

**WALDO COUNTY COMMISSIONERS COURT SESSION)**  
**August 8, 2006**

**PRESENT:** Commissioners John M. Hyk (Chairman) and Charles G. Boetsch, (A. Fowler was not present). Also present were Treasurer David A. Parkman, Chris Shrum of Eastern Maine Development Corporation and County Clerk Barbara L. Arseneau.

J. Hyk convened the meeting at 9:00 a.m. and turned the floor over to Chris Shrum of Eastern Maine Development Corporation.

**EASTERN MAINE DEVELOPMENT CORPORATION REPORT - CHRIS SHRUM:**

C. Shrum introduced himself to the County Commissioners and explained that he had been with E.M.D.C. several years ago and was now back working there. C. Shrum stated that he was present to review E.M.D.C.'s recent activities in Waldo County as follows:

1. The "Gateway Project," which is the "corridor" along Route 1. The goal has been to keep this corridor "presentable and viable.
2. E.M.D.C. has put together business attractions.
3. E.M.D.C. has been involved in the "biotech industry," including showing the MBNA property to interested biotech companies.
4. E.M.D.C. is trying to help a boat-building firm relocate to this area.
5. E.M.D.C. has been managing the "Pine-Tree Zones" in the region.
6. E.M.D.C. brought in \$300,000 to the Town of Brooks and a planning grant for the City of Belfast.
7. C. Shrum reviewed past projects in Waldo County during the late 1990's and early 2000's.

C. Shrum informed the Commissioners that County money is the only "flexible pool of money" available. It is crucial to E.M.D.C. to have this funding in order to get out into the communities. E.M.D.C. has been affiliated with the counties for about 40 years. Waldo County is the only county that does not support E.M.D.C. financially.

J. Hyk commented that he has always seen the value in what E.M.D.C. does, but in the past five years, the other Commissioners have not, nor has the Budget Committee.

When asked what stand Eastern Maine Development Corporation has on Sears Island, C. Shrum responded that E.M.D.C. does not have a stand at this time. He mentioned that E.M.D.C.'s involvement with removing dams along Penobscot Bay and explained that E.M.D.C. is not concerned only with "development for development's sake." J. Hyk informed C. Shrum that the Board of Waldo County Commissioners had resolved to work toward preserving Sears Island as a preserve, undeveloped.

D. Parkman argued in favor of an oil refinery and deep-water port on the island. There was brief, somewhat heated debate between him and Commissioner Hyk about the benefits and detriments of developing the island in this manner.

J. Hyk assured C. Shrum that the County Commissioners would put E.M.D.C.'s funding request on the 2007 County Budget but told him it would be up to E.M.D.C. to convince the Budget Committee to ultimately grant the funding. The Commissioners encouraged him to send written material to the Budget Committee and to ask for a time to meet with them prior to the Public Hearing, which is held in mid-December.

Grant writing was discussed. J. Hyk asked if E.M.D.C. would be willing to actively search for and meet with Department Heads to locate and apply for grants. C. Shrum said he would be willing to assist department heads with specific grants within the realm of E.M.D.C.'s ability.

C. Shrum thanked the Commissioners for their time and they expressed appreciation for his report.

#### **TREASURER'S REPORT:**

Present for this report was Treasurer David A. Parkman and Deputy Treasurer Karen Ward.

D. Parkman reported as follows:

1. The annual Community Corrections reimbursement has been received in the amount of \$162,711.29.
2. 62.4% of the anticipated revenue has been received.
3. The County budget is 57% expended overall at this point in the year.

(Sheriff Scott Story came in at this point.) S. Story commented that the board for inmates is already 100% expended, even though the report does not show this because several invoices have not arrived from the other counties boarding Waldo's inmates.

