

**WALDO COUNTY FY 2009 BUDGET COMMITTEE  
NOVEMBER 21, 2008**

**PRESENT:** Budget Committee Members James Bennett, Tim Biggs, Richard Crossman, Richard Desmarais, Roger Lee, Richard McLaughlin, Harry Dean Potter and Bill Sneed; County Commissioners Donald Berry and Amy Fowler; County Treasurer David Parkman, Deputy County Treasurer Karen Trussell; County Clerk Barbara Arseneau, Deputy County Clerk Veronica Stover; Members of the Press and various County employees

B. Sneed opened the meeting at 6:03 p.m.

**ADVERTISING & PROMOTION (1080) BUDGET REVIEW:**

**WALDO COMMUNITY ACTIONS PARTNERS (1080-4715):**

Present for the discussion was Edward Murphy from Waldo Community Action Partners.

B. Sneed: Mr. Murphy, Edward Murphy, come on up and have a seat. Sit down across from the good looking guy with the glasses there.

D. Parkman: Thank you.

E. Murphy: I have some handouts to pass around. I guess you'd like me to speak.

B. Sneed: It's up to you, if you'd like. Sure.

E. Murphy: I'll start out by giving you a little bit of history. Back in 1972, the County of Waldo partnered with WCCSA, our former agency name, in bringing the transportation program to this area. In the very beginning, it was a senior citizens transportation program only. The County actually housed the program until it grew too big about 15 years later. We were in this building downstairs for a number of years, and then we were in the basement of the Waldo County Jail another number of years. When we became too big for the space that the County had, they asked us to find a rent and they subsidized our rent to the tune of \$5,000.00 for another ten, or twelve or fourteen years. I got creative and figured out a way to use the County and Town funding we get for matching purposes, so that we can provide senior transportation today. There is no funding mechanism, unfortunately, to fund rides for senior, and that's really a shame because they get to a point in their lives when they need transportation more and more than any other time that they had. The \$3,500.00 that we get from the County is critical to us, even though it is a very small portion of our budget. It brings in \$9,700.00, using it as a matching source; and when you take the \$9,700.00 which is eligible as a soft match for public transportation, it doubles. That gives us \$19,000.00 that we are able to provide senior transportation for Waldo County residents. This year we served 2,712 people. That's not counting groups that we did like, for example, at the Unity Common Ground Fair, one day alone we shuttled 700 people up there. I have no way of tracking ages and things like that, so I really don't have a good count there. We did 80,320 one way trips for Waldo County people; we travelled 2.1 million miles delivering services. Now, a lot of those trips are for cancer or medical appointments for children, medical appointments for the old folks, and we serve every community at least twice a week by bus and van. We also run, and we've had up as many as 32 volunteer drivers driving their own cars on the road, on a daily basis. We operate seven days a week for medical, and we have contracts

with numerous organizations to provide different types of transportation. I've been able to keep the \$3,500.00 down because I use it to bring in other dollars, so I don't have to ask the County for that piece of it.

**\*\*B. Sneed moved, R. Crossman seconded to fund Waldo CAP - Advertising and Promotion (1080-4715) at \$3,500.00.** Discussion: H. Potter: This money is used only for the transportation service, not other services?

E. Murphy: Yes; overall, our whole agency has provided almost \$8,000,000 worth of services to low income people. This is the only service that is a general public service that the agency runs.

**Unanimous.**

B. Sneed: Christopher Shrum, Eastern Maine. Should I address this issue for a second?

R. Desmarais: Do you want to go to Time and Tide first?

B. Sneed: Let's see if somebody is here from Time and Tide.

B. Arseneau: Not yet.

B. Sneed: Somewhere, 5 or 6 years ago, we used to give Time and Tide money, but 5 or 6 years ago, they stopped asking for any; and then, they stopped getting any.

B. Sneed: Mr. Shrum, do you have time to come up and tell us whatever you'd like to say?

**ADVERTISING & PROMOTION (1080 – 4716) BUDGET REVIEW:**

Present for the discussion was Christopher Shrum from Eastern Maine Development Corp.

C. Shrum: I do. (C. Shrum submitted documents to the Committee.) This just gives you an overview of the EMDC and some of the things we have accomplished over the last year on the back side. As many of you know, EMDC is a regional economical development corporation that is in Bangor. We serve six counties: Knox, Waldo, Hancock, Washington, Penobscot and Piscataquis. We are forty years old; we were founded by the counties back in the 60's to support economic development efforts throughout the region. We are one of six economical development districts in the State. The EMDC is the umbrella – we also have an organization, specifically in Knox and Waldo Counties, which is the Knox/Waldo Regional Economic Development effort; and that effort has been a two and a half/three year proposition that is making a lot of headway in economic development throughout the region. Some of the accomplishments between EMDC and KWRED have been we were integral in securing Athena Health, creating over 200 jobs here; and a recent announcement looks like they will expanding even more; so, that's a major accomplishment. We've received some grant funds to help the Town of Searsport put together a rural tele-pharmacy network. This will be a network where there would be a hub pharmacy in downtown Searsport to anchor the downtown and connecting four physicians' offices or health centers. This is in partnership with the hospital. Our initial projections are looking like when it's fully operational, connecting all of the satellites offices, we will be generating a little over \$300,000.00 in net profit that will go back into the health system in Waldo County. This is going to accomplish a number of things: Help to revitalize Searsport downtown, but also generate

significant revenue back into the health system of Waldo County. It will be creating ten to twelve jobs in the process. Affordable housing continues to be an issue all over, particularly in the coastal communities. We have been working with two of our counterparts in putting together an affordable housing initiative, and that's going to be rolled out in the spring. One of our services, and as municipal officials and County officials, we have what's called the Procurement and Technical Assistance Center (PTAC). What they do is they connect - if you're bidding out constructions projects for the most part - they help connect potential bidders to the project. In Waldo County, there are eight active clients and it has generated over \$23,000,000.00 in government contracts just this year. That's a service that we provide as a free service to businesses, and in this particular case, you're looking at \$23,000,000.00 in government contracts coming to Waldo County as a result of that service. From a lending perspective, EMDC has lent over \$4,000,000.00 to 34 businesses in Waldo County. There are four active loans, roughly \$435,000.00 loaned; we've created over 320 jobs as a result of that lending activity, so another major component to our activity. Gateway One is another project that we have taken the lead on, along with the State Department of Transportation, that is playing a major role from Brunswick down to Prospect. It's a major initiative in looking at preserving that corridor plan. Those are some of the highlights. Over the course of time - my affiliation with the EMDC over the last twelve years - we've worked with almost every community in Waldo County on various levels. The support that the County provides helps us deliver that service, provides leverage to other grant monies that usually for every dollar that is contributed, we can leverage two or three additional dollars from the federal government. So, the support is critical to helping us leverage some resources. I'll leave it at that; if you have any questions, I'm happy to answer any questions.

B. Sneed: I guess I have a question for the Commissioners. Last year, we funded them at \$5,000.00. Do you figure you got your money's worth?

J. Hyk: We didn't give it to them.

A. Fowler: We didn't give it to them. That's why if you look at the figure, you'll see that there's still \$5,000.00.

J. Hyk: We didn't give them the \$5,000.00 and they agreed that they didn't deserve to get it. That was a win/win situation for the taxpayers.

A. Fowler: Last year, if you remember, the biggie was that we were going to try to get some money for a handicap ramp, and it wasn't possible. The paperwork we got back said that the counties weren't even entitled to get the money.

J. Hyk: They weren't entitled to get the money, so Mr. Shrum, without beating him up, was wrong about how it worked. So, it was not possible to get that money. That made us unhappy because we've been trying to get this handicap stuff under control since 1992. So, we decided that we wouldn't give it to them. He came in and we told him, and he agreed that he didn't deserve it. On this, we could agree. They came in for \$5,000.00 this year; we thought the \$3,000.00 was a better number. That's it.

R. Desmarais: I do want to say that the EMDC has done a lot of work in this County. Some of work they have done - a good portion of it - ends up increasing the valuation of this County, and it comes

right back here to us. If the valuation is increasing in your town, then Eastern Maine Development Corporation had a hand in helping you get that valuation raised. It helps offset the other towns and taxes. I think they are an organization that Searsport has worked with and we've been very successful with them. He has talked about 2008. There are other things, in my short time that I've been a selectman that EMDC has definitely done. I feel they've earned every penny that we're paying them. So, when you're looking at this, don't look at what it does specifically for the County; think of the County of Waldo as far as we, the Commissioners, the Budget Committee right here in the hub, think of what it does for the County as a whole. Because it raises our valuation and opens us up.

D. Parkman: I have a question. The reason that we paid them last year was to get grant money for this; so, if he's not going to get us grant money, maybe I agree with the \$3,000.00 paying him this year, because he does such a wonderful job for some of the towns in our County. But, are you going to increase the grant writing for the County so we can find somebody to get us grants?

B. Sneed: You guys just added \$40,000.00 to it. We'll get to that with the Capital Reserves. Any other questions? Dick?

R. McLaughlin: You go to the towns also?

C. Shrum: We do not.

R. McLaughlin: You don't get it? You used to.

C. Shrum: KWRED does get an allocation from the City of Belfast, but we don't actively solicit from the towns. Joe Slocum is here to speak to the City's activity in relation to KWRED.

**\*\*T. Biggs moved, R. McLaughlin seconded to fund Eastern Maine Development Corporation at \$3,000.00. Motion passed with one opposed (B. Sneed.)**

Belfast City Manager Joseph Slocum: Excuse me, can I ask a question?

B. Sneed: Yes?

J. Slocum: When is the opportunity to address these issues? I thought it was before you voted – I've had my hand up for 10 minutes.

B. Sneed: Sorry, I didn't see it.

J. Slocum: O.K., but other people have. If I can't speak...

B. Sneed: You can sit over here where somebody could see you. What would you like to say?

J. Slocum: Well, I would like to say something. My name is Joe Slocum. I work for the City of Belfast. I was here in front of this august body last year encouraging you to spend a few dollars for Eastern Maine Development Corporation.

B. Sneed: We don't need your snide remarks... "august body." We're just a bunch of volunteers that get dragged in here at the end of the year. So, go ahead.

J. Slocum: I think you have out-guessed yourselves as representatives of towns, municipalities, and as representatives of the County, whether economic developments are part of your mission, or not. If you see Eastern Maine Development Corporation as somebody who will just write grants for you and help you get money so that you don't have to raise taxes on people, that's one perspective; and I understand it. But, if you think it important that there is a regional economy here, that there is a tax base, that people in your towns and our communities have jobs, that's a different aspect of economic development. Part of it is trying to work with existing employers and maintain the jobs we have, part of it is to try and help them grow into jobs that we could have, and part of it is to try to attract business that is not here to bring economies here that are not here now. I work every week, as part of the Knox/Waldo Economic Group. I am an active participant. I drive all over these two counties talking to employers, talking to people who are looking for work, trying to help put grants and financial packages together to make things happen. I do it hand-in-hand with Eastern Maine Development Corporation. I have 30 years experience in government; that doesn't mean anything other than I have not found in this region a better grant writing entity than Eastern Maine Development Corporation. I have applied for dozens of grants that I didn't get money on. Applying - you are just part of a competitive process. If the County and the towns in the County don't think that it's important that the people who live in their towns make an effort to try and promote economic development, that's your decision to make. The reality is that if you go to any one of your borders every day, and the people who live in your towns don't just live and work in those towns. I was in Morrill last Friday night, and I talked to a family out there, and they moved to Morrill because they could get a job at MBNA; and that's great. Morrill's got a tax base, nice family living out there, but that's how it happened. This is the group that helped make that happen. There's plenty of room to get involved; you don't just throw money at this and say, "Make it work." We need all the volunteers we'll take that can come with us and meet to help promote the economy. I'll leave it at that. I think Eastern Maine Development is a great investment for everyone in the towns. I wasn't born and raised here; I don't mean to tell you how to be or how to act, but these are your communities; these are your people; these are your kids with their future jobs out there. We were in Unity just this week for three hours, people talking at the table, and right now we're struggling to hold the jobs we have. We can lose them, but we don't think that's a good thing to do. We're spending money in trying to make that happen. I hope you fully fund Eastern Maine Development Corporation. Thank you very much for giving me this opportunity to address you.

