

**WALDO COUNTY FOR YEAR 2011 BUDGET COMMITTEE MEETING  
OCTOBER 23, 2010**

**PRESENT:** Budget Committee Members Bill Sneed (2011 Chairman), Robert Plausse, Roger Lee, Peter Curley, Richard Desmarais, James Bennett, Ronald Price and James Kenney. Also present were County Commissioners Donald P. Berry, Amy R. Fowler and William D. Shorey; County Clerk Barbara Arseneau and Deputy County Clerk Veronica Spear to take the minutes, and also various County employees.

B. Sneed opened the meeting at 9:04 a.m.

B. Sneed asked all to introduce themselves.

B. Sneed: Last night Amy tells me that Sam Butler died who for many years was on the Budget Committee and what little I know about the County budget I learned from him. He was a nice, smart man. He was also a selectman for many years in Winterport. On a happier note, we should get to the budget.

**UNIVERSITY OF MAINE EXTENSION (2005) BUDGET**

Present for the discussion was Rick Kersbergen.

R. Kersbergen: We kept our budget the same as last year. We did not increase anything. I would like to say that we have really appreciated the support of Keith [Facilities Manager] and all of the work that he has done in keeping everything running.

B. Sneed: We were wondering what the contractual services are.

R. Kersbergen: Those are the wages that we pay our support staff.

B. Sneed: Any other questions?

**\*\*J. Bennett moved, J. Kenney seconded to approve the University of Maine Extension (2005) budget as presented in the amount of \$42,702.00. Unanimous.**

**REGISTRY OF PROBATE (1070) BUDGET**

Present for the discussion was Register of Probate Sharon Peavey.

B. Sneed: Ms. Peavey, do you want to say anything?

S. Peavey: Only if you have some questions. Our budget has increased less than half a percent and I think that is a small increase for salaries and a small increase in the Judge's salary.

B. Sneed: The Judge of Probate, Susan Longley, is not here today as she could not make it. She had a request for a better pay increase than what the Commissioners had approved. I am not sure if I should speak on her behalf but when she took over, we have a lot of court appointments. We, being the County, have never been reimbursed for the cost of those and rarely been reimbursed and

Judge Longley started the process when she came into office and reduced them and I think her notes said she has collected somewhere between \$25-30,000.00. It is not a trivial amount.

R. Lee: For me, most relevant is, I don't have this information is how her pay compares to other Judges of Probate in other counties. It is a little hard to say because she has brought in this extra money necessarily guarantees more pay.

B. Sneed: I didn't print it off, did someone print it off?

A. Fowler: That is my copy.

B. Sneed: The one that Veronica sent me?

A. Fowler: I'm not sure if that is the one that Veronica sent you. Veronica and Michelle did a study of the area counties and what their Probate Judges currently make. Speaking only for myself, when it was presented to us the request was \$5,500.00 and make no mistake, the Judge does a fine job. We felt that \$5,500.00 was way too much and therefore we looked at that scale and Michelle and Veronica made some phone calls and we went with the 1%.

B. Sneed: I looked around, Roger, on the Internet and Knox County has the 2009 budget posted. Their 2010 budget is not posted but in 2009 their Judge of Probate was at \$25,865.00 and our Judge of Probate in 2009 was at \$28,908.00. The only other one I could find is Cumberland County and they have multiple Judges and that one doesn't count.

J. Kenney: I was going to say that I was there that day, too, and everything that the lady said was she asked for the job, she got elected to it, she knew the salary and I think that the Commissioners have been overly generous.

**\*\*R. Plausse moved, J. Kenney seconded to go with the Commissioners' recommendation on the Judge's salary. Unanimous.**

B. Sneed: Any questions about the rest of the budget?

D. Berry: I just want to remind you all that I am in negotiations with two groups right now and Support Staff is part of that group. We have Support Staff in that office. The other group is the Deputies. So, there will be some adjustment if those contracts are done by the end of the year.

B. Sneed: So we will have to hold the Public Hearing somewhere near the end of the year to finalize the budget. So, no matter how we vote on it today, it is possible and likely to change.