D. Parkman read expenditures from the Active, Restricted and Capital Reserve accounts.

#### **WARRANTS:**

G. Boetsch read the warrant amounts as follows:

**\*\*G. Boetsch moved, J. Hyk seconded authorizing payment of the July 28, 2006 Capital, Active and Restricted Reserve accounts in the amount of \$19,696.32. Passed by two.**

**\*\*G. Boetsch moved, J. Hyk seconded authorizing payment of the July 28, 2006 regular Warrant in the amount of \$194,065.36. Passed by two.**

**\*\*G. Boetsch moved, J. Hyk seconded authorizing payment of the August 8, 2006 Capital and Restricted Reserve accounts in the amount of \$3,740.16. Passed by two.**

**\*\*G. Boetsch moved, J. Hyk seconded authorizing payment of the August 8, 2006 regular Warrant in the amount of \$246,673.84. Passed by two.**

**\*\*G. Boetsch moved, J. Hyk seconded accepting the Treasurer's Report as presented. Passed by two.**

**BUDGET CAUCUS:**

Present with the County Commissioners were:

Dee Reid, Northport 1<sup>st</sup> Selectman  
Richard Desmarais, Searsport 1<sup>st</sup> Selectman & 2006 Waldo County Budget Committee member  
Robert Reynolds, Winterport 1<sup>st</sup> Selectman  
James Bennett, Thorndike 1<sup>st</sup> Selectman and 2006 Waldo County Budget Committee member  
Kathy Littlefield, Waldo 1<sup>st</sup> Selectman  
Bill Sneed, Prospect Selectman and 2006 Waldo County Budget Committee member

Nominations for the 2007 Waldo County Budget Committee were received as follows:

**District 1:**

**\*\*Northport Selectman Dee Reid nominated, by way of letter from the Town of Northport Select Board, Gerald T. Reid of Northport for a three-year term.**

**\*\*J. Bennett nominated Richard McLaughlin of Lincolnville to serve for a three-year term.**

**District 2:**

**\*\*Bill Sneed nominated Robert Reynolds of Winterport to serve on the third year of a three-year term for Winterport. (The County Clerk noted that Winterport Selectman Samuel Butler had telephoned to nominate R. Reynolds as well.)**

**District 3:**

**\*\*Bill Sneed nominated James Bennett of Thorndike for a three-year term.**

**\*\*Palermo Selectmen Sophie Glidden and Paul Cowing sent a letter nominating Harry Dan Potter of Palermo to serve a three-year term.**

**\*\*G. Boetsch moved, J. Hyk seconded accepting all nominations as presented. Passed by two.**

The Commissioners and S. Story informed those 2006 Budget Committee members present that the inmate board is going to be overdrawn and the law regarding contingency funding is not fully clear to the Commissioners.

Other areas of the County are going well, overall. The buildings are becoming more energy efficient. The Facilities management is "100% better that it used to be," according to J. Hyk. The new E.M.A. Director has proven to be even better than anticipated.

B. Sneed inquired about the Volunteers of America group and S. Story detailed some of the benefits and stated that the County has received "great returns" from this. Electronic monitoring is being used as appropriate to help keep the jail population as low as possible. S. Story explained that he "barbers" with other counties in terms of boarding inmates. Sometimes a county will only charge for one inmate but will board three as long as they are "trustees" and work outside details.

**E.M.A. REPORT:**

Present for this report was Waldo County E.M.A. Director Dale Rowley, who reported the following:

1. The State cannot fund Waldo County for a Decontamination Strike Team. J. Hyk told D. Rowley to do what could be done to keep things moving, to write and document and continue to ask the State for funding.
2. Searsport is willing to house the Decon Strike Team, as they have the most exposure. They further instructed D. Rowley to budget for this expenditure in 2007. When asked, D. Rowley said his he originally came up with a budget of approximately \$70,000.00 but had whittled in down to about \$35,000.00. The equipment should be budgeted in the Capital Outlay section and the maintenance for that should be budgeted in the Commodities section.
3. The LEPC (Local Emergency Planning Committee) funded position currently held by Hope Bartlett is being slashed in 2007. D. Rowley reported that unless the county funds this, he will lose this employee.
4. A letter of appreciation was received from York County because E.M.A. Director Dale Rowley assisted them during the Mothers' Day flooding that occurred. D. Rowley discussed with the Commissioners the need to set up a disaster relief reserve account. The name "Disaster Recovery Fund" was discussed briefly with a formal decision to be made at a later date. The Commissioners recommended that D. Rowley discuss this with Jethro Pease, who serves on the Morrill Fire Department, because he might have a good suggestion for a name that is appropriately tied in with emergency services.
5. D. Rowley has designed and set up an E.M.A. web site. Currently it is on his I.S.P. at home. It can be "hot-linked" with the County's or anyone else's. When the County web site is ready, he will move it over there.
6. County Logo: D. Rowley wondered if the compass symbol currently used on the Commissioners letterhead was the Waldo County Logo. The Commissioners thought that it was and B. Arseneau mentioned that nobody really seemed to know the background on that. J. Arseneau of J. & B. Diversified Associates was also present and mentioned that he had been inquiring about this for the County's web site as well. It was noted that the wording was off-center. D. Rowley and J. Arseneau felt it could be centered and "cleaned up a little." B. Arseneau mentioned that a few counties have held contests for a county logo design, with great success.

