earlier this year? Last year we did it in August and September, it seems more appropriate to follow the timing we used before.

When does the contract expire?

Perhaps we could discuss the process and the scheduling at our next meeting, without going into executive session.

Could you send the current contract sooner rather than later?

I have again attached the numerical evaluation that I recommend. As I said at the time, one major purpose of a periodic professional evaluation is to set benchmarks for comparing across time periods (years). Having a written record is essential for comparing and evaluating year-after-year, especially as there is a changing makeup of the Board. To that end, other towns use a numerical system for recording evaluations, that is, a numbered list of evaluation points and a scale (1-5 / Unsatisfactory to Outstanding) for recording evaluations. Written remarks are also included. Such a system has value in summarizing, recording, evaluating, and especially comparing.

I have attached a model "Town Administrator Performance Evaluation Form" (from Boxborough, MA).

Sincerely

Ken Gross
Camden Select Board

[REDACTED]
207-236-3353 (Town Office)

29 Elm Street
PO Box 1207
Camden, Maine 04843



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From: Susan Dorr [REDACTED]
Sent: Thursday, May 14, 2026 4:53 PM
To: Alison McKellar [REDACTED]; Christopher Nolan [REDACTED]; Chrisso Rheault [REDACTED]; Kenneth Gross [REDACTED]; Audra Caler [REDACTED]
Subject: Audra Eval and Contract

Dear Colleagues,

Please take some time to think about Audra's review. You are invited to commit something to writing using the template I sent earlier or another rubric which you prefer, and forward it to me so we can share our thoughts with each other when we meet in executive session at our meeting June 2. At that meeting we will go into executive session to discuss the evaluation and Audra's employment contract then come out of session for a public vote on the contract. We will forward the employment contract to you in a confidential message prior to that meeting for your review.

Thank you,

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Christopher Nolan

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Sent: Monday, May 18, 2026 3:43 PM
To: Susan Dorr; Alison McKellar; Christopher Nolan; Chrisso Rheault; Audra Caler
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Ken Gross
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From: Susan Dorr [REDACTED]
Sent: Thursday, May 14, 2026 4:53 PM
To: Alison McKellar [REDACTED]; Christopher Nolan [REDACTED]; Chrisso Rheault [REDACTED]; Kenneth Gross [REDACTED]; Audra Caler [REDACTED]
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Thank you,
Susan

Christopher Nolan

From: Kenneth Gross
Sent: Tuesday, June 9, 2026 4:31 PM
To: Christopher Nolan
Subject: Fw: 120-day requirement: Confidential: Procedural and Substantive Issues with Town Manager Contract and Appointment
Attachments: Town Manager Agreement 2023.pdf

Hi Chris — it's not as clear as I thought on my first reading.

So I don't know if it is adequate to give notice of 120 days; but I don't see why it would not be sufficient by terms of the contract.

See Bill's full email below (you were sent a copy already).

Just speculating.

Ken Gross
Camden Select Board

[REDACTED]
207-236-3353 (Town Office)

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From: Susan Dorr [REDACTED]
Sent: Friday, May 29, 2026 2:18 PM
To: Kenneth Gross [REDACTED]; Chrisso Rheault [REDACTED]; Christopher Nolan [REDACTED]; Alison McKellar [REDACTED]
Cc: Bill Kelly [REDACTED]
Subject: FW: Confidential: Procedural and Substantive Issues with Town Manager Contract and Appointment

Dear Colleagues,

Attached you will find a memo from Bill Kelly outlining the various details around our employment and appointment of Audra. This has been a complex issue to unravel given how heated many people in town have become over this. It is clear in Bill's memo and is backed up by statute and MMA that we are free to enter into an employment contract at any time and that the appointment, a more ministerial act, is that which is designated by charter to occur no later than the third meeting of the newly constituted board. That said, it will be impossible to undue the misperception out in the community and I for one am not prepared to take the blowback that an executive session this coming meeting would create. I have spoken with Audra and expect to see the updated employment contract with some revisions shortly and will forward that to you upon receipt. I must trust that you all will treat the communications around this with confidentiality. If you need any further clarification around our role and responsibilities, we can engage Bill to clarify. This is not the appropriate place for a back and forth conversation on this issue.

Our agenda for next Tuesday has been issued and we can, hopefully, end on a high note!

Thanks all! Susan

From: Bill Kelly [REDACTED]

Sent: Wednesday, May 27, 2026 1:55 PM

To: Susan Dorr [REDACTED]

Subject: Confidential: Procedural and Substantive Issues with Town Manager Contract and Appointment

Hi Susan

This summary email is intended to try to put some structure around the relevant dates and process for both a new contract and appointment of the Town Manager.

Select Board authority for Employment Contract and Appointment:

I understand that there will not be an Agenda Item next week to address an extension of the existing Town Manager Employment Contract, which I attach, nor any time before the Town Meeting on June 9, 2026. As I have mentioned, the Select Board has the authority to enter into an Employment Contract for Town Manager services at any time. This is entirely unrelated to the procedural act of the annual "Appointment" of the Town Manager under section 2.11 of the Charter. That is my long standing position and something I go over each year when we have an initial legal orientation meeting with newly appointed Select Board members. MMA agrees with this interpretation. My point is the Select Board has significant flexibility with when a contract is entered into and the terms and conditions, subject to the Charter's requirement that the Employment Contract may not exceed 3 years. (Note the relevant Town Manager Plan statute is more flexible, and if there were not a maximum 3 year term per the Charter, the manager could have been appointed by the Select Board for an "indefinite term unless otherwise specified by contract.")