B. Sneed: I guess the only thing I have to say is that we're not the ones that made the choice this year not to give them their money. We allocated \$5,000.00 for them last year, and they apparently didn't perform anything worth giving it to them for. It's not our decision whether they get it or not; it's their decision; they made it. We just give them the money, or not.

J. Slocum: As a witness to their effort for the last twelve months, I can tell you that they did a heck of a lot more than \$5,000.00 of work for the County of Waldo last year. I personally saw when they were meeting with business officials trying to put grants together. There are businesses in Waldo County that are talking directly to them; they don't come to the County or the City and say, "Can we go talk to Eastern Maine Development?" They're straight in the door, and I know that happens. I encourage the Commissioners to fully fund them. Thank you.

B. Sneed: You got three grand.

C. Shrum: Thank you. I appreciate it.

B. Sneed: I guess; did we vote on it? Yes, we did. Thanks.

**ADVERTISING & PROMOTION (1080 – 4718) BUDGET REVIEW:**

Present for the discussion was Ron Desrosiers from Time & Tide.

R. Desrosiers: My name is Ron Desrosiers, and I am the new Coordinator for Time and Tide RC&D. I believe that I've sent you materials ahead of time. I know that Veronica helped me out by sending...did everybody get a copy? O.K. This is our new area plan. We seek a lot of input in developing the area plan; we speak to County Commissioners. We serve six counties, I should say: Knox, Lincoln, Waldo, Kennebec, Sagadahoc and Androscoggin Counties. We meet with the Soil and Water Conservation Districts, the County Commissioners, and gather a lot of citizen input in putting together this plan. Our plan is put together looking at the opportunities that are out there that aren't being addressed by somebody else already, because that would just be redundant to do work that is already being addressed. What we are looking for is work that isn't being addressed by others. I believe I sent you an example, through email, of the map that we have underway in Unity. Veronica?

V. Stover: Yes, I sent it out via email.

R. Desrosiers: Did you folks receive this, also? I know that the Belfast Community Television Station has been to Unity to do a segment on this, and perhaps you've seen it on a community TV station. What this project involves is in Unity and some surrounding towns, we're looking at trying to chart out our energy future. At our first meeting, forty citizens came to the meeting and talked about that priority number one ought to be helping people to get through this winter. So, we raised money locally. This detailed the amount of money that we are able to raise locally in order to achieve that. We figured right out of the box that we needed to raise a thousand dollars, but when all was said and done, we have had two weatherization weekends in Unity and surrounding towns. The towns we have actually been to have been Belmont, Burnham, Freedom, Knox, Montville, Thorndike, Troy and Unity. We have helped citizens to weatherize 31 homes in those communities, and we raised the money locally to do that. We've gotten some grants through United Way, and we've put a lot of infrastructure in place that will help us to do a better job at helping citizens in the future. We were able to obtain a "blow-a-door," which is a tool we can install on a house that puts the house in a vacuum, and you can tell where the air leaks are in the house. Since most of the folks that we have engaged in weatherizing have been community members and volunteers, it is a pretty useful tool to train people where to look for opportunities in older homes. That's just one of the projects that we've been involved in. I've worked with Time and Tide for the last six months, and another projects involves a dairy farm in Thorndike where we're doing an energy audit at [a local ] farm. It's designed, basically, to help the farmer to identify where there is opportunity to reduce energy consumption and seek funds to help them implement devices that help to reduce energy use. In the past, prior to my time with Time and Tide RC&D, we've worked with the Belfast Bay Watershed Coalition. We've worked with St. George's Land Trust; we've worked with Coastal Mountains Land

Trust; and many others partners in Waldo County. Rather than hear me talk, what can I shed light on for you folks?

B. Sneed: Any questions? Tim?

T. Biggs: I have. So, that wasn't the Barn Raisers that had that weatherization thing going on in Unity? Or, was that in collaboration with them?

R. Desrosiers: Yes; that was Time and Tide in collaboration with the Barn Raisers.

T. Biggs: That was a great program.

R. Desrosiers: We don't ordinarily go to community groups and engage them in the process. Usually, they come to us; but on that particular project, Time and Tide went to the Barn Raisers and said, "You know, this really seems like a need within the community." The more people that I talked to personally about it, other people saw it as a need. I thought, if we can engage a community group in something like this, then maybe Time and Tide could move it into the other five counties that we serve. So, I approached the Barn Raisers, and the Barn Raisers said, "Well now, is this a project that you're bringing to us that you would like us to do." And, I said, "No, I'm willing to roll up my sleeves alongside other people who are willing to roll up their sleeves. Let's see what we can do together." Initially, we thought that we needed to raise a \$1,000.00. Almost right out of the box, we got a \$1,000.00 anonymous donation. This was for buying weatherization materials, basically. Then, we raised additional money locally, and we obtained a blower door through United Way; that will be a tool that we will be able to use to do additional work. Our long range goal – it would all be a Band-Aid, really, if you were just putting plastic around foundations and putting plastic over windows, and that sort of thing – we're looking at more of a long term solution, so we don't have to revisit these homes every year. Perhaps, applying for a community grant to do more insulation; to plan with the community, the municipalities involved that I mentioned, to reduce energy consumption at the municipal level; and look at institutions like the school district and the college, and other ways of reducing the total amount that we need; then looking at what remains and how can we plan to meet that need. That's where this project is going. The weatherization effort was just step one, but it has created a successful launching pad. Having weatherized 31 homes now, it has created a successful launching pad for us to move into our intermediate and long range goals. This is just one project. We did obtain - I saw some head nods about receiving this - I know it's a lengthy document to put before you to review, but if you would just look at pages 16 to 25 – that's where the goals and objectives, what Time and Tide is going to work on in the next five years, are detailed. If you were just to look at one section; focus in on that. In compiling this, we based it on a lot of citizen input.

B. Sneed: Any other questions? Anybody want to make a motion?

**\*\*T. Biggs moved, R. Lee seconded to fund Time and Tide for \$3,853.50. Unanimous.**

**RESERVES (2045) BUDGET REVIEW:**

Present for the discussion was County Commissioners.

B. Sneed: What are we doing next? Reserves? I asked Barb to put this back on the Agenda this week. Dave, I see we have a new printout, but I'm going to stick with the old one because all the calculations that I made are based on that.

K. Trussell: I don't think anything changed on it, but I didn't know if everybody brought their copy.

B. Sneed: I think you've added expenditures and stuff in November, Karen, that weren't on the one that you originally had. I had what I thought was a fairly simple question: Last year, we funded one, two, three, four, five, six, seven, eight, nine grant categories: Employment Security, Communications Equipment, Severance, Jail, Sheriff, Facilities All Other, Emergency Vehicle Replacement, Technology – for \$123,000.00. But when I look at the sheet that was probably accurate up until October, there have been revenues deposited, for lack of a better word, in these accounts of almost \$374,000.00. I guess the question I have is where did the extra money come from?

D. Parkman: The State pays to reimburse us for the Jail – that program is going to be ending because of the State takeover this year. So, we had some money in that reserve that was in the savings account, which is County money and that's where they put that money.

B. Sneed: But, there's almost a quarter of a million dollars that was put in there from someplace.

D. Parkman: That's what I just told you.

B. Sneed: All of it came from that one account?

D. Parkman: Yes.

R. McLaughlin: I thought we just talked the other day, and you said you couldn't transfer reserve funds from one reserve to another.

D. Parkman: It's not a reserve.

R. McLaughlin: It's going into a reserve. O.K. - right, right, right. Gotcha.

J. Hyk: If I could just try and explain it, this was Community Corrections money that we wanted to get this money put where we thought it would do the most good and where the State couldn't take it back. By leaving it in a Community Corrections account, so if somebody in Augusta said, "Oh, these counties have this money that we gave them, blah, blah, blah" – we wanted to move that money out of that account. We did, and it's perfectly legal for us to do so.

B. Sneed: I didn't think you guys were doing anything that was [illegal]; I was just curious as to where a quarter of a million dollars came from.

J. Hyk: What we tried to do is, the basis on which we allocated it was we had a shortfall, for example, in the Technology Capital Reserve account over the last couple of years. So we said what we should do is bump that up, so we don't have to come to you for as much money. We did a number of other

things in that way, so we are coming to you for way less money this year than we otherwise would have had to.

B. Sneed: Yeah, I mean, you threw \$160,000.00 in courthouses; \$30,000.00 in facilities, all others; \$50,000.00 in future land....I'm just curious; it's idle curiosity where the money came from.

D. Parkman: Yes, and that's where it came from. I believe we had a boiler.....

J. Hyk: We have a complete engineering study on the problems at the Superior Courthouse. To address it properly, you are looking at the best part of \$150,000.00. So, we said if that system goes down, we are forced to fix it wrong unless we have that money available. So, we now have that money available; we no longer have to worry about the Superior Courthouse, per se.

R. Lee: Is that the HVAC system you're talking about? At the Courthouse, what system are you referring to?

J. Hyk: The heating system, yes.

B. Sneed: You guys can put the money wherever you want; I'm just curious as to where it came from.

R. McLaughlin: I guess hindsight would have been – it would have been nice to have them tell us that night so we would have an idea that this money was going into some of the reserve accounts that we were funding. Perhaps we might have continued to fund that reserve account, or we might not have, based on the fact that these monies have gone in. I suppose if I'd read it I would have understood, but I didn't see that.

B. Sneed: Well, we have another meeting.

R. McLaughlin: Are we going to look at it again, or are we just going to save it for the last night?

B. Sneed: It's up to you. I asked the one question that I was interested in. Anybody else got questions? Have at 'em.

T. Biggs: Is there any way to put this back into relief for taxpayers next year; in other words, put it back into capital?

J. Hyk: No, no.

T. Biggs: It has to go into reserves?

R. McLaughlin: Well, it doesn't have to, but it did.

J. Hyk: What can happen this year – it won't be me doing it, but we talked about it – we may have a considerable amount of money leftover from Jail Board. That money could go to reduce taxes, because it was made up from the year before. There may be a significant amount of money there.

R. McLaughlin: For clarification, weren't you saying that this \$240,000.00 originally had to go into reserves? Or, could it have gone into lowering the taxes – the money that was left over from the Jail?

A. Fowler: That wasn't a reserve account; it had to go to reserves.

R. McLaughlin: That wasn't a reserve account? So, it could have gone back into reducing taxes.

A. Fowler: It was originally in a reserve account, so it had to stay in reserves; we couldn't...

R. McLaughlin: You just told me it couldn't go from one reserve to another.

D. Parkman: It's not in a reserve account; it's in a separate account. It is not a reserve account. Its revenue we got from the State to run the Jail.

R. McLaughlin: The question was, "You could have used it to reduce taxes if you had chosen to do that."

D. Parkman: Yes, we could have.

R. McLaughlin: That's all I'm asking.

R. Lee: I'm curious, since we're not going to spend any time this year on Jail Board, but we did a year ago. I'm just curious how it has come out this year; it sounds like there is possibly a lot of money left over that won't be spent.

D. Parkman: That's true.

R. Lee: Just because the population didn't climb as it might have.

D. Parkman: I have no idea why people behaved themselves this year.

B. Sneed: Scott? Scott has an answer to everything.

S. Story: I'd like to address that. The room we're sitting in, fortunately, well, not this one but the one down the street had a judge sitting in it; and judicial resources are key to keeping those jail numbers down.

R. Lee: We always talk about that, I remember.

S. Story: Yeah; this year, we have been blessed. We've had a lot of judicial resources; they moved the trailing docket through; the inmates are moving through the system. It has worked very, very well. Right now, I'm terrified about what is going to happen next year, because over in Augusta they are sitting there telling the Judiciary to cut 10 percent out of their budget. The Judiciary is talking about closing courts, reducing the number of sessions – the good thing is whatever they do to us, they now have to pay for it with this new system.

R. Lee: Just for fun, I wonder, what is the current population?

S. Story: Today, I think we have one boarder out; and it's the problem child that everybody doesn't want in Waldo County, so I moved him.