**PROBATE DOCKET SYSTEM:**

Present for this discussion was James Arseneau of J. & B. Diversified Associates as the County's technology consultant.

He explained that he was filling in as best as he could for Register of Probate Joanne Crowley, who could not be present. The contracts for the Probate software were in hand to be signed. J. Arseneau reminded the Commissioners that \$30,000.00 had been budgeted in the Technology Reserve for this purpose. An additional amount of \$30,000.00 may be needed in 2007 and should be budgeted in the

Reserve for next year's portion, along with \$4,000.00 for maintenance that would need to be budgeted in the Technology operating budget.

**\*\*G. Boetsch moved, J. Hyk seconded signing the contract and rider for the Probate software. Passed by two.**

J. Arseneau briefly reviewed the progress with the new Spillman CAD system and the training for its use. He reminded the Commissioners that the County would have to use the old system, C.S.H. for one more year in order to ensure smooth transition, transfer data, etc.

**LONG-RANGE JAIL & SHERIFF'S BUILDINGS PLANNING:**

Present with the County Commissioners were architects Dennis Jud and Arthur Thompson of S.M.R.T. along with local architect Robert Fenney.

The session started with acknowledgement that there should be a brief review of the goals and objectives. J. Hyk explained that the Commissioners need credible numbers regarding options that they are looking at. As the overtime hours go up, and other personnel hours' increase, this information along with all other details regarding employee pay, fuel, etc. will need to be factored in. J. Hyk added that the Budget Committee "was wise enough to know that the board budget needed to be increased."

J. Hyk mentioned the need to plan for sewer, road and electrical power on the county's 100-acre property. He explained that the Commissioners were considering going out to Bond for a Jail and Sheriff's component. The voters had said "no" to a combined project. Possibly space could be rented for the Sheriff's Office, but that department "could not be boarded out." There was discussion of what to include – utilities, an access road, pavement, parking, evidence storage, etc.

R. Fenney mentioned how much "front-end-loading" would need to be done.

There was discussion of when the grid of "doing something" and "doing nothing" was thought to cross and when it actually crossed.

J. Hyk acknowledged that the Commissioners were in a better position now to explain things, largely due to a better law enforcement data system.

A. Thompson stated that S.M.R.T. could update the square footage costs from the previous study to today's rates. R. Fenney mentioned that the design would be different. The citizens were concerned about the County Commissioners Office being moved. That would need to be backed out of the equation.

J. Hyk explained that this preliminary phase was "just the Commissioners getting a handle on this; planning, etc."

S. Story recalled that the projections had been reduced to a 70-bed facility and the amount of inmates now being sent to the Jail was in that range. He thought the projections might still be applicable. He explained that the County was using alternative programs and corrective programs, but the inmate population was still increasing.

S. Story wondered if it was possible to put out a bond with some options. J. Hyk responded that this was generally confusing to the people.

J. Hyk mentioned that the Jail Research Committee had thought there was some H.U.D. funding available for the infrastructure. The costs for planning for the infrastructure and to purchase the infrastructure should be considered.

R. Fenney thought that the Sheriff's suggestion of educating the public and the Selectmen's level, the top level and then work down from there.

D. Jud asked when the Commissioners would like S.M.R.T. to start this work, and guessed it was probably soon. He wondered if the Commissioners were trying to shoot for the next Presidential election for a referendum. J. Hyk responded that the public should "drive this." R. Fenney thought that the sooner this research work is done, and then they could think about when to go out for a referendum. He felt that the "background work" should be done by January.