Audra's Existing Employment Contract:

As you will see, Audra's Employment Contract expires on June 30, 2026. Town is obligated to keep her employed through that date and should continue to pay her salary and all benefits through that date. The Town was required to provide her with a notice at least 120 days before her Contract expired, if it were the intent of the Town not to renew the Contract. (See, Section 10(a)) However, the Contract is silent as to any damage that could be claimed by Audra for the failure to receive the notice of non-renewal. It seems the better argument here is that there is no damage that may be successfully claimed by Audra, and instead the 120 day notice would be considered a procedural requirement, and not substantive term in the contract. Alternatively, the counter argument would be that by failing to give the manager 120 days to find a new job if the Town intended not to renew, she has been damaged to some degree. That discussion is complicated and we can

discuss if that becomes an issue (most likely not, departing managers do not like to be seen suing former Town employers)

Important Dates:

Audra's Employment Contract expires on June 30, 2026. Town Meeting is on June 9, 2026. The Charter provides that the 'appointment' must occur "no later than the third regular meeting and after the organizational meeting of the Select Board." I checked with Janice and the third regular meeting of the Select Board after Town Meeting is July 21, 2026. Thus, by Charter the appointment of the Town Manager should occur no later than July 21, 2026. Therefore, if the Select Board wishes to extend Audra's Contract, or enter into a new contract with another manager, it must be negotiated between June 9/Town Meeting and July 21, 2026, as it is irrational to appoint someone to be Town Manager if there is no Employment Contract in place. As a practical matter, negotiations for terms in a contract cannot really start until all newly elected Select Board members have been sworn in and may act as Select Board members. I should note that if there is no 'appointment' on or before July 21, 2026, there is not specific consequence noted in the Charter, but it does create a bit of concern as to the validity of any appointment after July 21, 2026, as it could be argued that the Select Board has no authority to 'appoint' a manager after that third regular meeting -- meaning not until the next Annual Town meeting. In short, it is best to use July 21, 2026 as the last date upon which a contract should be entered into and the appointment made.

I hope this helps. Please let me know if I might address any other questions/issues you have.

Thanks. Feel free to share this email with the other Select Board members, but as I have included confidential analysis of Town exposure to damages, it should not be shared with anyone else.

Bill

William S. Kelly, Esq.
Kelly & Associates, LLC
96 High Street, Belfast, ME 04915
Tel: (207) 338-2702 - Fax: (207) 338-0328

MAINE BAR # 7077

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Christopher Nolan

From: Christopher Nolan
Sent: Thursday, June 11, 2026 7:46 AM
To: Susan Dorr
Cc: susan dorr
Subject: Organizational Meeting Agenda

Good Morning,

I would like a chance to provide input on the organizational meeting agenda – specifically 4 items.

1. To not have the appointments of the Town Manager, the Town Attorney, or the Police Chief in this meeting.
2. Maintain the other Town position appointments except for the ones listed above
3. To have an Executive Session concerning the Town Manager's Review and Contract
4. To schedule a Select Board Meeting on Tuesday, June 23 because of the June 30 Contract end date
 - a. Finalize Town Manager's Contract
 - b. Potentially - the decision / presentation of the Police Chief finalists
5. Whatever regular meeting items need to be addressed (licenses and such).

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

29 ELM STREET
PO Box 1207
CAMDEN, MAINE 04843



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Christopher Nolan

From: Christopher Nolan
Sent: Tuesday, June 16, 2026 4:20 PM
To: 'Bill Kelly'
Subject: Two Questions about the June 16 Select Board Meeting

Bill,

I hope you can give me a call prior to tonight's Select Board Meeting. Two things: I was looking for confirmation of your attendance at the Executive Session (either by Zoom or other means), and 2. We received notification through the Manger's Report that was added to the agenda today, that the Town Manager states she is out on medical leave for a few weeks.

I do have questions about the second part of that message above concerning the appropriate process: As in, can a person declare themselves on Medical Leave, or does a person in her position require approval by the Select Board? If so, on that second item, how is that Select Board decision made?

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

29 ELM STREET
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From: Bill Kelly [REDACTED]
Sent: Thursday, June 11, 2026 2:56 PM
To: Christopher Nolan [REDACTED]
Subject: RE: Do you have time for a Meeting with me Today?

What number should I call?

William S. Kelly, Esq.
Kelly & Associates, LLC
96 High Street, Belfast, ME 04915
Tel: (207) 338-2702 - Fax: (207) 338-0328

MAINE BAR # 7077

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From: Christopher Nolan [REDACTED]
Sent: Thursday, June 11, 2026 2:49 PM
To: Bill Kelly [REDACTED]
Subject: RE: Do you have time for a Meeting with me Today?

3 p.m. is great. Thank you.

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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From: Bill Kelly [REDACTED]
Sent: Thursday, June 11, 2026 12:38 PM
To: Christopher Nolan [REDACTED]
Cc: Gale Kelly [REDACTED]
Subject: RE: Do you have time for a Meeting with me Today?

Hi Chris

How about 3:00 pm?

Bill

William S. Kelly, Esq.
Kelly & Associates, LLC
96 High Street, Belfast, ME 04915
Tel: (207) 338-2702 - Fax: (207) 338-0328
[REDACTED]
MAINE BAR # 7077

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From: Christopher Nolan [REDACTED]
Sent: Thursday, June 11, 2026 10:30 AM
To: Bill Kelly [REDACTED]
Subject: Do you have time for a Meeting with me Today?

Bill,

Good morning. I have a few questions regarding navigating the Contract for the Town Manager. Do you have time available today for you and I talk?

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]

207-236-3353 (TOWN OFFICE)



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Christopher Nolan

From: Susan Dorr
Sent: Wednesday, June 17, 2026 10:07 AM
To: Christopher Nolan; Chrisso Rheault; Kenneth Gross; Bobbie Oxton-Blake; Bill Kelly
Subject: Audra Separation

Dear Colleagues,

Thank you for the very considerate and in-depth conversation we had last night. I just spoke with Audra and related what we outlined in the possible separation agreement. She sees it as the best outcome she is likely to be offered and is going to consult with some people before giving us her response. I did tell her that we were planning another session on June 23 so would appreciate a response prior to that date. She did appoint Jodi Hansen as manager in her absence and was non-committal about the scope of her medical leave. She understood that we would expect her to cooperate in the transition to a new manager and that if she were to get a new position she would be free to go without any penalty. I think the sooner we have a more concrete agreement to present, the better. Let me know if there is anything else you would like me to convey.