R. Lee: So, you wouldn't even need to have one out, potentially. You're right down to the capacity.

S. Story: Actually, I literally do have to have one out, but it's an easy choice who. Don't quote me on that.

B. Sneed: I know the Jail is not on the Agenda, and we have nothing to ask about, do with it anymore; but one thing caught my eye. You're getting revenues this year from the Jail - \$220,000.00. Just out of curiosity, what's that all about? It's been years since we've seen any revenue.

K. Trussell: The revenue that was originally in the County side, Corrections Reimbursement and Jail Surcharge has been taken out of the County's revenue. It goes towards the Jail.

B. Sneed: Just curious because it has been so long that we have seen a plus there.

J. Hyk: It's an accounting thing that confuses.

K. Trussell: The money that got moved, the Corrections money you guys are talking about that went to the Reserves, has always been part of the revenues that got deducted from the County's taxes before we assessed it out. So, that has already been applied towards reduction of taxes.

R. Lee: I just want to stay on this Board issue for a minute because I know that it was a lot of money, as I recall, last year that we had to accept as increases, which as it turned out, because of judicial resources that Scott has pointed out we haven't needed. What's going to the process for deciding? And if we did decide that we wanted to give that back to the taxpayers, I don't understand how we do that.

J. Hyk: Here's how it works. The Commissioners can take that money and say...at the end of the year you have a certain amount of money left over, and certain things can happen with it. In recent years, because this County was not in very good financial shape, we had curtailed taking the surplus and applying it towards the next year's taxes, because we didn't have enough money to operate. We now have enough money to operate. Say there's a \$300,000.00 surplus, as long as you haven't used anything from contingency – you have \$100,000.00 that you can spend in emergency – contingency. At the end of the year, you have to put that money back into contingency from surplus.

B. Sneed: First before you do anything from surplus.

J. Hyk: First, that's the first thing you have to do. Then, you can take the money that's left over there, and you can say, "Well, we can put all of it toward reducing the taxes for the coming year; or we'll put two thirds towards it."

R. Lee: Here's where I'm at on it. As I recall, we had a similar situation last year where we had to estimate how the year would end up, not the current year, but the year before. We had a lot of discussion about when you would have to pay for the Board; I think you were behind; and we had to move money from the current year's budget, as I recall, went to pay the prior year's Board.

J. Hyk: That's right.

R. Lee: Why wouldn't we as the Budget Committee want to know real carefully how much will be left over in Board, because it could have an impact on what we authorize in this budget?

J. Hyk: No.

S. Story: No.

R. Lee: Why?

S. Story: That's where I want to step in here, Mr. Chairman.

B. Sneed: Go ahead.

S. Story: This is why I cautioned us last year to be very careful how we applied that additional money to pay off our lack of resources for Boarding for the year before, because a cap was set. That cap is set here in Waldo County at 2.8 million dollars and that 2.8 million dollars is the entire 1050 budget, plus all affiliated costs to support the Jail: Employee benefits, insurances, everything that it takes to support that Jail operation. That cap is now set in stone, but statute; it's actually in the statutory language...Waldo County has a cap of 2.8 million and change. We can only assess to property taxpayers in Waldo County up to 2.8 million dollars; we cannot assess them for one penny more to operate the Jail. If it costs us more to operate the Jail, we have to go in front of the Board of Corrections who asks through appropriations in the legislature for more money to supplement that 2.8 million. If we have a good year, like we are right now, that Boarding money that is in surplus cannot be utilized for anything else in county government other than Corrections. So, we can utilize a surplus of money to go into a reserve, so that next year if we have a bad year, we don't have to go to the State. We cannot put that anywhere else in county government; we can't use it to offset the tax base.

R. Lee: That's a little bit different information than what we heard a minute ago.

S. Story: Well, I'm not sure he understood the question; but the statute is very clear on this. If there's any surplus, it can only be applied to Corrections. That wasn't a County choice; that was an MMA [choice.] MMA made that; that was their provision that they wanted.

J. Hyk: You're right; I was wrong. What I didn't realize was that the State is now saying what we can't do with our own money.

R. Lee: Right. Because it's Jail money, it has to stay for the following year's Jail expenses.

B. Sneed: Tim?

T. Biggs: So, if you found that Boarding costs weren't going to be quite what you thought they were going to be, and you spent 2.4 million last year, then why is the cap set at 2.8 million?

S. Story: That's what the cap was set on based on the budget that you folks approved last year. The cap was set based on the budget that you approved last year. Remember, I stood here and said, "Let's be very careful what we do adding money into that Boarding line to try and supplement, because that boarding money was artificially high for the year." In other words, we didn't need 1.2 million dollars for boarding; we didn't need \$800,000.00 for boarding. What we needed was \$800,000.00, and I'm just pulling some arbitrary numbers out. Because we ran over on that bad year, we came and told you that we needed more money and what we did was we tacked it onto the budget.

T. Biggs: I thought we took some effort to identify the money that was needed for the prior year, and I thought we had some discussion about how to specify that. I didn't think it was in the Jail's.

S. Story: I think - Karen, didn't we check on that? I don't think that it did get applied to the cap; I think that additional money...I'm not sure exactly if it went into...

K. Trussell: \$912,000.00 is what went into the cap last year.

S. Story: For Boarding, 912,000.00? So, it did get applied, because we only really spent, for the actual year, like \$690,000 or something - \$700,000 - somewhere right around there. That's not we spent - that's what we should have budgeted for.

D. Parkman: I believe, and I would have to look back at the figures because it's been a while, that we owed right around \$150,000.00 from the previous year that we had to pay off in January. That's why we had to get the extra money for that.

R. Lee: Is it possible - we don't want to say this too loudly - but is it possible that we have a situation in which we're just not going to spend for the Jail that 2.8 million, so every year the taxpayers are going to have to come up with the 2.8 million; it's not going to be required, and it's just going to be this kitty that will build toward future Jail expenses?

K. Trussell: There were some things that were left out in the gathering of doing the cap, and that made up the difference. Liability was left out, liability insurance; attorney fees; interest on the TAN. We had to put all that in at the end of it, and we used up a good chunk of it.

B. Sneed: The cap is \$500,000.00 over what the Jail budget was last year.

S. Story: Right, but remember the Jail budget that you see comes from a number of different budgets.

K. Trussell: It came from five budgets.

S. Story: It actually kind of worked out because of some things that didn't get captured by the cap when it was set. Had it not been, I was going to recommend to the Commissioners that we go back to the Legislature and get our cap changed. Fortunately, right now, the cap is actually relatively close to

our actual costs. We are just a little bit under the cap, and that money we can utilize can come back and go into a reserve account for us to put towards our programs, upgrades to the building, if we need to. The other thing, just so you are all aware, is that I do sit on the Board of Corrections, as many of you know. There was conversation as of yesterday at our last meeting that counties like Waldo will be looking at a mission change. It's highly unlikely that Waldo County will remain as a full-service jail facility here. There is a pretty good chance that our mission may change to some sort of a specialty jail; they may close our Jail altogether and have us transporting our prisoners elsewhere; we may just be a 72-hour hold. There are number of different options that some of the more expensive jails are going to be facing. When I say "more expensive," please keep in mind that we are expensive because of our construction. Because of our linear construction, we don't have the same benefit of a lower staff-to-inmate ratio like some of the newer construction facilities.

D. Parkman: Did you get your question answered?

T. Biggs: Somewhat.

S. Story: There is a bright side – we are never going to pay any more than 2.8 million dollars for the Jail in Waldo County. No matter how many inmates decide they want to come here; no matter how bad judicial resources get; no matter what the population is; we will never pay more than 2.8 million. When you consider the rising costs of the jails over the last ten years, that is a plus.

R. McLaughlin: Never say never.

S. Story: Believe me, I hear you; because we are relying on the State to pick up on the other side, and I'm not going to pretend that I believe that.

J. Hyk: It's the same story as the schools, isn't it?

B. Sneed: Thanks, Scott. Any other questions about the reserves? I got my one answered. Dick?

R. Desmarais: I just have one on the Jail. Scott, Capital Outlay – in 2008, it was \$51,000.00; now it's been kind of cast in stone at \$99,000.00.

S. Story: What?

R. Desmarais: Capital outlay for your jail.

S. Story: No, that's not correct.

R. Desmarais: Well, maybe I'm reading it wrong.

S. Story: Oh, you're looking at a bi-annual budget, two-year budget.

R. Desmarais: O.K., a two-year budget. All right.

S. Story: It should be about fifty something and some change. That's for a transport vehicle and facilities for a capital improvement plan, so every year we can continue to improve things in the facility so it won't fall apart.

R. McLaughlin: I have one question on Technology. I don't where we ended up on it last week, but we did fund that for \$50,000.00, not knowing that there was \$50,000.00 taken and put into the reserve here. I assume when the Commissioners did it, they wanted \$132,000.00; and they did it this way to offset the \$50,000.00. I guess my question is, I'm sure Technology needs another \$50,000.00, but can they get away without it?

B. Sneed: Jim [Arseneau] has his hand up.

J. Arseneau: Based on the Task Force's original recommendation, there were a number of years that we were not funding the amount that we had said we really should do. So, if you look at it based on what the Commissioners have thrown into the Technology fund from the extra money, we are still short \$13,000.00 based on the game plan.

R. McLaughlin: You say you were \$13,000.00 short; minus the \$30,000.00 you were cut?

J. Arseneau: Yes, as of 2008.

B. Sneed: Mr. Nealley, do you want to come on up?

**FACILITIES MANAGEMENT (1030) BUDGET REVIEW:**

Present for the discussion was Facilities Manager Keith Nealley.

K. Nealley: Hello, I am Keith Nealley, the relatively new Facilities Manager. I've been here for about six months, and I'm kind of getting my feet wet at this point. I've found a lot of things out and about in the various buildings. The budget you're looking at right now is kind of a wacky budget in the fact that the Jail has been pulled out. If you're trying to compare that to last year's budget, we have pulled the Jail out, and that is in a separate budget. We also inserted the University of Maine Cooperative Extension; they had been getting little or no service for many years, and in talking with Barb [Arseneau], we did some research and are responsible for the maintenance of their building. We do own the building and are responsible to maintain that building. Therefore, their budget was reduced and mine was increased by that amount.

B. Sneed: Actually, a tad more, but that's all right.

K. Nealley: There are a couple of changes that we made, right off the bat, to my budget. One of the things was we were up for the 4600 series, the cleaning bids. We had a cleaning contract that came due, and that came in under what we anticipated. So, the Commissioners made some changes in that line item. Also, the big increases, you'll note, were in our fuel costs for the year. We locked in at \$3.879 a gallon, I believe, and we were paying \$2.17; so it's a buck seventy a gallon more. At the time, that was a bargain; of course, now, hindsight is 20/20.

J. Hyk: We did better than Bucksport – they locked in at \$4.25. We at least weren't the worst.

K. Nealley: I have an article here where Belfast locked in at \$3.25, so they played the market until the end.

B. Sneed: Let's try and go through this in some sort of an orderly fashion. Let's take a look at Personnel Services first. A Facilities Tech – if I've done my arithmetic right, is in line for an 18.9 percent pay increase.

K. Nealley: I requested that he be moved to a full-time position as opposed to a part-time position. I think last year you funded two part-time people, and what has happened, I have assumed a lot of the clerical duties that weren't being done before. I do all of my own paperwork, answer my own telephone; field all the paperwork, putting together requests for proposals for bids, and all that work was done by the Commissioners' office previously. There is a fair amount of clerical work that's involved. I do have some new programs that I'm going to initiate this year that will, I believe, save the County some money. Therefore, I'd like to fund the tech as a full-time position, a 40-hour per week position.

R. Desmarais: Your two part-timers did not have medical benefits, correct?

K. Nealley: They didn't.

R. Desmarais: And your full-timer is going to have medical benefits.

K. Nealley: I don't know if I can answer that. I defer to Barb [Arseneau].

B. Arseneau: That's not really something we can answer, when you're starting to ask about an individual, that kind of gets into the privacy.

R. Desmarais: O.K., let me reword it. Is there a possibility that \$15,000.00 may be added to that to cover employee benefits? Would that be a fair statement?