A. Thompson advised reconstituting the Jail Committee and added that one reason why Somerset County had success passing their jail referendum was because they had a committee. That committee went out and talked to neighbors, rotary groups, etc.

A. Thompson stated that by the time Somerset's Committee came back on board, the bed-need projections and concept design were done. They made modifications. S.M. R.T. did a lot of education with the group.

R. Fenney commented that it was better to have that committee on board earlier, so they have a stake in it.

S. Story said the Jail Committee was disappointed, not mad. They stopped meeting because they had come to this point where the Commissioners were right now. There really only were a few months of hiatus.

A. Thompson suggested meeting after Labor Day and including the Jail Research Committee. He felt it was very important to have both sides involved – those who don't see the need and those who do.

The Commissioners thanked D. Jud and A. Thompson for meeting with them.

#### **PAY SCALE/CLASSIFICATION PRESENTATION:**

Present with the County Commissioners were E.M.A. Director Dale Rowley, Register of Deeds Deloris Page, Deputy Register of Probate Sharon Peavey, Kenneth Winter of Winters Associates and his associate Nancy, Sheriff Scott Story, Communications Director Owen Smith, County Clerk Barbara Arseneau and members of the press.

As the chosen spokesman, D. Rowley explained the process to reach this particular recommendation of pay scale and classification. The goals were to:

1. Try to get all the non-exempt employee positions on one pay scale, not the five or six the County has currently.

2. Come up with a midpoint step, percentages that are closest to the current pay scale without “hurting anyone.”
3. Determine the cost of implementation, which in this case was \$148,402.04, or a 9.31% increase total. After speaking with Ken Winters about the concern the Pay Scale/Classification Committee felt over such an increase and the dollar amount associated with it, Ken had recommended implementing it over a two-year period. This would be a 6.19% increase in 2007 and a 4.47% increase in 2008. A few positions would be “frozen” for at least one year, because it would appear that they were already being paid more than others.

J. Hyk aired his concerns about the Budget Committee’s anticipated objections. Oil, gas, school budgets, etc were all issues with the taxpayers.

S. Story wondered if it made sense to juggle the numbers to reflect a 5% increase in 2007 and another 5% in 2008.

G. Boetsch suggested stretching implementation over three years at 3% each year, but wondered if this would cause Waldo County to fall behind in terms of salary. K. Winters acknowledged that the County would start falling behind and recommended around 4%, if they were going to do it over three years.

S. Story explained the situation with the current pay scales. There is “no rhyme or reason between the steps and the classifications. With the new pay scale, there is logical structure.” He personally did not recommend stretching it over three years, as it would freeze those few positions to long.

K. Winters recommended two years because it is more affordable than implementing in one year and it diminishes some of the major “human reaction factors.”

S. Story felt it is better to have Ken present for the Budget Committee; otherwise it looks self-serving for any of the department heads to present it. K. Winters agreed to meet to explain this to the Budget Committee. He stated that he would be available after October 15, 2006.

J. Hyk recommended a good, well-prepared presentation for to the Budget Committee with carefully thought out reasons for doing this in a two-year time period.

There was discussion of Dispatch salaries. O. Smith challenged the constant references to the Waldo County Dispatchers being so highly paid. He commented, “Everyone knows why the pay was increased in the first place. When Belfast dispatch was absorbed into the County dispatch, the County’s pay was brought up to match the City’s.” He also argued, “The pay IS good, but it is DESERVED. This is a tough job. I don’t have any applications coming from any of the other departments. Why? Because it’s a damn hard job.”

S. Story wondered if the three-year implementation might be a good idea, but he would need to see the numbers.

G. Boetsch recommended 4% for the next three years. D. Rowley suggested that the Budget Committee be informed that this was actually a redistribution of those percentages, because some employees would receive a 1% increase, some 6%, etc.

It was recommended that D. Rowley rework the numbers and the Budget Committee be informed that due to severe inequity and growing inequity, the pay scale and classifications needed to be straightened out. This would assist with the inequities, the bookkeeping and uniformity to the process. This is the time to implement it because it is more understandable to the employees and the Budget Committee. This will bring an end to addressing the non-exempt pay issues.