Enjoy this glorious day!
Susan

Christopher Nolan

From: Kenneth Gross
Sent: Wednesday, June 17, 2026 1:13 PM
To: Dan Dunkle
Cc: Christopher Nolan
Subject: Re: Exec Session

Thanks, Dan.

No, there was no decision to report and no vote taken, we adjourned immediately after the executive session. The Select Board will be meeting again Tuesday June 23, and will again include an executive session.

Ken

Sent from my iPhone

On Jun 17, 2026, at 11:18 AM, Dan Dunkle [REDACTED] wrote:

Some people who received this message don't often get email from [REDACTED]. [Learn why this is important](#)

Hi and congrats on making Chair and Vice Chair....

Can you provide any more info on this personnel discussion in executive session? Was any vote taken afterwards?

<Outlook-aj5tymud.png>

Daniel Dunkle | Executive News Editor
c: 207-706-4205
[REDACTED]

Midcoast Villager
midcoastvillager.com

Christopher Nolan

From: Dan Dunkle [REDACTED]
Sent: Wednesday, June 17, 2026 11:18 AM
To: Christopher Nolan
Cc: Kenneth Gross
Subject: Exec Session

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Midcoast Villager 

Daniel Dunkle | Executive News Editor
c: 207-706-4205
[REDACTED]

Midcoast Villager
midcoastvillager.com

Christopher Nolan

From: Dan Dunkle [REDACTED]
Sent: Wednesday, June 17, 2026 2:28 PM
To: Christopher Nolan
Subject: Re: Exec Session

You don't often get email from [REDACTED] [Learn why this is important](#)

No problem... have to ask



Daniel Dunkle | Executive News Editor
c: 207-706-4205
[REDACTED]

Midcoast Villager
midcoastvillager.com

From: Christopher Nolan [REDACTED]
Sent: Wednesday, June 17, 2026 2:23 PM
To: Dan Dunkle [REDACTED]
Cc: Kenneth Gross [REDACTED]
Subject: RE: Exec Session

Dan, Thank you for asking. And thank you for your congratulations.

As I stated last night to Lynda (who texted me and queried) –“ Only motion at this time was to adjourn”. And that “the meeting adjourned at 842”. And that “I am sorry that I have to be so brief at this point”.

Thank you for understanding.

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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To: Christopher Nolan [REDACTED]
Cc: Kenneth Gross [REDACTED]
Subject: Exec Session

Some people who received this message don't often get email from [REDACTED]. [Learn why this is important](#)

Hi and congrats on making Chair and Vice Chair....

Can you provide any more info on this personnel discussion in executive session? Was any vote taken afterwards?

Midcoast Villager 

Daniel Dunkle | Executive News Editor
c: 207-706-4205
[REDACTED]

Midcoast Villager
midcoastvillager.com

Christopher Nolan

From: Audra Caler
Sent: Thursday, June 18, 2026 11:10 AM
To: Christopher Nolan
Subject: Automatic reply: Orientation meeting - CJN Response - Either Day that Works for Bobbi works for me.

I will be out of the office for a few weeks. If you need immediate assistance please feel free to contact the Assistant Town Manager, Janice Esancy at jesancy@camdenmaine.gov or 236-3353 ext 7101 or Communications Coordinator, Holly Anderson at handerson@camdenmaine.gov or 236-3353 ext 7100.

Thank you,
Audra Caler
Camden Town Manager

Christopher Nolan

From: Christopher Nolan
Sent: Friday, June 19, 2026 11:29 AM
To: Dan Dunkle; Holly Anderson; Audra Caler
Subject: Re: Town Manager Leave

Dan, at this point all we can do is reiterate the sentence from the Select Board meeting stating that the town manager reported she is on medical leave for a few weeks.

No, light can be shed on the executive sessions. We are not even allowed to take notes during those sessions.

As to the police chief hiring, progress continues, and there is an item on the agenda for the next meeting concerning an update that will be public.

We are working as a group to do what is best for the town using a consistent process.

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

29 ELM STREET
PO Box 1207
CAMDEN, MAINE 04843



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From: Dan Dunkle [REDACTED]
Sent: Friday, June 19, 2026 9:14 AM
To: Holly Anderson [REDACTED]; Christopher Nolan [REDACTED]; Audra Caler [REDACTED]
Subject: Town Manager Leave

Greetings all,

Last night I was seeing some discussion online about Audra being on leave. I know some info cannot be released but want to get as much as possible. Good to give the facts when there is public interest.

Questions:

When did Audra go on leave?

How long is the leave expected to last?

I believe it was stated at the Select Board meeting that this is a medical leave. Is that correct?

Is there a recommendation before the Select Board as to who will serve as interim or acting Town Manager? If so who?

Any update on the police chief hiring?

Can any information be provided shedding light on the exec sessions on personnel matters? Are these related?

Thanks for your time!

Get [Outlook for Android](#)

Christopher Nolan

From: Christopher Nolan
Sent: Saturday, June 20, 2026 6:48 PM
To: Jodi Hanson
Subject: Re: Designated Duties

Thank you for the update

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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From: Jodi Hanson [REDACTED]
Sent: Saturday, June 20, 2026 9:18 AM
To: Christopher Nolan [REDACTED]
Subject: Designated Duties

Good morning, Chris,
I received an email from Audra yesterday; she has designated me to perform the duties of the Town Manager in her absence. So, for Tuesday night, the Select Board must now vote to affirm that designation (if they so choose to.) I already updated Bill on this as well. If you need to reach me on non-business days, my cell is [REDACTED].
Warmly,

Jodi R. Hanson

Finance Director
Town of Camden

PO Box 1207

Camden, ME 04843

www.camdenmaine.gov

207-236-3353 ext. 7117



Christopher Nolan

From: Jodi Hanson
Sent: Saturday, June 20, 2026 9:19 AM
To: Christopher Nolan
Subject: Designated Duties

Good morning, Chris,

I received an email from Audra yesterday; she has designated me to perform the duties of the Town Manager in her absence. So, for Tuesday night, the Select Board must now vote to affirm that designation (if they so choose to.) I already updated Bill on this as well. If you need to reach me on non-business days, my cell is [REDACTED].