B. Arseneau: I'm trying to think if it was put into the - if we calculated - how many people we calculated in the Benefits line. To answer your question the way you just asked it, is it fair to say that a position becoming full-time could take on benefits that is true. It could. What they are I couldn't exactly tell you.

R. Desmarais: So, this \$29,000.00 could really mean \$44,000.00, in a sense. Am I correct?

B. Arseneau: It really depends on what the individual ends up taking.

T. Biggs: You don't have a package that says a full-time employee gets these many benefits?

B. Arseneau: There are options, but they don't all opt to take them.

T. Biggs: I don't know who wouldn't.

B. Arseneau: If they have a spouse who has a great health insurance plan, they might stay with them. Sometimes you have employees who have already retired; they don't want the retirement plan. Some don't opt to go on the Deferred Compensation Plan. It's always all over the board.

R. McLaughlin: I guess I have a question.

B. Sneed: Go ahead, Dick.

R. McLaughlin: You had something on your mind?

B. Sneed: Ms. Page in the Registry of Deeds had originally put in for a new clerk, whose starting salary was going to be \$24,000.00 or \$25,000.00. You got a new clerk, and you want to start him at \$30,000.00.

K. Nealley: Well, the gentleman who we were talking about had been here over a year working as a part-time employee. So, he had skills that other folks coming off the street would not have. He knew the buildings; he knows the job. Therefore, he came in at a higher rate of pay than a clerk at the Registry that they would have to train from scratch.

B. Sneed: Barb?

B. Arseneau: I just thought I might clarify that the hours are different. If you're using the Registry of Deeds as an example, that's a 35-hour work week. The technician, if it was full-time, would be 40 hours. That accounts for a fair amount of the difference.

B. Sneed: I don't know. Dick, you have a question?

R. McLaughlin: I just want to know if you still have two part-timers now.

K. Nealley: No; myself and one full-time person. That seems to be working out. I seldom have complaints as far as getting our work done, and we have done a lot of capital improvement projects around various buildings here in the County.

R. McLaughlin: How many hours could he, or she, work before they would be eligible for full time? 32?

K. Nealley: 32 is the number.

B. Sneed: Jim?

J. Bennett: I see the Commissioners have taken out roughly \$16,000.00 out of what was requested; I was wondering what they took it out for.

K. Nealley: That would have been the cleaning contract, as well as when I figured the power bills, the Central Maine Power; I figured those on a 20 percent increase, and we were able to lock in a two-year contract for nine cents a kilowatt hour, as opposed to thirteen and a half cents a kilowatt hours, which

is what we're paying now. So, our power bills are going to be the same or a little less. That's why we knocked those numbers down.

B. Sneed: Any more questions about the personnel?

R. McLaughlin: To follow up on that other one, how many hours is this gentleman working now?

K. Nealley: 40, sir.

R. McLaughlin: So, he's not a full-time employee, but he's working 40 hours.

K. Nealley: He is full-time.

R. McLaughlin: I lost that one.

R. Lee: Well, it's the disconnect between the Budget Committee and the Commissioners. We don't tell them what to do.

T. Biggs: They can hire employees as they wish.

R. McLaughlin: So, technically, he is a full-time employee, and you just want us to rubber stamp it for another year?

K. Nealley: Well, I guess we'd have to approve a dollar amount so that he retains his status as a full-time employee.

**\*\*B. Sneed moved, R. Desmarais seconded to fund line 3000 at \$62,203.80.**

Discussion:

B. Sneed: It would be a 4 percent increase for both members of the department.

T. Biggs: Your motion – how does that differ from the proposal of the Commissioners?

B. Sneed: About \$3,800.00

T. Biggs: Less?

B. Sneed: Yes.

R. Lee: How do you get there?

B. Sneed: Four percent of what he got last year.

R. Lee: A four percent increase over last year. O.K.

R. Crossman: Is he being paid by the hour, or is this a salary?

K. Nealley: No, it is an hourly position.

R. Lee: So, as I understand how this works, this passed, and that's what we put in the budget, the Commissioners could find the \$4,000.00 and continue as they would like somewhere else out of this line, out of this category.

B. Sneed: Department – they can move money within a department as long as all three of them agree to do so. They have to have a written request from the department head to initiate it.

R. Lee: All three of them have to agree to it.

B. Sneed: If I understand the law. Tim?

T. Biggs: So, basically, we're at the same budget as last year, within a couple thousand; but we've backed Jails out of this. What percentage, or rough guess, do you have? How much was Jail's in your budget - a ballpark? 20 percent?

B. Sneed: We'd have to go through the individual lines, Tim.

K. Nealley: I was going to pull those numbers out and put this in, but I thought it would get more convoluted the more numbers I put in and took out. It's really apples and oranges, if you look at last year's budget as opposed to this year's budget.

B. Sneed: Some of it is also tangerines. Let's slip over to Contractual Services, Cleaning and Maintenance.

R. McLaughlin: We never voted, Bill.

B. Sneed: I know, but just to answer Tim's question, to give you an idea of how things are wacky. Last year, for the EMA, Jail and Sheriff, we budgeted \$1,377.00. This year, they're asking for \$5,000.00 for the Sheriff alone.

R. Lee: For what category?

B. Sneed: Cleaning and maintenance. Let's go back to. Motion made and seconded on line 3000. Any more discussion? Barb?

B. Arseneau: Do you object if just speak to the workload that's been done at this point, having this individual at these hours? Do you mind if I just elaborate on that?

B. Sneed: No, go ahead.

B. Arseneau: Thank you. We have several department heads here; I think they will back me up on this that when you have one individual with part time - and even before that part-timer - that person was swamped. They could not keep up, not only with the planning for the buildings, but dealing with every day crises that come up. Having two people full-time has just made it so much better. I have

had so many unsolicited phone calls from department heads saying how grateful they are that their needs are getting addressed; their winter windows are getting put up before January and February; that heating has been worked on at a great length, and now the heating system is more understood. I know in our office we greatly appreciate that Mr. Nealley has the time to be able to do his own clerical work. That has taken some load off us; we're very appreciative of that. I just wanted you to know that it's been wonderful having the work done the way it should be, having that other individual there.

B. Sneed: But, the bottom line is that this is almost a 19 percent increase – we go from \$24,000.00 for two part-time people to almost \$30,000.00 for one full-time person.

T. Biggs: Plus the benefits.

B. Sneed: Plus the benefits! Which we can't even talk about. A 19 percent increase in pay? This is what we see: We see an individual, a number on a page. There are a lot of other departments that would like to see a 19 percent increase for their clerks and other associated staff.

R. Crossman: That is an increase, but you have one person doing the job of two.

B. Sneed: Yeah, but two people were getting paid \$24,000.00 last year; now we're going to get one person paid \$30,000.00.

R. Crossman: But, those two people weren't getting the job done.

B. Sneed: Then, they shouldn't have been here in the first place.

R. McLaughlin: We're not voting on whether they're full time or part time; we're voting on a figure.

B. Sneed: Barb?

B. Arseneau: I just want to clarify that you didn't have two part-time employees at that point. I don't think they were able to find two at that point, if I recall.

B. Sneed: We budgeted \$24,000.00.

B. Arseneau: I understand, but it's finding a proper candidate, that is what I'm talking about.

T. Biggs: In this economy, it's probably pretty easy to find a lot of candidates.

B. Arseneau: You can find a lot of candidates; whether or not you want to entrust them with your buildings and with keys and with other things, is another matter.

B. Sneed: There are a lot of construction guys out of work right now.

B. Arseneau: There wasn't a lot of interest. It was odd, really odd. Thank you for listening.

K. Nealley: If I can speak to this, there was great continuity in having somebody that was here before, knew the buildings, and he knew stuff that I didn't know, has helped me through a lot of things; as well as, now that I have him to rely on. If I'm away for the weekend, he takes the calls. We've swap off who is on call for each weekend. I don't know if a part-time person would be thrilled about doing that, but it works out great. I have to tell you that we're getting projects done that have been neglected for many years. Not only our every day work, but ...

B. Sneed: We have to move on. Roger?

R. Lee: I'm just curious – the year before last, before the current year, did you have, in the past, a time when there were these two part-time?

B. Arseneau: We couldn't find someone. I know that sounds crazy.

R. Lee: But, it was in the budget for two part-time even the year before?

B. Arseneau: Yes it was.

T. Biggs: I recall Keith Overlock asking us for money to hire guys off the street for \$10.00 an hour, but we didn't go for it, for painting and stuff.

B. Sneed: We have to move on. Motion made and seconded to fund line 3000 at \$62,203.80.  
**Motion passed with 2 opposed (R. Crossman and R. Lee.)**

B. Sneed: O.K. – Capital Outlay Detail: Handicap Ramp - the ever-present handicap ramp. Barn Roof. What barn?

K. Nealley: The Sheriff's barn.

B. Sneed: Oh, that antique?

K. Nealley: If you want to go into that, I'd like to speak to that. How do you want to approach it?

B. Sneed: It leaks like a sieve.

K. Nealley: It has numerous holes. We rebuilt a shed up there this summer with some inmate labor. Gary [Daigle, Facilities Technician] and I did some work up there. We work with the inmates. I got a close look at the roof on the barn and the shingles are cut; there are holes through them; and we've got water running through the barn. There is an issue underneath the barn with contaminated soil. If the barn ever comes down, the DET will be there wanting us to do some serious clean up.

B. Sneed: Probably from all the lead paint that's inside it.

J. Hyk and K. Nealley: No.

B. Sneed: No? I don't even want to know.

J. Hyk: It's from the fuel tank that could have been removed for nothing, but everybody did nothing; then it costs us \$68,000.00. The first year I was a Commissioner, eight years ago, it cost \$68,000.00 to get it out of there. We were required to get it out of there. What we weren't required to do was get the contamination out from underneath the barn. So, it's going to be a lot cheaper for you to put a roof on the barn than to deal with the contamination under it.

B. Sneed: If I remember my history right, that place was almost burned to the ground when the inmates try to escape by setting it on fire; is that right?

S. Story: Yes, and God rest his soul, Sheriff Jones left a candle going one night; but that didn't take either.

(Laughter.)

D. Parkman: Welcome to Waldo County.

(More laughter.)

B. Sneed: You've taken over maintenance of all of the University of Maine's building.

K. Nealley: The exterior that has paint flaking off the shingles needs to be done. I can do a lot of it with inmate labor. Scott and I have been working quite well together, and we're utilizing county inmates to do a lot of work. I know it's hard to believe that there's that much work here to be done, but they mowed lawns, raked leaves, which freed myself and Gary up to do other things. I can get them to paint stuff on the ground floor; I just can't get them up on ladders, due to liability issues, to paint peaks and do stuff like that.

B. Sneed: Because I had nothing better to do this afternoon, the dovetailing of the University's building into this budget explicitly - this is not too hard to figure - but the University of Maine's budget went down by \$7,600.00. Mr. Nealley is now picking up \$15,500.00 for the UM building, but if you take out the \$6,500.00, he's only up about \$1,400.00 over what we had paid "scattershot" last year for the building up there in Waldo. It's not a lot out of whack.

K. Nealley: Well, I carried their numbers except for, I believe, I have a line item for repairs and maintenance that I held in my budget for them.

B. Sneed: You doubled their snowplowing budget. It went from \$600.00 to \$1,200.00.

K. Nealley: Well, their snowplowing budget was a little suspect, I think. We're kind of jumping around here. Can I go talk about the handicap ramp?

B. Sneed: Sure, we're on this Capital Budget thing.

K. Nealley: The Commissioners funded a handicap ramp at the Extension building this fall, so we were able to get part of that project underway. We put a ramp there, two handicap parking places,

paved and striped, put signs up and a railing. It is quite an asset for that building. Several years ago, there was a study done – I'm sure you are all aware of that – they addressed the needs of the County buildings to be handicap accessible. What I would like to do is get on a path to make those accessible in the next five years, or so. We need funding to do that. This \$18,500.00 would be to redo the ramp out here; it sits on a slope at the lower level down here. It sits on a slope, and if you've ever seen anybody try to get out of their car and park a wheelchair on the sloped ground, it doesn't work too well. I have drawings from many years ago sitting in my office for all these County buildings. All we need to do is to fund the projects to get things a little more accessible.