There was discussion of the Facilities Manager position. J. Hyk noted that this was still low and wondered why the process had not addressed that. Several of the department heads mentioned how the process worked, which questions were asked. B. Arseneau acknowledged that the main reasons it ranked as low as it did was because there is no direct supervision of another employee and there was a lot of manual labor being done in comparison to "management," but agreed that it was still extremely low, especially when compared with other counties. J. Hyk expressed his grave concern over this and felt that it was not correct. There was brief discussion of restructuring the position properly. This caused some debate and argument and J. Hyk warned the group that if the Facilities Manager left because of lack of pay, the other departments could find another one for low pay and their buildings would suffer.

The national C.P.I. was discussed and was believed to be between 4.1% and 4.3%. It was thought that this might be more congruent with the 4% increase over the next three years.

S. Story expressed his view that the department heads should go back to their departments and discuss this with their employees before they read it in the newspaper. The Commissioners agreed that this would be wise.

J. Hyk told K. Winters to move forward with the implementation recommendation and that a spreadsheet would be developed and sent to the department heads and Commissioners to discuss and make a decision on at a second meeting this month.

O. Smith brought up, with hesitation, the pay for part time employees. It had been discussed at a previous meeting in 2005 that it might be a good idea to bring part time pay to the starting level of those full time employees in the same position. The part time pay for patrol deputies was addressed last year, increasing it from \$10.66 per hour to \$12.60, although this was not as high as the starting wage for full time deputies. O. Smith explained his hesitation to bring this matter up because of the cost to implement this. He had calculated roughly what this would cost for the dispatchers and found it would be fairly expensive.

J. Hyk suggested increasing the part time to the full time starting level for the same position over a three-year period, just like the full time non-exempt employees.

After more discussion, the Commissioners felt they should try to go with the two-year implementation of 5% in 2007 and 5% in 2008, along with the part time increase over the same span. D. Rowley was instructed to work the numbers out in that way.

## **CORRESPONDENCE:**

Present with the Commissioners was County Clerk Barbara Arseneau. The correspondence to the Commissioners was as follows:

1. B. Arseneau informed the Commissioners that the Commissioners' Decree was sent to both Mr. and Mrs. Harry Ledden and the Town of Freedom stating the decision of the County Commissioners in favor of the plaintiff.
2. Communications Director Owen Smith has hired Bradley Libby of Winterport on July 28, 2006 as part time Dispatcher for the County of Waldo at \$10.98 per hour. He has previous dispatching experience with Old Town Police Department.  
**\*\*G. Boetsch moved, J. Hyk seconded hiring Bradley Libby as part time Dispatcher effective July 28, 2006 at \$10.98 per hour. Passed by two.**
3. H.R./Payroll Director Michelle Adams submitted a Group Contract Application for Voluntary Dental Benefits through Colonial Life and Disability Insurance for the Commissioners to sign. This had been discussed at a previous meeting and would be an option to be paid for strictly by the employee wishing to enroll. The Commissioners signed the contract.
4. Sheriff Story sent a letter with research regarding the current square footage of the Sheriff's Office including Support, Patrol, Detective, Evidence and Property. The measurement is approximately 3000 square feet. He was also asked to review the proposed plans for the new facility that failed bond passage in 2003 in order to compare the sizes. He provided a breakdown of this. Furthermore, the Commissioners had requested estimates on commercial lease space. After numerous calls, S. Story had learned that there was limited space, or required substantial renovation and technology upgrades, etc. and his feeling was that all of this would be cost prohibitive.
5. B. Arseneau reminded the Commissioners that a replacement for former Waldo County Regional Communications Center Board of Directors Carrie Peavey had not been established. This is in Commissioner Fowler's District and would be discussed at a later meeting.
7. The Commissioners signed a corrected 2006 pay scale with the Human Resources/Payroll Director, Deputy Treasurer and Deputy County Clerk positions removed from the non-exempt sheet and signed a corrected Exempt and Excluded sheet with those positions on it.
8. B. Arseneau informed the Commissioners that the Department Heads Association had updated the former Performance Evaluation Forms to be entitled "Performance Feedback" as they now allowed more space for employee commentary. The Commissioners approved this change and noted that the next time the Personnel Policy is updated, this should be reflected in it.
9. B. Arseneau, K. Overlock, Superior and District Court Clerk Terri Curtis and State Court Facilities Manager Norman Ness met on July 13, 2006 to discuss the asbestos tile situation of the Archive/Law Library floor. An estimate had been received by N. Ness for removal of the asbestos tiles in the entire room in the amount of \$9,500.00, which included abatement, technical costs and contingencies. Both he and B. Arseneau expressed concern that this may be a low figure. B. Arseneau explained the budget constraints for the current year and that the County Commissioners would be approached to budget this for 2007. N. Ness explained that the State would be willing to pay 50% of all costs associated with this

floor repair, including new flooring and re-carpeting areas that carpet would have to be pulled up to remove the tiles.