Warmly,

Jodi R. Hanson

Finance Director
Town of Camden
PO Box 1207
Camden, ME 04843
www.camdenmaine.gov
207-236-3353 ext. 7117



Christopher Nolan

From: Christopher Nolan
Sent: Friday, June 26, 2026 9:08 AM
To: Kenneth Gross
Subject: Re: Statement for public release?

Thank you for offering to make a draft statement. Give it a go and i will pass it by bill. Audra signs at 1 today, i will sign around noon on monday.

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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From: Kenneth Gross [REDACTED]
Sent: Thursday, June 25, 2026 8:26 PM
To: Christopher Nolan [REDACTED]
Subject: Statement for public release?

Just thinking—we should be prepared with a statement, as soon as Audra (and you) have signed the contract. It would say Audra has been offered a six-month extension of the contract, and she has accepted, with some positive language from the contract and somehow work in that the town, through the actions of the Select Board, is choosing in the coming months, to go in a different direction.

Do you want me make a rough draft?

I can work on it tomorrow. We would need to pass it by Bill. (Maybe he's already thought of it).
Do we need buy-in from everyone on the Board?

Sent from my iPhone

Christopher Nolan

From: Christopher Nolan
Sent: Friday, June 26, 2026 1:57 PM
To: Jodi Hanson
Cc: Kenneth Gross
Subject: Annual Committee Member Application Submission Date Question -Extension of Deadline to July 15 and Agenda Items 7/7/26 starter set

Jodi,

I see that the annual application deadline for committee members to apply is June 29.

Is it possible to extend this deadline yet keep their packets in the meeting to be held for their review on July 21? My thought is to announce the application process again in the July 7 Meeting but have the deadline extend from June 29 as it currently says on our website to extend the deadline for submittals to the pack by Wednesday July 15.

Maybe an agenda item – to ensure I do not forget it – As a discussion point:
Discussion Item: Call for Applications to Committees Deadline is Extended to: July 15

Is this type of extension possible? Do you agree with the concept?

Also, as an Action Item for the July 7 Meeting:

Action Item: Set a Date for 2026/2027 “Camden Priorities” Open Workshop Meeting

Another Action Item (that I will be working with Bill on Wednesday to finalize the process (to ensure I have things correct) is:

Action Item: Paid Parking – Financial Independent Review Committee – As an Action (Bill may determine a better name is required, but that is the intent).

Action Item: Paid Parking – Continuance of Paid Parking for the Summer Season – for a Select Board Vote

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
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[REDACTED]

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Christopher Nolan

From: Christopher Nolan
Sent: Monday, June 29, 2026 5:23 PM
To: Chrisso Rheault; Bobbi Oxtan-Blake; Kenneth Gross; Susan Dorr
Cc: Bill Kelly
Subject: Confidential - To Keep You in the Loop - Agenda Item and Content - And Guidance from Bill

The following is to best inform and prepare us for questions for when the Select Board Packet for July 7 is published. I needed some guidance on this, and I thought his response was great to share for all.

Overall, we have a greater need for accuracy over speed.

I hope you find this information and the answers to possible frequently asked questions helpful.

Bill has recommended to not release this before including it in the packet that goes out on Thursday, in the normal course. Janice has instructions, in a separate email, to not provide this to any news agency. For the SB Packet when it is created / finalized only. – but yes before she leaves for the holiday, as we discussed earlier today.

Ken and I have reviewed this statement with Bill, and per his recommendation, we will have this be part of the packet for the Tuesday July 7 Meeting.

“On July 7, 2026 the Select Board will confirm and ratify an extension of the Town Manager’s Employment Agreement, which was arrived at by mutual agreement which recites that a transition to a new Town Manager is appropriate at this time. The terms of the extension are described in the Memorandum of Agreement for Continued Employment, the terms of which supplement the existing Employment Agreement. Salary, leave, benefits, and vacation time remain the same through the extension period which ends on December 31, 2026.

The Memorandum recognizes that Audra will likely seek other employment and that the Town will concurrently conduct a search for a new Town Manager during the extension period. The Town will utilize the Maine Municipal Association and other professional resources as is common for such search. Audra may assist with the transition to a new Manager and may provide consultation on past policies and operations. If a new Town Manager is appointed before the end of the term, Audra will continue to receive full salary through December 31, 2026. If Audra accepts employment before the end of the extension, she will receive one-half of the balance of her salary through December 31, 2026.

It is important to note that within the Memorandum, the Select Board expresses its appreciation for Audra’s years of service and professional leadership. This mutually agreed transition is intended to support the needs of the Town and Audra and aid both her next professional challenge and the Town’s efforts to find successive leadership.”

BELOW THIS PART IS GUIDANCE FROM BILL - THAT WILL NOT BE IN THE PACKET, BUT IT IS GUIDANCE FOR US TO KNOW AND USE. (I needed this guidance to know how to handle questions and not put anything in jeopardy).

If anyone asks you separately, know the following is directly from Bill. I highlighted some items in Bold only to help call attention to the important matters.:

- You **should not** substantively respond to questions about **what you could have or should have negotiated**; responding to someone else's idea of what should have been in the Agreement is a trap with never ending follow-up questions.
- **Negotiations are not for public discussion** while happening, and the **myriad of possible terms should not be discussed** after the fact as some sort of forensic analysis or what might be interpreted as an apology for the deal you all agreed to.
- To answer to such questions, you should simply state something along the lines:
- "This was the agreement mutually reached and both parties, and the SB is pleased to have concluded the issue. Both parties appreciate that the contract extension was achieved by mutual agreement.
- If pressed, you can also say something like: "I appreciate the question, but it is not appropriate for me to speculate on what could have been. The Employment Agreement is a public document, but **the process is essentially a personnel matter and confidential.**"

Medical leave is entirely unrelated and it is a confidential personnel matter and should not be discussed at all. That is a highly confidential issue and there is no place to go but into trouble if the Select Board discusses that beyond saying:

- **It's a personnel and private matter and cannot be discussed in public.**
- If you need to you can say that "**medical leave is not an issue that was or could have been considered in the negotiations.**"

If anyone presses you further, or you are uncomfortable with the line of questions, you can always forward that along or redirect them to me – upon which – they will receive the same respectful response that you likely already provided. If it is really strange or uncomfortable for me as well, I will once again query Bill.