B. Sneed: Any other questions about the Capital Outlay budget?

**\*\*B. Sneed moved, R. Crossman seconded to fund the Capital Outlay budget at \$30,000.00. Unanimous.**

B. Sneed: Contractual Services. Barb or Veronica - somebody gave us new pages for this because there were some numbers that were lined out with no values inserted. Does everybody have them? If you can't find them, I can tell you what the values that was in the lined-out ones are: 4303 is \$8,200.00; 4304 is \$7,000.00; 4308 is \$15,500.00. Did I get them all?

K. Trussell: Yes, I think those are the only three.

B. Arseneau: Yes, they were hiding on Excel spreadsheet; they went over to the side. Sorry about that.

B. Sneed: If you compare this to last year, a lot of them are up and a lot of them are way down. In fact, Mr. Nealley saved us an enormous amount of work; he gave us a couple of text pages – for that alone, he should get a pay raise – same as last year, up, down.

K. Nealley: Line 3000 says 5%, but it's actually a 4% increase. Mine says 5%. I was trying to give myself a pay raise, but I decided against it.

(Laughter.)

K. Nealley: Yeah, it's actually 4%; that is what the Commissioners recommended the wages be set at.

B. Sneed: That's what I calculated.

K. Nealley: That's what it should be. Once again, to talk about the electricity, we were anticipating fully a 20% increase in our electric rates due to the natural gas prices. Things went down, so we were able to lock in for 2 years at 9 ½ cents a kilowatt hour, which is a pretty good rate; and we should maintain these numbers. The rest of the numbers, I had no other way to do it, but I calculated those on the information that I had at the time and extrapolated out some numbers as to where we'd be at the end of the year. I think if you look at our expenditures to-date, we are a little over 80 percent – I think it's 81 or there about – so, the money that we had to work with last year seems to be fairly close.

B. Sneed: Again, under Contractual Services, the only red flag I saw was line 4628. Last year, the line read, "Sheriff, Jail and EMA," it was \$1,377.00. This year, it reads just "Sheriff" and it's \$5,000.00. It's weird.

K. Nealley: Well, there was some - the Sheriff can attest to that - shortage of prisoners at one time. Typically, the prisoners go over and clean the Sheriff's office. I know it's not very conducive to have prisoners running around your Sheriff's Department, but that is the way it has worked in the past. At one point, we had a shortage of qualified trustees to go over there and work, so the Sheriff and I discussed having somebody go in once a month to do the carpets or something of that nature. That's how this \$5,000 number got plugged in there.

B. Sneed: O.K.

R. Lee: [Talking about energy consumption] I'd like to know whether the County has done any kind of energy audit, professional done, on its buildings.

K. Nealley: I'm glad you asked that. I took a commercial energy auditing course through Efficiency Maine. When I get around to it, which will be in January of this year, I'll do an energy audit on all the buildings; we'll have a baseline to start with. There's an Energy Star program that you can use to plug in all the values, you can find out what we needs as a baseline of where we're starting.

R. Lee: Yes, I'm familiar with that - you can tell how good a building is, energy consumption-wise.

K. Nealley: Right. So, you get a score on the building; and changes you make such as lighting.

R. Lee: Are these T-8's? Can you tell?

K. Nealley: These are T-8's, I believe, but even the spotlights - we're looking at LED lights.

R. Lee: That's great to hear. So, you're going to do that.

K. Nealley: I'll have more information than you'll care to look at by this time next year.

R. Lee: I don't know all the County buildings, but my impression is that since this is a relatively newly renovated building, it probably has a HVAC heating system that is more modern than the one in the other courthouse. I heard something about some engineering design plans for something in the old courthouse, and I wonder what the planning is for doing something about energy consumption in that building.

K. Nealley: That currently has a boiler that is the size of a Volkswagen bus over there. It's a huge thing, and I guess the current thinking is to put in sequential boilers - two sequential boilers that work together, such as the system they installed here. The only ventilation or AC [air conditioner] it has is what my predecessor used to call "the window shaker;" and we have 13 of those that are sucking up energy in every single window. It would be really nice to have a HVAC system, a hot air system or whatever. That's why we have Carpenter Associates that are coming to do an assessment of that building. They're going to look at our energy needs and make recommendations as to what we should

do there. That's all we can do. What I would like to do this year is get some occupancy sensors in all the bathrooms and all the offices. I go in, I can't tell you - countless times -, I come up here in the morning to check the offices; and there are lights left on all night. There are bathroom lights and fans left on all night. Things like that are going to save the County money over the long run.

R. Lee: What about such things, and maybe this is what you're getting at, are there spaces - I'm not sure how the thermostats work in County buildings, but we found in the City that, for example, the Council Chambers that were only needed only once or twice a week - so we finally decided to only heat it once or twice a week, rather than heating it 24/7.

K. Nealley: Typically, these are all programmable thermostats. I've gone around and reprogrammed them three times now to get them in sort of rhythm or in some type of system that I like. This week, I have had two calls to come up and turn the heat up in the common areas. I'm keeping them at 62 degrees, so I'm doing my job. If people are hollering at me, "It's too cold," then I figure that I'm doing my job. I don't mind coming up here and bumping the thermostat up to 68 degrees. I keep the courtroom at 62 degrees; I keep all the - typically, 70% of this building isn't used but a couple days a week. So, we keep it nice and low.

R. Lee: What do you keep it at if this courtroom isn't used for many days of the week? What's it kept at?

K. Nealley: It will go down to 60 degrees on the weekend and go up to 62 degrees during the week days.

B. Sneed: Any further questions on Contractual Services?

**\*\*B. Sneed moved, R. Crossman seconded to fund Contractual Services at \$137,075.00.**

B. Sneed: Any further discussion? All in favor?

J. Bennett: That's what they were asking for anyway.

R. Lee: Right.

B. Sneed: Yep! You thought I was going to give them less than they asked for?

J. Bennett: Well, I didn't want you to give them more.

B. Sneed: No, I just added it up - it adds up.

B. Arseneau: What was the vote count?

B. Sneed: I don't know. All in favor? All opposed? No opposed. **Unanimous.**

B. Arseneau: Thank you.

B. Sneed: Last, under this, is Facilities Management Commodities.

K. Nealley: I wish I had better news regarding the fuel. All I can say is that I'm making changes to try and reduce fuel consumption. We did speak to Thompson's [Oil Company] regarding our contract. We have a contractual obligation with Thompson Oil; we're not going to break that contract – we have to live in the same town – so, we're there. I have made some adjustments at the Jail. I took their boiler off line this summer and plugged in an electric hot water heater. That boiler ran 24/7, heating water up there; it was just crazy the amount of water. I got a lot of complaints about cold showers, but whatever.

B. Sneed: That's probably a good thing in the Jail.

(Laughter.)

K. Nealley: It seemed to work out. After a while, the complaints went down and things worked out. So, the boiler was off line for four months. We're trying to be as energy conscious as we can.

S. Story: If I could, on that note, I think this kind of speaks to what Barb [Arseneau] was saying. For years, I have been screaming and hollering up there with our Facilities people, "Why is it we can't figure the heating system out in this place?" In the middle of July, we're turning everything down, but to keep water hot, it had a dumb zone one end of the Jail. We had to open the place; it was an absolute circus. Finally, somebody got it right – it was a pleasure this summer. That's an example of the quality of services we are starting to get now, and it's nice, I've got to tell you.

B. Sneed: Under Commodities, there are two new items: CMMS Software and Education and Training. Are they part and parcel?

K. Nealley: Let me enlighten you on the Computerized Maintenance Management Software (CMMS), which will be a new system. As far as work orders go, it will also enable me to identify any equipment such as AC units, their age, when they were purchased, their model numbers, and their make numbers. It's all going into a big database. At some point, I will be able to generate projected expenditures for replacement of equipment. We haven't had that. I have AC units over on the roof at Superior Court that has been there since 1970-something. Every time I hang Dennis Kienow out on a rope over there to service them, it's a scary thing. I don't have any idea of what the age of the equipment we're dealing with is, so I need some way to track that.

B. Sneed: It runs on a regular PC?

K. Nealley: Yes, it's a web-based system, so all the department heads can log on, check the status of their work orders, and implement work orders through this system. I got an email saying, "You have a work order at the Jail; you have to run up and change a light bulb." At that time, we will be able to assign a value to that work order – it took twenty minutes for one technician who used a T-8 bulb – so, I'll track inventory as well have the ability to assign an actual hourly cost to that repair.

T. Biggs: This will be a yearly cost, then, \$3,000.00?

K. Nealley: No, the initial \$3,000.00, I believe this is the start-up cost. It will be a \$1,500.00 a year maintenance after that to maintain the system for a year. The \$3,000.00 is start-up costs.

B. Sneed: John [Hyk]?

J. Hyk: I want to say something. You won't have to hear much from me for much longer.

B. Sneed: That's all right.

J. Hyk: It took eight years to get here. When Jethro [Pease, former County Commissioner] and I came in here, every roof in this County leaked - every one of them. We spent three years putting out fires. We had to build the Communications Center; we did it. We moved the Probate into the basement. Some of these buildings are really old. Dick [McLaughlin] can tell you because he was here twenty years ago, or whatever it was; they needed work then. When I came here, there was a custodian, and all he did was go around and piss people off and watch the place fall apart. For the first four years, it was really, literally putting out fires. This last four years, we hired somebody else - we hired a couple of people - it got a little better. We're at a point now where all the roofs are fixed except the Sheriff's barn. We repointed the Superior Courthouse; we put new boilers in here; we did a bunch of stuff, and it's working. This guy [current Facilities Manager K. Nealley] is a good guy; he knows what he's doing; and you have an opportunity here. Every problem is an opportunity. You're sort of at square one again - now you get to do it all over again right. That is what he's trying to do. Thank you.

B. Sneed: Tim [Biggs]?

T. Biggs: So, would you say that the \$15,000.00 increase that we're going to experience this year is mostly due to fuel oil and what you are at contract with?

K. Nealley: Yes, I would say that. We've been schooled on several ways to approach this next year, and I'm not sure that - I guess it would depend on where energy costs are next year. There are some people who think you should float along and buy it on the spot market. That would have been great today; it would have been wonderful, but if we're at \$4.50 a gallon, it wouldn't have been so good. I advised the Commissioners that we can't gamble with the taxpayers' money; we have to have a known cost, and we do have a known cost. Although it's a lot higher than I'd like to see it, it is known.

B. Sneed: Just let me interrupt you. Tim, last year, not including the Cooperative Extension, we budgeted \$50,600.00 for fuel oil. This year, it would be \$58,000.00, if you took out the Cooperative Extension building. So, it's roughly an \$8,000.00 increase for the year.

J. Hyk: One thing you can do, Bill, is - we filled the tanks up, for sure, right before the price went up. In the situation you're in now, you want to keep them empty as soon as you can, so to speak. You know what I mean? You don't fill them up at \$3.83.

K. Nealley: I have a 5,000 gallon tank at Superior Court; it takes 6,000 gallons to get it through the year; so come March, we're going to shut it down for deliveries and run it out. We'll see how that works. Hopefully, we can stay within our budget.

B. Sneed: Any further questions on Commodities? Any motions to be made?

**\*\*R. Crossman moved, H. Potter seconded to fund Commodities at \$68,950.00. Unanimous.**

B. Sneed: So, the only change, and Amy is going to keep me honest, is...[silence while time spent figuring] by my calculations, the Department total, as it stands at the moment, would be \$298,228.80.

K. Nealley: And, the only reduction that you're proposing would be the Tech? There are no other changes that you made to any of the other items? O.K., good. Any other questions, Gentlemen?

B. Sneed: Let's make sure I've got the double checker.

A. Fowler: Yes, you're correct - \$298,228.80.

**\*\*B. Sneed moved, J. Bennett seconded to fund Facilities (Department 1030) at \$298,228.80. Unanimous.**

B. Sneed: Thank you, Sir.

K. Nealley: Thank you for your time.

B. Sneed: Can we take a break?

(10 Minute Break)

### **COMMISSIONERS (1020) BUDGET REVIEW:**

Present for the discussion were the County Commissioners and County Clerk Barbara Arseneau.

