

**WALDO COUNTY COMMISSIONERS COURT SESSION**  
**Special Session**  
**JUNE 30, 2023**

**PRESENT:** Commissioners William D. Shorey (Chairman), Amy R. Fowler, and Betty I. Johnson. Also present were Annette McLaggan, Sheriff Jason Trundy, Chief Deputy Matthew Curtis, and County Clerk Barbara Arseneau to take minutes.

**Call to Order:** Commissioner Shorey called the court session to order at 9:00 a.m.

**HUMAN RESOURCES REPORT**

Human Resources Director Annette McLaggan reported the following:

1. Lucas Babcock has been chosen to fill a full-time Patrol Deputy position at pay step Uncertified Classification I, \$23.45 per hour effective July 3, 2023. He will be eligible for the \$7,500.00 sign-on bonus, the first \$3,750.00 to be paid after successful completion of field training and the remainder paid upon successful completion of the Maine Criminal Justice Academy Basic Law Enforcement Training Program.

**\*\*B. Johnson moved, A. Fowler seconded to approve hiring Lucas Babcock as full-time Patrol Deputy at the Uncertified Classification I rate of \$23.45 per hour effective July 3, 2023 with eligibility for the \$7,500.00 sign-on bonus. Unanimous.**

2. July 3<sup>rd</sup> Day Off Discussion: A. McLaggan received a request from an elected department head to see if Waldo County employees would be given July 3<sup>rd</sup> off in addition to July 4<sup>th</sup> because the Governor awarded the day off to State Employees and several other counties have shared that they are also giving the day off. She presented this question to the Commissioners. W. Shorey said he didn't feel the County has money to spend on an unplanned day off because it was not funded this year's budget, maybe it could be planned for the 2024 budget. B. Johnson thought it was a good idea since many people travel over a long weekend, or also suggested allowing the non-essential employees to work remotely that day or to give it as a day off since many people are traveling over the long weekend, but she also understood that the budget was tight. A. Fowler has seen several emails going back and forth from municipal offices and it's about 50/50 for closing. She said she was not in favor of non-essential employees working remotely or having the day off. M. Curtis inquired about the wording of the Governor's announcement and if it was declared as a holiday, because it might impact union contracts. It was generally believed this was not an enactment of a holiday but the case of an additional day off this year.

**\*\*A. Fowler moved, W. Shorey seconded for all Waldo County employees to continue to work on July 3, 2023. Unanimous.**

**EXECUTIVE SESSION:**

**\*\*B. Johnson moved, A. Fowler seconded to go into executive session at 9:11 a.m. for discussion of duties and compensation as permitted by MRSA Title 1§405(6)(A). Unanimous.**

**\*\*B. Johnson moved, A. Fowler seconded to come out of executive session at 10:06 a.m. Unanimous.**

**\*\*B. Johnson moved, A. Fowler seconded to hire Dale Cross as Garden Manager and create a fulltime position sharing duties of the Garden management/oversight and the position of Civil**

**Deputy as one full-time position, 32 hours per week, effective retroactively to June 26, 2023.**

Discussion: A. McLaggan asked if she had authority to do that, because she was treating them as two separate job descriptions, so she asked if she was combining them. The Commissioners said yes.

**Unanimous.**

**\*\*B. Johnson moved that William Shorey rescind his recent resignation of overseeing the County Garden.** Discussion: W. Shorey said he didn't wish to do that yet. Motion died for lack of a second.

**\*\*W. Shorey moved, B. Johnson seconded to approve a \$3.00 increase per hour on the base pay through a Memorandum of Understanding for the Deputy Sheriff's Association effective July 1, 2023 through the end of the contract in 2024.** Discussion: J. Trundy stated that there would be no additional cost of living increase during this time. A. Fowler said she understood the position the Sheriff's Office is in, but she wouldn't support this at this time because she wished she had more time to consider this request. **Passed by two, A. Fowler opposed.**

W. Shorey stated that department heads will need to get ready for the 2024 budget process and recommended a 4% Cost of Living Increase for all non-union employees. Inflation is at 5.5% currently. Since non-union employees don't pay union dues, he felt this was a good amount.

**\*\*W. Shorey moved, A. Fowler seconded to approve a 4% Cost of Living Increase for all non-union employees in the 2024 budget. Unanimous.**

W. Shorey stated that he rescinded his resignation and would continue supervising the Garden work through the remainder of his term as county commissioner. Commissioners Fowler and Johnson thanked Commissioner Shorey.

W. Shorey asked the Sheriff and Chief Deputy to speak with the Sheriff's Association regarding the pay increase, as well as an additional potential proposal related to sign on bonuses, to handle both separately, and to come up with verbiage. M. Curtis said he will try to get this done before the next Commissioners Court Session on July 6, 2023. J. Trundy said this effects advertising for the vacant positions once adopted. A. Fowler requested that the Memorandum of Understanding also include a signature line for the Commissioners Chairman. M. Curtis said he can add a line on the MOU.

H.R. Director Annette McLaggan said that she sometimes has not been included in these discussions about changes in the unions and then has very little time to put the decisions in motion through payroll, etc. and asked for that consideration in the future.

W. Shorey said he felt this was an excellent meeting.

**\*\*B. Johnson moved, W. Shorey seconded to adjourn at 10:19 a.m. Unanimous.**

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