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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Christopher Nolan

From: Christopher Nolan
Sent: Monday, June 29, 2026 1:35 PM
To: Nolan, Christopher
Subject: Fw: Statement for public release? Second DRAFT: proposed additional text

Thank you,

Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC

CAMDEN SELECT BOARD

[REDACTED]

207-236-3353 (TOWN OFFICE)

[REDACTED]

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From: Kenneth Gross [REDACTED]
Sent: Saturday, June 27, 2026 3:56 PM
To: Christopher Nolan [REDACTED]
Subject: Re: Statement for public release? FIRST DRAFT: proposed additional text

Hello Chris 9and Bill) --

On reviewing this draft, I think we are missing an opportunity to express something positive about the direction the Select Board would like to move. People will be asking "Why" are we changing town managers. We talked about limiting our language to saying "the Town is moving in a different direction," but I would like to say something more positive, in a non-partisan and uncritical description of where this Select Board would like to move. Can we add this to the press release?:

"The Town has the opportunity to move in a different direction, to listen to the voice of its citizens, and move forward in a transparent and democratic manner. Camden has an actively engaged citizenry, and we will enjoy the commitment of our volunteers and committee members. We hope to reinvigorate the committee structure and rely more on citizen input. Committees are an entry-level means for citizens to participate and contribute. The Select Board cannot do everything alone..."

Ken

From: Kenneth Gross [REDACTED]
Sent: Friday, June 26, 2026 5:16 PM
To: Christopher Nolan [REDACTED]
Subject: Re: Statement for public release? FIRST DRAFT

Chris, I am sending this to you only — please share it with the other Board members and with Bill, as soon as you are happy with it.

Ken

TO: fellow board members and Bill:

We need to post some kind of statement earlier rather than later —

The people of Camden are speculating about whether or not we will keep our town manager or seek a new one. We should release the information, as early as practicable and legal, about this big decision. Here are some sentences to start the ball rolling on preparing a press statement.

These are just suggested sentences, largely drawn from the Memo of Understanding. This text underscores that it is a mutual decision, and speaks positively about Audra. The Town Manager is NOT being “fired,” she is in fact being offered an extended contract. Please look in particular at the wording: "The Town of Camden, through its Select Board, is actively seeking new direction for the town, and looks forward to working with a new manager."

Do we want to say that, or something similar?

Thanks, this should be a joint decision. (Bill will need to review anything we come up with).

Ken

Camden, Maine
Monday, June 29, 2026

The Camden Select Board has offered to extend the employment contract of the Town Manager for six months. The Town Manager, Audra Caler, has accepted the contract, and her final day of employment will be December 31, 2026. The Town acknowledges the professional service and leadership provided by Ms. Caler and recognizes that after a successful nine years of leadership by Ms. Caler, a transition to a successor Town Manager is appropriate at this time. The terms of employment are the same as in her current contract, which covers salary, leave, benefits, and vacation time.

According to the employment memorandum, Ms. Caler is free to look for employment, and should she find a new position, she will receive a portion of her salary for the remainder of the six-month term (to be specific, she will receive 50% of her contracted compensation).

Likewise, the Town will be seeking a new town manager and will use the Maine Municipal Association’s services as well as other professional resources in the search. Ms. Caler will be welcome to help in the transition with the new town manager, to offer her advice and consultation with the successor Town Manager as to past policies and operational management of the Town. In the event that the Town hires a new town manager, Ms. Caler will receive full salary through the end of the term of the extended contract, that is, December 31, 2026.

The Town of Camden and the Camden Select Board wish to express appreciation for the many years of professional leadership the Town has enjoyed under Audra Caler. The separation of employment as of December 31, 2026 is a mutual decision of the parties and to the mutual benefit of the parties. The Town of Camden, through its Select Board, is actively seeking new direction for the town, and looks forward to working with a new manager.

From: Christopher Nolan [REDACTED]
Sent: Friday, June 26, 2026 9:08 AM

To: Kenneth Gross [REDACTED]
Subject: Re: Statement for public release?

Thank you for offering to make a draft statement. Give it a go and i will pass it by bill. Audra signs at 1 today, i will sign around noon on monday.

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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From: Kenneth Gross [REDACTED]
Sent: Thursday, June 25, 2026 8:26 PM
To: Christopher Nolan [REDACTED]
Subject: Statement for public release?

Just thinking—we should be prepared with a statement, as soon as Audra (and you) have signed the contract. It would say Audra has been offered a six-month extension of the contract, and she has accepted, with some positive language from the contract and somehow work in that the town, through the actions of the Select Board, is choosing in the coming months, to go in a different direction.

Do you want me make a rough draft?
I can work on it tomorrow. We would need to pass it by Bill. (Maybe he's already thought of it).
Do we need buy-in from everyone on the Board?

Sent from my iPhone

Christopher Nolan

From: Christopher Nolan
Sent: Monday, June 29, 2026 5:34 PM
To: Janice Esancy
Cc: Jodi Hanson; Chrisso Rheault
Subject: RE: Confidential -USE THIS UPDATED VERSION Item for Transfer onto Town of Camden Letterhead - July 7 SB Packet Item

Janice,

Sorry for multiple emails, but this is an update to the former email from today – the intent is that it is a greater sign of respect not to use the first name, but instead replaced that with The Town Manager or Ms. Caler in place of a first name, only. So the word “Audra” was replaced with “Ms. Caler”, intentionally.

“On July 7, 2026 the Select Board will confirm and ratify an extension of the Town Manager’s Employment Agreement, which was arrived at by mutual agreement which recites that a transition to a new Town Manager is appropriate at this time. The terms of the extension are described in the Memorandum of Agreement for Continued Employment, the terms of which supplement the existing Employment Agreement. Salary, leave, benefits, and vacation time remain the same through the extension period which ends on December 31, 2026.