B. Sneed: 1020 – Commissioners. Personnel Services, any questions?

R. McLaughlin: Yes, it seems to me that some of those are over 4%, based on what the rest of the County's been doing.

B. Sneed: The Commissioners are all at 4%; the next three – Clerk, Deputy and Human Resources – are at 6.9%.

R. McLaughlin: 6.9.

B. Sneed: Tim, are you just scratching, or do you have a question?

T. Biggs: No question, but I might ask the Commissioners, or anybody - they panned work off on Keith Nealley - he's not doing that part, so how do you justify?

D. Berry: Let me speak to several of those issues there, as far as that increase and the factors that are involved in it. First of all, we had the illustrious task this year of, right now, still negotiating four contracts. The weight load on that office has just been absolutely amazing. There are five of us here who have put in a huge number of hours on nothing but contractual work. I don't get paid anything extra for that, and they get paid nothing extra for those hours; but they have done it without any complaint, without any statements about it. We have still the situation in front of us, Gentlemen, of contracts that have not been settled. Those contracts will be here some time; I can't say any more than that about those. I fully support the raises that we have given to our staffing our office; they are the executive staff. They control all of the real workings within the system. Every single one of these ladies, in some fashion, has contributed to the process that takes place in this County as far as, not just the negotiations, but all of the other responsibilities. Human Resources! I did a check just a short time ago of a company that's hiring a human resources person in Waldo County. That organization is paying over \$40,000.00 for that person, with no other experience other than taking on, on day-one, that obligation. They have tolerated over this last year the new health program that we've put in place, and there's huge numbers of questions with respect to that. That is working, and it's working very well at the present time. As we forecast, it will continue to work well. I support what we have done as Commissioners, and the other two Commissioners likewise support this raise for our people. I thank you.

J. Hyk: I would just like to say one other thing. We often spoke about trying to keep people at the top of the bottom third. Right now, Barbara Arseneau is the lowest paid clerk of any clerk in this state. They have a clerk who has been a clerk for two years in Hancock County, two years. Barbara has been here ten years. The clerk who has been in Hancock County for two years makes considerable more money than Barbara Arseneau and THAT isn't right. Thank you.

T. Biggs: Is it true that two years ago we didn't even have a Human Resources/Payroll Director? Or do I remember that wrong? Did we just hire her last year?

J. Hyk: Three years ago.

B. Sneed: Dick?

R. Desmarais: I know it's your decision to set the wages on the 6.9%, and with what's been going on in the last year, there's no doubt about it, there has been extra work by everybody, everybody in the Commissioners' Office. But, that load is going to come to an end, take a reasonable drop real soon, that 6.9 percent difference is there forever. I think that it separates one group of people from another group of people, because I don't think everybody that is not involved in negotiations, or whatever, could feel very slighted with that 6.9%, if they're not getting the same. That's all I want to say, understanding that it's your decision.

B. Sneed: Well, actually, it's ours, I guess.

R. Desmarais: We have a very limited response, but yes, correct. We can respond.

B. Sneed: I looked at the other departments, and it's hard to say with Scott [Sheriff Story] and Bob Keating [Chief Deputy] this year because they've combined two salaries into one. Lieutenant White, he's only getting a 4% increase; Owen [Smith, Communications Director] has treated himself to a 6.5% increase; Register of Probate is 4%.

R. Lee: Owen has gotten a 6.5 [percent increase] from this Committee?

B. Sneed: Yeah; nothing's cast in stone until the final meeting.

S. Story: Bill, I don't know why you say you can't tell with Bob's and mine combined; it is 4%. The two of us is 4; the Chief is 4; Corrections is 4; my patrol division is in negotiations.

B. Sneed: I just didn't bother to go back far enough to look. That's all.

S. Story: Just so you know, everybody other than Patrol who is in negotiations, has gotten 4%.

B. Sneed: There are a lot of other people who are – Facilities Manager at 4%.

R. Lee: My view on it is that you can really point out that the pay of someone is way out of whack competitively, so you have this information as to County Clerk; but if you take the other two positions - Deputy Clerk, [Human Resources] Payroll Director - I haven't heard any evidence that the pay there is just completely out of the competitive number.

D. Berry: Barb, do you have those numbers?

B. Sneed: The last time we had anything that approached sensible numbers was a year and a half ago. The only two people that were below the median for their job in the 16 counties were the judge of Probate and the head of EMA. Whether these guys have gotten new figures since then, I don't know; but that's what the figures we had from last year were. Everybody else was at or above the median, with some exceptions perhaps. In the Jail, not in the patrol but in the Jail, there were some exceptions.

D. Berry: If I may, Sir?

B. Sneed: Sure.

D. Berry: Thank you. Deputy County Clerk...

B. Sneed: Well, let me ask first, before you go, Don – where's this come from?

D. Berry: This comes from each of the offices of each one of the counties. O.K.?

B. Sneed: O.K.

D. Berry: The survey material is here, and it comes from all of the counties that maintain those positions and what they are. For Deputy Clerk, Androscoggin County pays \$30,704.00; Hancock County pays \$29,150.00, that's with two years in Hancock for the Deputy County Clerk, also;

Androscoggin with six years; Waldo, four years right now we're paying \$26,969.00. That is the situation giving you the comparison with the Deputy County Clerks.

T. Biggs: Why do we just have Androscoggin and Hancock?

D. Berry: Because some of those counties do not have those positions, and the reason they don't have those positions is their choice within their county.

T. Biggs: In Androscoggin, the cost of living is a lot higher down there. Taxes are higher; everything is higher.

D. Berry: Really?

T. Biggs: I would say.

D. Berry: It isn't; I'll tell you right now. The statistics in this State show you that is not true. The cost of living right in this county, right here, while I was serving in the Legislature, was very high in this county. It is not as wide a range as we think it is.

T. Biggs: Certainly, the population is a lot higher down there, meaning more responsibilities...

D. Berry: Absolutely.

T. Biggs: ....a larger work force in the county.

D. Berry: That's not changeable. We are pretty locked in there. Human Resources: Aroostook County - \$41,549.00, five years; Sagadahoc County - \$40,000.00, two years; Somerset County - \$40,000.00. that person has been employed for one month - Kennebec County - \$42,995.00, six years; Waldo County - \$31,425.23, four years.

T. Biggs: Once again, counties with far more county employees than little Waldo County.

D. Berry: Not Aroostook.

T. Biggs: More responsibilities. Aroostook? Presque Isle? O.K., well you probably know that better than I do.

D. Berry: Presque Isle has the largest high school in the State of Maine, right now, with no one in it, because their population has just dropped.

B. Sneed: Dick McLaughlin?

D. Berry: So, I could continue with these and we can make them available to you, but it's what it comes out to.

R. Lee: I would be interested in just quickly hearing the numbers for the County Clerk.

B. Sneed: Rather than read them, let's have a copy of it.

R. Lee: O.K., fine.

J. Hyk: Bill, I'd like to say one thing. Once these contracts are finished, it doesn't mean the work is done. That means that everything that comes up, somebody has to refer to four different contracts to figure out how it works. I would maintain that once the contracts are done, the work really starts. It's a different nature of work, but that's when it starts.

B. Sneed: Dick?

R. McLaughlin: Well, if you ask Barbara how many years she's been here, you'll know how many years ago I was Commissioner because she came in when I left.

B. Arseneau: 1998.

R. McLaughlin: I know she's a very good employee. Sometimes trying to raise percentages to compensate for underpayment is not the way to go. I think you have to go back and readjust your step increases, readjust your formulas so that they get up to where they're supposed to be, not on a percentage increase per year, but get them up there where they're supposed to be over a couple, maybe three years; bring them up a little bit at a time.

J. Hyk: We tried that. We've tried that every year. It never gets done.

R. McLaughlin: We did that same thing long ago and brought everybody up fairly well. I remember when Scott was Sheriff, we got him somewhere near; he was the lowest paid sheriff in the state. We did this; we brought everybody up; we gave people \$500.00 raises, \$1,000.00 raises, \$2,000.00 raises, and tried to get the step increase table more in line with everybody else.

J. Hyk: That's a great idea; why don't you do that?

R. McLaughlin: Whatever; when the County Commissioners come out and say, "We want to keep it at 4%," and all the departments say, "O.K., we're going to go along with it." Then, you have two or three that go 6.9, 6.3, it sets a bad tone for everybody else – they feel bad; they feel like they're not respected, or they're not trusted, or you're not giving them the benefits of what they do. It's a hard situation because I don't think anybody here that's asking for this amount of money is not worth it. I think you all are, and I think this new Facilities Manager guy who wants to come in full-time, I think that's the perfect thing we should do. But, we're in a situation where we have to watch the budget. I don't know what the answer is. We either stick by our guns and say 4% increase and tell the Commissioners to get this thing in line the way it's supposed to be next year and work it out, or...

J. Hyk: Well, that's what has happened here; that's why these people are always behind. We've had this discussion before. We wanted to give them more money last year, the year before, the year before. You guys control the money, you didn't want to do it; and you haven't done it. We're trying

to do it here. If you want to call it something different; if you want to say, “Give them – reclassify them,” we can do that right now.

R. Lee: Are there steps? I don’t gather, looking at these budgets?

R. McLaughlin: I’m trying to thing between town and government – do you have steps here? We have steps, don’t we?

B. Arseneau: Correct me if I’m wrong, Michelle [H.R./Payroll Director]: Appointed is at 7 years and at 15 years?

M. Wadsworth: Yes.

B. Arseneau: I believe Elected is the same.

M. Wadsworth: Yes, it is. There is no actual step increase; it’s 7 years – they have a starting and then...

R. McLaughlin: So, you would have to do this on an annual upkeep in order to get it to where it belongs?

M. Wadsworth: Yes, they would have to adopt some sort of pay scale.

R. McLaughlin: I know we went back with the Probate and the Register of Deeds, and they were real underpaid. I think we did some adjustments for them back quite a few years ago.

M. Wadsworth: Yes, and they [Clerks] are on an actual pay scale, where they have a starting, at 6 months, a year, at 2 years, and then it goes to 5 years. So, yes, they are on a pay scale; it’s a four-step.

R. McLaughlin: So, why couldn’t these employees here in this department be on the same thing?

M. Wadsworth: These positions are salaried.

R. McLaughlin: They are salaried; and the other ones are hourly. O.K., that makes sense.

M. Wadsworth: Correct.

D. Parkman: This might be the first step this year.

B. Sneed: It’s a bad year to try it. You couldn’t pick a worse economic climate to do this in. We don’t live in a vacuum; this County does not exist in a vacuum. The Commissioner of Education said today that they’re looking at taking 27 million dollars out of the school budgets for the next bi-annum. \$27 million!

R. McLaughlin: They’re going to take the State Police right off the road, if they go with the Governor’s budget. How many? Twenty-four?

B. Sneed: Twenty-eight.

R. McLaughlin: Twenty-four and four detectives.

R. Lee: I'm concerned about this, but I wonder whether it's our position to suggest to the Commissioners that they shouldn't do this because it's going to produce morale in the employee ranks in the County.

B. Sneed: Oh, I think we can say that.

R. Lee: We can say it, but it just seems to me that it's maybe more the Commissioners' call. It may be a really unwise thing for them to do, but...

R. McLaughlin: I think it's very unwise for them to do. It's their call.

R. Lee: It's not the terms of the money, the impact on the taxpayers – it's very slight.

T. Biggs: I think there are a lot of "very slights" in this budget.

R. Lee: I'm in the middle on it; I don't know which way to do, but it's tough to say - because you don't have much time to look at it - that you should not do it where somebody's pay is substantially below what a supposedly competitive rate is.

J. Bennett: How about the people who are going to lose their jobs this year? How about the people who can't pay their taxes?