10. The following employees are receiving pay step increases:

- Dispatcher Lorraine Farmer reached one-year pay step from \$13.59 to \$14.07 per hour effective August 1, 2006.
- Dispatcher Katie Jewell completed six months probationary period and will continue as full time dispatcher, going from \$13.15 per hour to \$13.59, effective August 1, 2006.
- Dispatcher Jenny Kronholm has completed six months probationary period and will continue as full time dispatcher, going from \$13.15 per hour to \$13.59, effective August 1, 2006.
- Dispatcher Christopher Shedyak reached his eight-year step increase on August 2, 2006 and will receive a pay increase from \$15.82 to \$16.50 per hour.
- Patrol Deputy Dale Brown reached the five-year step on July 15, 2006 and received a pay increase from \$15.35 to \$15.94 per hour.
- Corrections Officer Carlene Thornton will reach the two-year step on August 22, 2006 and will receive a pay increase from \$13.78 to \$13.97 per hour.

The Commissioners noted these pay increases.

11. Corrections Officer Paul Sweetland will become a permanent full time officer as of April 19, 2006. He previously had filled the temporary full time slot for Benjamin Drouin, who was deployed for military service. His benefits and date of hire will remain the same; first date of full time hire November 30, 2005.

**\*\*G. Boetsch moved, J. Hyk seconded approving the full time hire of Paul Sweetland as noted in the memo. Passed by two.**

12. Corrections Officer Gregory Mackay has been placed in the permanent full time slot as of July 20, 2006. He also was previously filling the temporary full time slot of Corrections Officer Drouin, who was deployed on military leave. His status as full time officer will not change, and his date of hire is June 11, 2006.

**\*\*G. Boetsch moved, J. Hyk seconded approving the full time hire of Gregory Mackay as noted in the memo. Passed by two.**

13. Corrections Officer David A. Cole has resigned his full time position effective July 20, 2006. He is requesting to remain on the roster as part time employee.

**\*\*G. Boetsch moved, J. Hyk seconded accepting with regret the resignation of full time Corrections David A. Cole, while noting his intention to remain on the roster as a part time employee, effective July 20, 2006. Passed by two.**

14. Part time Corrections Officer Jerry Whittaker has resigned from the Correctional Center effective June 22, 2006.

**\*\*G. Boetsch moved, J. Hyk seconded accepting with regret the resignation of part time Corrections Officer Jerry Whittaker effective June 22, 2006. Passed by two.**

15. B. Arseneau sent a letter to the Osier Map Library as requested by the County Commissioners indicating that she would pick up in August the maps that the County had donated but could not be used by the Library.

16. Time Warner Cable has bought out Adelphia Cable, which the County utilizes.

17. NACO sent notice of a contest geared toward energy conservation. Counties are being challenged to have county staff pledge to change the most frequently used light in their home to an energy-efficient one. The Commissioners instructed B. Arseneau to send the information to each department, but not to imply that Waldo County employees had to enter this contest. It was merely to encourage energy conservation.

**MINUTES APPROVED:**

**\*\*G. Boetsch moved, J. Hyk seconded approving the minutes from the December 14, 2005 and February 28, 2006 County Commissioners meetings. Passed by two.**

**MISCELLANEOUS COMMISSIONERS REPORTS:**

The Commissioners had no reports but expressed deep concern for and condolences to the family of Commissioner Amy Fowler in the tragic, unexpected death of her son, Jarod on July 29, 2006.

**\*\*G. Boetsch moved, J. Hyk seconded adjourning the meeting at 1:05 p.m. Unanimous.**

Respectfully submitted by *Barbara L. Arseneau*  
Waldo County Clerk