The Memorandum recognizes that Ms. Caler will likely seek other employment and that the Town will concurrently conduct a search for a new Town Manager during the extension period. The Town will utilize the Maine Municipal Association and other professional resources as is common for such search. Ms. Caler may assist with the transition to a new Manager and may provide consultation on past policies and operations. If a new Town Manager is appointed before the end of the term, Ms. Caler will continue to receive full salary through December 31, 2026. If Ms. Caler accepts employment before the end of the extension, she will receive one-half of the balance of her salary through December 31, 2026.

It is important to note that within the Memorandum, the Select Board expresses its appreciation for Ms. Caler’s years of service and professional leadership. This mutually agreed transition is intended to support the needs of the Town and Ms. Caler and aid both her next professional challenge and the Town’s efforts to find successive leadership.”

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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From: Christopher Nolan
Sent: Monday, June 29, 2026 5:07 PM
To: Janice Esancy [REDACTED]
Cc: Jodi Hanson [REDACTED]; Kenneth Gross [REDACTED]
Subject: Confidential - Item for Transfer onto Town of Camden Letterhead - July 7 SB Packet Item

Janice,

Bill has recommended to not release this before including it in the packet that goes out on Thursday, in the normal course. Do not provide this to any news agency. For the SB Packet when it is created / finalized only. – but yes before you leave for the holiday, as we discussed earlier today.

Ken and I have reviewed this statement with our Attorney, Bill, and per his recommendation, we would like this to be part of the packet for the Tuesday July 7 Meeting – I need your assistance to place this onto Town of Camden Letterhead:

“On July 7, 2026 the Select Board will confirm and ratify an extension of the Town Manager’s Employment Agreement, which was arrived at by mutual agreement which recites that a transition to a new Town Manager is appropriate at this time. The terms of the extension are described in the Memorandum of Agreement for Continued Employment, the terms of which supplement the existing Employment Agreement. Salary, leave, benefits, and vacation time remain the same through the extension period which ends on December 31, 2026.

The Memorandum recognizes that Audra will likely seek other employment and that the Town will concurrently conduct a search for a new Town Manager during the extension period. The Town will utilize the Maine Municipal Association and other professional resources as is common for such search. Audra may assist with the transition to a new Manager and may provide consultation on past policies and operations. If a new Town Manager is appointed before the end of the term, Audra will continue to receive full salary through December 31, 2026. If Audra accepts employment before the end of the extension, she will receive one-half of the balance of her salary through December 31, 2026.

It is important to note that within the Memorandum, the Select Board expresses its appreciation for Audra’s years of service and professional leadership. This mutually agreed transition is intended to

support the needs of the Town and Audra and aid both her next professional challenge and the Town's efforts to find successive leadership."

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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Christopher Nolan

From: Christopher Nolan
Sent: Monday, June 29, 2026 3:06 PM
To: Bill Kelly
Cc: Kenneth Gross
Subject: Draft 3 of Public Comment for your opinion / revision.

Bill,

As soon as you can review and provide a better revision, that would be much appreciated. I understand we are not your only customer. And, by the way, I much appreciate that you shared your work schedule, (like disconnecting on the weekends) so I will do my best to be respectful of your time and your time away.

I did sign the letter today.

This is a new draft of Ken's initial first two with some words of my own. We of course want to provide the town information but in no way want to cast aspirations. We want to keep things positive, but inform the community.

One statement I am definitely not sure about is: The Camden Select Board has decided that .. . (We never voted publicly, so how can we say that?"

Bill – we want to get the right amount of information out soon. SB members need to know how to answer some FAQs;

Why did we decide to renew the contract?

Why did we not provide a 3-Year contract?

What is the situation with the medical leave?

DRAFT 3 Public Statement:

The Camden Select Board has decided to extend the employment contract of Town Manager Audra Caler for six months. Ms. Caler has accepted the extension, and her final day of employment will be December 31, 2026. The Town acknowledges the professional service and leadership provided by Ms. Caler and recognizes that, after nine successful years of leadership, a transition to a successor Town Manager is appropriate at this time. The terms of the extension remain consistent with her current contract, including salary, leave, benefits, and vacation time.

Under the employment memorandum, Ms. Caler may seek other employment, and if she secures a new position, she will receive 50% of her contracted compensation for the remainder of the six-month term. The Town will conduct a search for a new Town Manager, utilizing the Maine Municipal Association and other professional resources. Ms. Caler will assist with the transition and provide consultation on past

policies and operations. If a new Town Manager is appointed before the end of the term, Ms. Caler will continue to receive full salary through December 31, 2026.

The Town of Camden and the Select Board express their appreciation for Ms. Caler's years of professional leadership. This mutually agreed transition is intended to support both parties and position the Town for its next phase. The Select Board looks forward to identifying new leadership and continuing to serve the community.

The Town has the opportunity to consider a different direction, to listen to the voice of its citizens, and to move forward in a transparent and democratic manner. Camden has an actively engaged citizenry, and we value the commitment of our volunteers and committee members.

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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Christopher Nolan

From: Christopher Nolan
Sent: Wednesday, July 8, 2026 11:24 AM
To: Bill Kelly
Subject: Time to Chat Today

Bill,

I do have a question concerning a recruiting contract with MMA. Should i sign/do I have authorization to sign a recruiting contract with MMA?

Also, I have a few (and I think, quick) questions from reporters that I could use your guidance with.

And the last is guidance with meetings and how best to respectfully keep effective order concerning side comments during the meeting that negatively affect process.

Also, to update you on the chief of police process.

Call when you are out of the meeting. I dropped in at the wrong time (during the dept mtg), so we will need to talk over the phone.

Thank you,

Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC

CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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Christopher Nolan

From: Christopher Nolan
Sent: Wednesday, July 8, 2026 11:28 AM
To: Bill Kelly
Subject: MMA Contract: Town of Camden Town Manager Search Introduction
Attachments: PURCHASE OF SERVICE AGREEMENT 7-8-2026.pdf

Bill,

Do I have the authority to sign this contract? What is the proper process? Should we commit to the contract?