R. Lee: I would make the point that, "What's this 4%?" Are we going along with that? The City of Belfast is 3%.

B. Sneed: We have nothing to say about it.

R. McLaughlin: We have no choice – its negotiations.

T. Biggs: It's the union.

R. Lee: You mean they are just guessing that it's 4; it hasn't really been worked out? I gotcha. I didn't know that.

T. Biggs: We have the Commissioners' word that they won't accept a contract higher than 4%.

D. Berry: That's not true.

(Laughter.)

B. Sneed: I think he's pulling your leg now.

D. Berry: I know that, but I have to respond to that. You know I have to respond to that.

B. Sneed: No, it's nothing to joke about.

D. Berry: It isn't. It has been a long, hard year, people.

R. Desmarais: Anybody in these jobs in the County is definitely going to find better money going for private industries; no doubt about it. It's unfortunate, but that's the way it usually does.

R. Lee: But, they weren't comparing it to private industry.

R. Desmarais: One example was made when it came to Human Resources, and you're going to find big business has big bucks, and they can do things the County can't.

T. Biggs: That's true in every department; that's true everywhere.

B. Sneed: Make a motion.

R. Desmarais: No, I want to talk about 3002, this \$8,000.00. I don't think it should be there. I think it should be omitted. It's under Personnel Services.

B. Sneed: Why is it there?

R. Desmarais: That's not for me to answer.

B. Sneed: Who is getting it?

R. Desmarais: No answer coming forward?

**\*\*R. Desmarais moved to reduce it by \$8,000.00.**

B. Sneed: I think Don was just about to answer it.

**\*\*R. Desmarais withdrew his motion.**

D. Berry: Thank you, Sir. I will tell you that I did not put this in as a sum of money, but if you took the total numbers of hours that I have put in negotiations this year... We saw a newspaper article yesterday in one of the papers where for one contract, an individual was paid \$6,500.00 to do one contract. That was up in Dover-Foxcroft. Right now, a week ago, I started number four. My salary is what it is, and it's locked in, and so be it; but it was not, very honestly, me asking for this amount. If you remove it, fine. It's not mine.

A. Fowler: If I can also say, that wasn't just Commissioner Berry's figure. I was the one who came up with that figure. I had figured that a commissioner negotiating, you have to have the Human Resources person there; we have to have Karen, the Deputy Treasurer running figures; we have to

have Barb [County Clerk] at the meeting – I was just trying to figure a rough balance of like \$10.00 an hour. They're putting in more than what would be considered overtime. It's above and beyond what they're doing in the office with these negotiations. I just threw out a figure because I don't know what a negotiator gets, and I figured that figure and then they could fight over it how to split it up, or however. I had no idea what unions entailed, the hours and the figures, and everything else.

R. Desmarais: Bill, may I answer?

B. Sneed: Sure.

R. Desmarais: You know, you're looking at \$8,000.00 here, but at the same time, because of the work load that they've gone through the past year and everything else, you rewarded them with a 2.9% more than anybody else is getting in that 6.9% raise. You've got it covered – the 6.9 is forever – it becomes a base for their next raise. If everybody were to get 4% next year, that 6.9 would put them a little more than 4%; so they are receiving financial compensation, everyone who has a part in this. Don is out on a limb; because of his position, he gets "x" amount of dollars and it goes with the job. As Don has been in the Senate; he's been probably a Selectman; I don't know his political background, but we as Selectmen know that we're going to do what it takes to get that something, whether it's two meetings a month or eight hours a day – it goes with the job. I still can't sign up for this \$8,000.00.

B. Sneed: I second it. Any further discussion?

T. Biggs: Is that leaving the 6.9 in, but removing the \$8,000.00?

**\*\*R. Desmarais moved, B. Sneed seconded reducing line 3002 to \$137,241.00 – a reduction of \$8,000.00.**

B. Sneed: Motion made and seconded. Any further discussion? All in favor? All opposed?

R. Desmarais: I think we want to go back and discuss the 6.9 percent. I think that's what Tim wanted.

R. McLaughlin: Yeah, but didn't you vote against your motion?

R. Desmarais: Yeah, I did. I've never done that before, and I never want to do it again. I do want Tim to have his fair say on this.

**\*\*J. Bennett moved, T. Biggs seconded to give 4% on each one and take out the \$8,000.00.**

B. Sneed: \$133,108.68. Any further discussion? Dick?

R. McLaughlin: I have one question. We all know this isn't the final night, and if they come back with some kind of a step increase formula, we could entertain that at the next setting.

B. Sneed: I guess; I don't mind. We can entertain anything we want. We just have to be done by December 31<sup>st</sup>.

R. Lee: Is that just spread out over more than one year, the catch up?

R. Desmarais: It all depends how it's structured.

B. Sneed: Motion made and seconded. Any further discussion?

**Motion passed at \$133,108.68 with two opposed (H. Potter and R. Lee.)**

B. Sneed: Contractual Services. I'm just curious as to what convention are you hosting? Where?

M. Wadsworth: If I may, I'll answer that question. The Maine County Commissioners Association has an annual conference every year and one county hosts it. Waldo County has never been able to host it because we've never had a facility big enough to hold it. There are roughly around 200 people that attend from across the State. We do believe that we are going to have a great turnout. When MBNA sold Point Lookout, that facility became available, so we have booked that for September; I think it's the second week.

B. Arseneau: Yes, the 11<sup>th</sup>.

M. Wadsworth: It's on the 11<sup>th</sup> of September. Typically, the Maine County Commissioners Association foots the entire bill for it; they sponsor that. We will be sending out letters to all of the businesses in Waldo County for advertising and donations. I believe this was put in, and Don [Berry] you can help out with this - we've never hosted it, so we don't know if there is going to be any type of miscellaneous things that we may have to purchase. We're not really sure, so that was what we put in. We really expect this to be a great turnout and really boost up tourism, especially in the fall, and just having people travel up through and have an afternoon of touring and sightseeing, and really just kind of boost the economy. We are very excited about it.

T. Biggs: What happened for line 4015? It's way out of whack here. You've spent \$96,000.00 and we budgeted \$61,500.00? What the heck happened?

A. Fowler: Tim, it's negotiating for unions.

J. Hyk: It's the lawyers.

D. Parkman: That's lawyers.

T. Biggs: Oh, that's for lawyers.

J. Hyk: And, there's more to come - plenty more.

R. Lee: I'm just curious - what is the typical thing that the lawyer does in the negotiations? Just attend negotiating sessions?

D. Berry: For two of the contracts, yes.

R. Lee: Why do you need a lawyer attending?

B. Sneed: We don't want to talk about this. It's none of our business.

D. Berry: We can't talk about this. I'm sorry.

B. Sneed: If you guys want to chat out in the hall; this is not the Budget Committee's business.

R. Lee: Not the Budget Committee's business to spend money like this?

B. Sneed: Roger, you're asking him how he spends his time, not how he spends his money. You want to know how the lawyer spends his money, go talk to Don in the corner.

R. Lee: Well, I think it's wasteful.

B. Sneed: Fine. Come down with a dollar figure then. Don't ask him how he gets it; just reduce it. We are walking on thin ice here.

R. Lee: We are? (Several members agreed.)

B. Sneed: We're on thin ice here. Last year, we had a letter from the County's lawyers on where we should tread lightly, and this is one of them. It's was in the front of your book.

R. Desmarais: It's very frustrating, because you see these costs that we can't talk about; it's not in our best interests to talk about them?

B. Sneed: It really isn't. If this is how you guys work in Belfast, fine; but this is not Belfast.

R. Lee: I just don't understand it; but that's O.K. There's a lot about this I don't understand.

B. Sneed: We're just safer not to.

R. Lee: I don't understand it, but I'll take your word for it.

B. Sneed: I trust Mr. Berry to explain it to you off the record.

T. Biggs: There, Roger; that will make you feel better.

B. Sneed: Any other questions about Contractual Services?

R. Desmarais: What are we doing about mileage this year? We have them a pretty high figure; is that figure still up there?

B. Sneed: It's the same as it was last year. The cost of lodging went down by \$1,000.00; telephone went up by \$200.00; equipment repairs is the same; liability, of course, is a big drop; advertising is the same;

T. Biggs: We did advertising, and they've already spent \$261.00 of last year's budget of \$800.00 – same thing.

D. Berry: As far as a piece of good news - the liability insurance figure - you can reduce that to a new total of \$40,100.00. That is the new figure that we were just given, a reduction of \$8,900.00 in our liability insurance coverage. That comes out of the Risk Pool.

J. Hyk: That's largely due; again, to improved experience, we have a safety program, and stuff like that.

B. Sneed: Tim, your point was back on the advertising?

T. Biggs: Line 4730? We budgeted \$800.00 last year, and we spent \$210.94; and you have it back in the budget for \$800.00 again. Are you losing a lot of employees, or something?

M. Wadsworth: There is money that was put from Advertising for Personnel in the Jail budget – a lot of that came from that. Advertising is extremely expensive; it's over \$140.00 to advertise in the local paper for a 2" x 2".

J. Hyk: It's very expensive now, something that's changed.

T. Biggs: Can't we put it on Craig's List?

M. Wadsworth: Excuse me?

T. Biggs: Can't we put it on Craig's List?

M. Wadsworth: We used to get it for free when we had *VillageSoup*, but since they changed everything we can't do that anymore. I do utilize the MMA website and stuff like that.

B. Sneed: Any motion to be made about Contractual Services?

R. Lee: I'd like to see the amount spent on attorneys reduced.

B. Sneed: Roger would like to see the amount spent on attorneys reduced.

A. Fowler: So would we.

R. Lee: It's O.K. for us to talk about reducing it? We just can't ask them what they spent it on?

B. Sneed: That's probably wise in this day and age.

R. Lee: Not understanding that, all I can say is that I have an impression that it might be spent foolishly. So, I'd like to see it reduced. I'd like to discuss why I think it's spent foolishly, but I can't.

B. Sneed: You can discuss it; I don't think that these guys are bound to give you any answers to your questions. Maybe you'd like to just vent.

R. Lee: I know that there are lots of times in our society when attorneys are paid to come to meetings, and I believe a lot of those times it's a waste of money. The City of Belfast used to operate with its City Attorney showing up at City Council meetings week after week. We stopped. We saved a lot of money. That's just my point. I don't know what an attorney does that we have to pay almost double the amount.

J. Hyk: Bill?

B. Sneed: Yes, John.

J. Hyk: I think without talking about it, I think if you look over the history of this line for the last eight years, there is an amount that's normal for lawyers. We're not at a normal circumstance here. It's completely abnormal, as a matter of fact. The Commissioners don't have lawyers come to their meetings like the Council; I remember the meetings; I remember them all. So well. It was great theater when the lawyer was there from beginning to end. We never do that. This is for a very specific, very important issue....

R. Lee: In your expectation, is it going to be repeated year after year? Now we've raised the level?

J. Hyk: No, no, not at all. This is completely normal for the first negotiation of a contract, especially where you are sitting across from other professional negotiators.

R. Lee: That's persuasive for me; I didn't know that.

J. Hyk: That's as much as I want to say about it.

R. Lee: O.K. I'm not going to make a motion.

**\*\*R. Crossman moved, H. Potter seconded to fund the Contractual Services at \$165,665.00.00.**

B. Sneed: Motion made and seconded. Just to get back to Roger's sort of question just because I can, for 2009 the attorney's line is \$96,000.00; for 2008, it was \$44,000.00; for 2007, it was \$12,000.00; for 2005, it was \$10,000.00. I can go back farther, if you'd like.

R. Lee: That's not a good trend.

J. Hyk: Bill, that's not just attorneys either. That's other professionals – engineering, and other stuff, as well.

B. Sneed: No, I was taking it right off the each line, John, where it says "Attorney."

J. Hyk: Oh, you are. O.K.

R. Lee: Well, I was persuaded – maybe I shouldn't have been – by the fact that this is a one time thing because we're starting new negotiations. If I'm on this Committee next year and that number is still that high, then I'll have something say.

R. McLaughlin: You heard it here – it's going down next year.

B. Sneed: Tim?

T. Biggs: O.K., back to Liability Insurance. You've already spent almost \$96,000.00 of what you did. Now, why did go down to \$40,000.00?

B. Arseneau: Because you are removing part of it for the Jail portion and that actually is the larger part. We had to get some assistance for that from the liability insurance adjustor; he helped us figure out what the percentage is. That's why. When we initially came to you, it was at a 10% "guesstimate" - that was also the recommendation. Now we have a real number.

B. Sneed: Motion made to fund this at – I've forgotten what you said, Dick.

R. Crossman: \$165,665.00

**Motion passed with 1 opposed (T. Biggs.)**

B. Sneed: Commodities [line 5510]. Statutes are way up; it was \$800.00 last year; I don't know what you guys have spent on it, but...

B. Arseneau: If you don't mind, I'll explain that. We tried going for a couple of years without renewing the statute books, trying to save the County money; and it has not proven to be as successful as we'd hoped. If the public comes in, I have to try to stick them around my computer to try to pull it off line, and sometimes that's not online as quickly as it is in the books, which sounds bizarre. We found ourselves, a couple of times, not having accurate information. We're just asking you if we can please go back to having it in book form, so it's available to the public and everyone else.

T. Biggs: So, do you anticipate using a lot more office supplies, because you've spent about 77% of your budget, so far this year, at \$3,600.00.

B. Arseneau: We've been holding off on things because of overages in other lines, so some of that "holding off" is going to spill over into the following year. Plus, again, knowing that we have extra mailings that are going to have to be done and we're using more of our own printing equipment than we used to. We don't send out the way we used to have things copied; it's just way too expensive. It's cheaper to actually increase your office supply line than to be paying out.

T. Biggs: O.K.

**\*\*R. McLaughlin moved, T. Biggs seconded to fund Commodities (Line 5510) at \$8,185.00. Unanimous.**

B. Sneed: O.K., give me a second here. [Looking over figures.] As things stand at the moment, if I have this right: Personnel - \$133,108.68; Capital Outlay - \$207,718.00. That's what we brought over from the other week.

D. Parkman: What was that figure again, Bill?

B. Sneed: For the Capital?

D. Parkman: Yes.

B. Sneed: \$207,718.00.

D. Parkman: Thank you.

B. Sneed: In Contractual Services - \$165,665.00; and in Commodities - \$8,185.00. If you add those together, you should get \$514,676.68.

A. Fowler: Again, if you could – because we have two different figures? Capital Outlay – is it \$217 or..?

B. Sneed: \$207,718.00.

A. Fowler: Thank you.

R. McLaughlin: Would you read the amount for Personnel Services?

B. Sneed: Personnel Services - \$133,108.68.

V. Stover: Bill, I think you guys voted \$137,241.00 for the Personnel line.

R. Desmarais: No, that motion was withdrawn, or defeated.

B. Sneed: It was defeated, Veronica.

A. Fowler: What was your figure, Bill?

B. Sneed: \$514,676.68?

A. Fowler: Correct.

**\*\*B. Sneed moved, J. Bennett seconded to fund Department 1020 at \$514,676.68. Unanimous.**

#### **EMPLOYEE BENEFITS (2025) BUDGET REVIEW:**

Present for the discussion were the County Commissioners, County Clerk Barbara Arseneau, Deputy Treasurer Karen Trussell and H/R Payroll Director Michelle Wadsworth.

B. Sneed: We have one more to go? Employees Benefits, 2025. I guess the details are over on the second page. Just because I ask every year and I never remember it from year to year, what is the discretionary, \$600.00? I never remember what you tell me.

B. Arseneau: It's been there since long before my time; it's there, for example, if an employee has lost a spouse, they might send them flowers, sympathy cards – that sort of thing.

B. Sneed: Yes, I just never remember; sunshine stuff. Do you have anything you want to say about this, Barb? Or, should we just ask you questions?

B. Arseneau: Whatever you'd like.

**\*\*R. Desmarais moved that Contractual Services be reduced to \$830,130.00.**

A. Fowler: What is that figure again?

R. Desmarais: \$830,130.00.

T. Biggs: Reduced from what?

R. Desmarais: From \$860,000.00 to \$830,000.00.

R. McLaughlin: From where?

A. Fowler: Contractual – 4000.

B. Sneed: Motion made; anybody second it?

**\*\*J. Bennett seconded it.**

B. Sneed: O.K. To start the discussion....what, yes?

M. Wadsworth: I just wanted to know why?

B. Sneed: That was my question.

R. Desmarais: As we've gone through this budget, we have reduced a request for two Sheriff Employees down to one, and the full-timer that Keith wanted has been removed, so there's two bottoms...

B. Sneed: No.

R. Desmarais: Well, we didn't fund them.

B. Sneed: Yes, we did.

R. Desmarais: We funded them?

B. Sneed: Yeah – not as much as they originally asked for.

R. Desmarais: But, it was a full-timer?

B. Sneed: Yes.

R. Desmarais: O.K., then that's not a figure I want to go with.

B. Sneed: You want to withdraw your motion?

**\*\*R. Desmarais withdrew his motion.**

**\*\*R. Desmarais made a new motion to reduce line 4000 by \$15,000.00 to bring it to \$845,130.00. Seconded by J. Bennett.**

B. Sneed: Jim Bennett will second it.

R. McLaughlin: Where is it coming from, Bill?

R. Lee: It has already been taken out of the Sheriff's Department – one employee has been subtracted. Is that right?

R. Desmarais: That's correct; that's where I see that \$15,000.00 coming from. That's what it was put in there in the first place.

R. McLaughlin: Well, it's all bundled in; we don't know. It's bundled into Employee Benefits.

R. Lee: Was there another \$15,000.00 for the Facilities Tech?

R. McLaughlin: They say we didn't distinguish it enough to state that he's back to two part-timers.

T. Biggs: Don't we want to take away the Commissioners' benefits this year? We talked about it last year. John?

(Laughter.)

J. Hyk: I really think it's funny how funny it is when you people talk about taking people's benefits because you think it's funny; but the people don't think it's funny. I think you're funny, and I'm glad I won't have to deal with you anymore.

B. Sneed: Well, I suspect that cuts both ways.

T. Biggs: I suspect that employees in Freedom would sure appreciate benefits if we could afford them, John. We just can't afford them at the town level.

B. Sneed: Barb?

B. Arseneau: I just want to very tactfully remind you that over the years you've sometimes cut the bottom line. You've not singled out personnel things because that's getting dangerously close to doing a job that perhaps you're not statutorily obligated to do. If you go and start to trim benefits based on what you might have cut in Personnel, you're no longer allowing the Department Heads to do what you have allowed them to do in the past, which is to – your statutory obligations are to alter the budget – not specifically the Personnel line. You know where I'm coming with that, Bill; so if you're making trims based on an assumption that you've eliminated some positions, that may not be a safe assumption, and it may not be truly an appropriate assumption. I'm just throwing that out there just too kind of keep everything on the straight and narrow.

B. Sneed: Roger?

R. Sneed: There's not much to say.

R. Desmarais: I've got to say, Barbara, it would be a lot easier to understand if these employee benefits, instead of being bundled into one group, were put back as line items in their departments – we'd know where we were with them. But, that did go down to a defeat in the vote, so this is what we have to live with, and I'm taking my \$15,000.00 from that one body that we did not fill in the Sheriffs Department. That's where I'm coming from in this.

R. Crossman: But then doesn't that go back to the fact that we really can't say that he can't hire the two people? We're just saying, "We're not giving you the money to hire two people." He can just not get a third vehicle and hire a second person.

R. Desmarais: That's not going to cover a second person; he's going to have to dump a couple of cars to do that. Then, we're going to have to look at the cost of, not only that, but the cost of the medical package or the benefit package for that employee, too. So, that door is going to be closed, too. I think this is where we should be.

R. Lee: Did I miss a presentation? Has there been any presentation on how the costs of health benefits are shaping up for the coming year?

D. Berry: Yes, Sir; in the first session we had, I mentioned some of it.

R. Lee: Oh, I missed that.

D. Berry: Just to kind of fill you in here, as you see here, we've taken and you actually see a reduction in the premiums that we are asking for here in this. One of the things our self-insuring has done is that we have been very successful during this last year. My opinion is that it is the best thing

that we possible could have done, as far as health insurance for our people. Two other counties are doing the same thing. Hancock and Washington Counties are following suit with that plan.

R. Lee: So, if you take out the Jail piece, we're experiencing a reduction in health insurance costs?

D. Berry: Yes, we are. That is part of what we're seeing here is that reduction. We still have a Risk Pool that we have to generate within it, but it's been very successful as far as that.

D. Parkman: We still have to build the pool up.

D. Berry: Right. Part of what you see here is to increase that pool of money. One catastrophic event during the process can hurt you some; we do have a limiter on that in our insurance itself that protects us some from that. It has been very successful.

R. Lee: You have \$585,945.00 for health insurance premiums for the coming year, and that's without the Jail. So, if we look at this year without the Jail, what would the health insurance premium number have been?

T. Biggs: \$925,000.00.

R. Lee: That's the \$925,000.00?

D. Berry: Yes. If you look at the \$925,000.00 and compare that to last year where we had \$944,000.00, that's your differential in reduction here for us. That's pretty significant as far as I'm concerned.

T. Biggs: So, if somebody has a quadruple bypass, you pay \$125,000.00 or whatever to have it fixed?

D. Berry: In our insurance, there is...

A. Fowler: There's a reinsurer.

D. Berry: We have a reinsurer, O.K.? In there, we only pay up to a given level, and then that reinsurer takes that risk from there.

J. Hyk: We pay up to \$630,000.00; we pay everything up to that amount. After that, they take over; they pay everything. So, they're gambling that we won't go over the \$630,000.00; that's what they're doing. They get, I believe, something like \$14,000.00 a month, is that right?

A. Fowler: Yes.

J. Hyk: We write them a check for \$14,000.00 a month, and if we don't go over \$630,000.00, they just pocket it. They don't do anything.

D. Parkman: Tell me if I'm wrong, but we're billing, and the administrators think that within three to five years we will have built up cash reserves to about a million dollars. We'd be pretty well set for any kind of catastrophes.

J. Hyk: It's our money. We don't write a check; it's our money. It's not like you write a check for \$100,000.00 a month to Aetna, and it's goodbye. It's our money, and we control it. Does that make sense to you?

R. Lee: It sounds like you told me you only have to spend up to some amount. The worse that could happen in any year is something like six hundred and something.

J. Hyk: But, here's the thing – we're having good experience right now. We have to build up a kitty so that, God forbid, the year comes where you really get whacked.

R. Lee: So, this year, you don't expect to reach the \$630,000.00.

J. Hyk: Right. In the year that you go past there and the insurance company picks up, they're going to come back to you and say, "Well, it's not 14 anymore; it's 25." That's why you need that cushion there.

R. Lee: Thank you.

B. Sneed: I guess the bottom line is, take the Jail out, and we're down \$19,000.00 year-on-year for the health benefits.

J. Hyk: It's interesting, Bill, we're the first people in this State to do this, but it looks as though Hancock, Washington and one other county will be doing the same thing next year.

T. Biggs: Well, I applaud the Commissioners for taking a lead in this. Very good.

J. Hyk: Well, we had to.

A. Fowler: Seriously, Hancock watched us all last year to see how it worked out, and they just signed on.

B. Sneed: All right. So, there's a motion made and seconded to reduce this to \$845,130.00. Any further discussion on it?

**\*\* Motion passed with 3 opposed (R. Crossman, R. McLaughlin and B. Sneed.)**

**\*\*R. Crossman moved, R. McLaughlin seconded to fund Commodities at \$600.00. Unanimous.**

B. Sneed: As it stands at the moment, Employees Benefits, Department 2025, the bottom line is \$845,130.00

R. McLaughlin: It's \$845,730.00.

B. Sneed: Oh, God. I'm sorry.

D. Parkman: Contractual Services are 130.

B. Sneed: Right you are, Dave, I forgot about that.

**\*\*B. Sneed moved, R. McLaughlin seconded to fund Department 2025 (Employee Benefits) at \$845,730.00. Unanimous.**

B. Sneed: Motion to adjourn?

**\*\*J. Bennett moved, R. Crossman seconded to adjourn. Unanimous.**

Respectfully submitted by Veronica Stover  
Veronica Stover, Deputy County Clerk