Thank you,

Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC

CAMDEN SELECT BOARD

[REDACTED]

207-236-3353 (TOWN OFFICE)

[REDACTED]

29 ELM STREET

PO Box 1207

CAMDEN, MAINE 04843



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From: Janet Kelle [REDACTED]
Sent: Wednesday, July 8, 2026 9:30 AM
To: Christopher Nolan [REDACTED]
Cc: Jada Lin [REDACTED]
Subject: RE: Town of Camden Town Manager Search Introduction

You don't often get email from [REDACTED]. [Learn why this is important](#)
Good Morning!

Attached is our purchase and service agreement for the Camden Town Manager search. Jay is already starting to get calls so if you could please sign and return to me we can get the process started. Once the agreement is fully executed I will send you a final copy for your records.

Let me know if you have any questions.

Thank you!

Janet Kelle, MBA, SHRM-SCP

Director, Human Resources

60 Community Drive
Augusta, ME 04330
PHONE: (207) 623-8428 ext. 2217
DIRECT: (207) 624-0107

<https://www.memun.org>

SAVE THE DATE: MMA ANNUAL CONVENTION



OCTOBER 7 & 8, 2026 • AUGUSTA CIVIC CENTER

From: Janet Kelle [REDACTED]
Sent: Tuesday, July 7, 2026 4:43 PM
To: Christopher Nolan [REDACTED]
Cc: Janet Kelle [REDACTED]
Subject: RE: Town of Camden Town Manager Search Introduction

Hi Chris,

I wanted to follow up to see if you have any questions or needed any additional information.

If you decide you would like to work with us, let me know and I will send you the contract for signatures.

Have a great evening!

Janet Kelle, MBA, SHRM-SCP

Director, Human Resources

60 Community Drive
Augusta, ME 04330
PHONE: (207) 623-8428 ext. 2217
DIRECT: (207) 624-0107

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SAVE THE DATE: MMA ANNUAL CONVENTION



OCTOBER 7 & 8, 2026 • AUGUSTA CIVIC CENTER

From: Janet Kelle
Sent: Thursday, July 2, 2026 11:03 AM
To: 'Christopher Nolan' [REDACTED]
Subject: RE: Town of Camden Town Manager Search Introduction

Good Morning Chris!

Thank you for reaching out to us regarding your Town Manager Search. I have attached our Executive Search Proposal which outlines our process and costs. Jay Feyler has been assisting us with searches, and I have reached out to him to find out his availability. I have attached his resume for your review.

I am in the office all day to day and back in the office on Monday, if you would like to have a conversation or have any questions.

I hope you have a great July 4th!

Janet Kelle, MBA, SHRM-SCP

Director, Human Resources

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Augusta, ME 04330

PHONE: (207) 623-8428 ext. 2217

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[REDACTED]
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SAVE THE DATE: MMA ANNUAL CONVENTION



OCTOBER 7 & 8, 2026 • AUGUSTA CIVIC CENTER

From: Christopher Nolan [REDACTED]
Sent: Wednesday, July 1, 2026 4:49 PM
To: HR Personnel Services [REDACTED]
Subject: Town of Camden Town Manager Search Introduction

Good afternoon,

I would like to introduce myself and query about assistance for a Town Manager search.

I am Chris Nolan, the newly elected Chair of the Camden Select Board.

As of tomorrow, July 2, we will make it publicly known that the Town of Camden will begin its search for a new Town Manager. We would like to learn about the assistance that MMA can provide in conducting such an important and highly visible search to beget the best candidate possible to lead the Town of Camden with the Select Board.

Please contact me to help get the conversation started and actions underway as soon as possible.

Thank you,

Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC

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I

Christopher Nolan

From: Bill Kelly [REDACTED]
Sent: Wednesday, July 8, 2026 12:56 PM
To: Christopher Nolan
Subject: RE: Time to Chat Today

Chris

I addressed the MMA contract in the prior email. (No authority).

I have a meeting now and will call after that. What number should I use?

Bill

William S. Kelly, Esq.
Kelly & Associates, LLC
96 High Street, Belfast, ME 04915
Tel: (207) 338-2702 - Fax: (207) 338-0328
[REDACTED]
MAINE BAR # 7077

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From: Christopher Nolan [REDACTED]
Sent: Wednesday, July 8, 2026 11:24 AM
To: Bill Kelly [REDACTED]
Subject: Time to Chat Today

Bill,

I do have a question concerning a recruiting contract with MMA. Should i sign/do I have authorization to sign a recruiting contract with MMA?

Also, I have a few (and I think, quick) questions from reporters that I could use your guidance with.

And the last is guidance with meetings and how best to respectfully keep effective order concerning side comments during the meeting that negatively affect process.

Also, to update you on the chief of police process.

Call when you are out of the meeting. I dropped in at the wrong time (during the dept mtg), so we will need to talk over the phone.

Thank you,

Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC

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Christopher Nolan

From: Bill Kelly [REDACTED]
Sent: Wednesday, July 8, 2026 12:53 PM
To: Christopher Nolan
Subject: RE: MMA Contract: Town of Camden Town Manager Search Introduction

Hi Chris

You do not have authority to act independently of the Select Board. It will have to be an Agenda Item and a vote. Generally speaking, no individual Select Board member has authority to bind the Town; the Select Board is required to take action as a group in public.

Thanks.

Bill

William S. Kelly, Esq.
Kelly & Associates, LLC
96 High Street, Belfast, ME 04915
Tel: (207) 338-2702 - Fax: (207) 338-0328
[REDACTED]
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Thank you,

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From: Janet Kelle [REDACTED]
Sent: Wednesday, July 8, 2026 9:30 AM
To: Christopher Nolan [REDACTED]

Cc: Jada Lin [REDACTED]
Subject: RE: Town of Camden Town Manager Search Introduction

You don't often get email from [REDACTED]. [Learn why this is important](#)
Good Morning!

Attached is our purchase and service agreement for the Camden Town Manager search. Jay is already starting to get calls so if you could please sign and return to me we can get the process started. Once the agreement is fully executed I will send you a final copy for your records.

Let me know if you have any questions.

Thank you!

Janet Kelle, MBA, SHRM-SCP

Director, Human Resources

60 Community Drive
Augusta, ME 04330
PHONE: (207) 623-8428 ext. 2217
DIRECT: (207) 624-0107

[REDACTED]
<https://www.memun.org>

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OCTOBER 7 & 8, 2026 • AUGUSTA CIVIC CENTER

From: Janet Kelle [REDACTED]
Sent: Tuesday, July 7, 2026 4:43 PM
To: Christopher Nolan [REDACTED]

Cc: Janet Kelle [REDACTED]
Subject: RE: Town of Camden Town Manager Search Introduction

Hi Chris,

I wanted to follow up to see if you have any questions or needed any additional information.

If you decide you would like to work with us, let me know and I will send you the contract for signatures.

Have a great evening!

Janet Kelle, MBA, SHRM-SCP

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OCTOBER 7 & 8, 2026 • AUGUSTA CIVIC CENTER

From: Janet Kelle
Sent: Thursday, July 2, 2026 11:03 AM
To: 'Christopher Nolan' [REDACTED]
Subject: RE: Town of Camden Town Manager Search Introduction

Good Morning Chris!

Thank you for reaching out to us regarding your Town Manager Search. I have attached our Executive Search Proposal which outlines our process and costs. Jay Feyler has been assisting us with searches, and I have reached out to him to find out his availability. I have attached his resume for your review.

I am in the office all day to day and back in the office on Monday, if you would like to have a conversation or have any questions.

I hope you have a great July 4th!

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DIRECT: (207) 624-0107



<https://www.memun.org>

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OCTOBER 7 & 8, 2026 • AUGUSTA CIVIC CENTER

From: Christopher Nolan [REDACTED]
Sent: Wednesday, July 1, 2026 4:49 PM

To: HR Personnel Services [REDACTED]

Subject: Town of Camden Town Manager Search Introduction

Good afternoon,

I would like to introduce myself and query about assistance for a Town Manager search.

I am Chris Nolan, the newly elected Chair of the Camden Select Board.

As of tomorrow, July 2, we will make it publicly known that the Town of Camden will begin its search for a new Town Manager. We would like to learn about the assistance that MMA can provide in conducting such an important and highly visible search to beget the best candidate possible to lead the Town of Camden with the Select Board.

Please contact me to help get the conversation started and actions underway as soon as possible.

Thank you,

Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC

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I

Christopher Nolan

From: Bill Kelly [REDACTED]
Sent: Friday, July 3, 2026 9:40 AM
To: Christopher Nolan
Subject: Re: For Monday; Assistance needed with the message below

He already said all this. The mission of the committee did not include issuing legal opinions. The appointment by the Manager is specifically exempted - the Charter expressly states that the Select Board appoints the Police Chief. There is no concept in municipal law that I know of that says a town manager appoints to begin with and then every year there after the select board appoints. That is just not what the Charter says. I do not have my computer with me, but I believe the section that specifically requires/authorizes the appointment of the Police Chief by the Select Board also authorizes the Select Board to remove the Police Chief. There is nothing that distinguishes or limits the right of the Select Board to "hire" the Police Chief.

There is nothing that authorizes the Manager to independently negotiate and sign an employment contract with the Police Chief without Select Board approval.

Bill

Get [Outlook for iOS](#)

From: Christopher Nolan [REDACTED]
Sent: Thursday, 02 July 2026 22:31:40
To: Bill Kelly [REDACTED]
Subject: For Monday; Assistance needed with the message below

Bill,

Skip has presented his reasoning on what we are doing Tuesday with interviewing the police chief candidates as our activity by the SB as being outside the charter.

Of course, I have every desire to follow and stay in line with the charter, and you stated your position during the last meeting.

Please review his memo and consider his opinion. I hope that your position as stated last Tuesday still has us doing the right thing with the interviews.

Thank you,

Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC

CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

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From: Rick Bates [REDACTED]

Sent: Thursday, July 2, 2026 1:36 PM

To: Select Board Distribution Group [REDACTED]

Cc: Jodi Hanson [REDACTED]; Janice Esancy [REDACTED]

Subject: Select Board interviews of Police Chief Candidates

You don't often get email from [REDACTED]. [Learn why this is important](#)

Dear Members of the Board,

Attached please find a letter from me explaining why I believe that what you are about to do on Tuesday is incorrect and is in violation of the Town Charter.

Rick Bates
65 Mechanic Street
Camden, ME 04843

[REDACTED]

Christopher Nolan

From: Bill Kelly [REDACTED]
Sent: Wednesday, July 1, 2026 3:10 PM
To: Christopher Nolan
Subject: RE: MMA Executive Search Link

Chris

Here is a more specific link for MMA executive search services to help with the Town Manager search: [MMA Executive Search](#)

Bill

William S. Kelly, Esq.
Kelly & Associates, LLC
96 High Street, Belfast, ME 04915
Tel: (207) 338-2702 - Fax: (207) 338-0328
[REDACTED]
MAINE BAR # 7077

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From: Bill Kelly
Sent: Wednesday, July 1, 2026 11:14 AM
To: 'Christopher Nolan' [REDACTED]
Subject: MMA

Here is the MMA website: <https://www.memun.org/Media-Publications/Maine-Town-City>

William S. Kelly, Esq.
Kelly & Associates, LLC
96 High Street, Belfast, ME 04915
Tel: (207) 338-2702 - Fax: (207) 338-0328
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From: Christopher Nolan [REDACTED]
Sent: Wednesday, July 1, 2026 10:52 AM
To: Bill Kelly [REDACTED]
Subject: Personnel Advisory Committee Draft

For your review

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

[REDACTED]
207-236-3353 (TOWN OFFICE)
[REDACTED]

29 ELM STREET
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Christopher Nolan

From: Bill Kelly [REDACTED]
Sent: Wednesday, July 1, 2026 11:14 AM
To: Christopher Nolan
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96 High Street, Belfast, ME 04915
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Sent: Wednesday, July 1, 2026 10:52 AM
To: Bill Kelly [REDACTED]
Subject: Personnel Advisory Committee Draft

For your review

Thank you,
Chris

CHRISTOPHER J. NOLAN, CISA, CGEIT, CRISC
CAMDEN SELECT BOARD

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207-236-3353 (TOWN OFFICE)

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