J. Kenney: Looking at the Commissioners, what you have just described is just in the area of salary and not in the detail of the various line items. So, what I am hearing you say is salaries, as they have been finally negotiated and what we approve here today on the various line items - not salary - are not subject to change.

B. Sneed: They are subject to change if we would like. You can boost them up or shut them down but you need good justification for either one.

J. Kenney: But his negotiations will not affect those items. We can change them.

B. Sneed: Just because the Commissioners recommend doesn't mean....

J. Kenney: I wasn't saying that I was discussing with the Commissioners. I have no further need to make changes.

J. Bennett: I was wondering why you people put under Approved by the Budget Committee the salaries. I mean we haven't approved nothing and we do have the right to cut the bottom line.

D. Berry: If what you are talking about Jim is the fact that when the Deputy Clerk went through and put this in there was an added line and that is an error on the Deputy Clerk's part. That is all that is. You people have the right on that,, no question.

**\*\*B. Sneed moved, J. Kenney seconded to accept the Registry of Probate (1070) Budget as presented in the amount of \$189,998.00. Unanimous.**

### **SHERIFF'S (1075) BUDGET**

Present for the discussion was Chief Deputy Robert Keating.

R. Keating: Good morning everyone. For those of you who don't know me, I am Bob Keating I am the Chief Deputy and I am here to represent Sheriff Story who is on vacation up north. I believe I have been allotted 20 minutes to present the budget. I can certainly go line by line down through it or I can be more than happy to answer specific questions if you have them. We have worked very hard to try and keep our budget at the same level as last year. I don't think there are any huge increases. There are some in some areas but decreases in others.

B. Sneed: Peter Curley had asked if you guys lease cars and the answer is no. There is a Vehicle Lease line.

R. Keating: That is correct and that lease is for the Sheriff's vehicle which is leased by the county. That has been a plan that has been in effect for years. I think, in the end when, you sat down and calculated it, it's a net savings to the County and I think the Sheriff has actually put those numbers together and in the end it saves the County about \$3,000.00 a year. That is the only vehicle that is leased. All of the others are owned and purchased by the county. We usually try to get out of a Patrol vehicle 4 years with three years being on Patrol and the fourth year being rotated back to spare.

R. Lee: How many miles at the end of the third year?

R. Keating: Right now I can tell you we have three spare cruisers. If you fund three new cruisers in the budget this year as requested, we would be retiring three cars and put them out to bid. Right now one of our spares that would be replaced is car 1429 and that has 156,000 miles on it. We try

to retire them back at 110 – 120,000 to rotate them back to a spare. They are on the road for three years on an average of 35-40,000 miles a year is the average when they are a first line vehicle. We have three spares as I was telling the gentleman from Stockton; he had a question before the meeting started. Right now I have three spares and right now all three of them are on the road last week because of break down. His question was we have one man at the Academy and that cruiser is at his home which is our practice. That car would be grabbed in emergency use but the three spares that I have now the three spares that I have 1429 has 156,000 miles, the other one has 107,000 and the third one has 122,000. The only thing that I would like to remind any new Budget Committee member some of the rest of you have heard it from me before the decisions that you make today about our three cruisers, those cruisers would not be purchased until next year after January 1<sup>st</sup>. We go out to bid and the county commissioner's review and award the bid and then we order the cruisers. By the time we get them and set up ready for the road and they are not going to be on the road until next April or May. So mileage on car 1418 would be retired back to a spare. That car right now has 105,000 miles on it with another 6 months on the road with an average of 3,000 to 3,800 a month.

P. Curley: I have a question. What line do the vehicles come out of?

R. Keating: It is under Capital Outlay. The other thing I would like to make sure the Budget Committee is aware of, last year I think I told you folks that this year we are asking to go out and purchase 3 – 2011 cruisers. Last year I told you we asked for 3 2010 cruisers but if the dealer had a left over 2009 we would take it. We did that last year and we put it right in our bid request. Last year we bought our cars from Augusta Ford which is owned by Quirk now. They had 3 – 2010's on the lot and those three 2010 were asking \$23,500.00 and they also had 2 – 2009 lots on the lot. We took the 2 – 2009 and 1-2010. We bought those 2 – 2009 for \$1,485.00 less. So we saved the tax payers about \$2,700.00. It is still a new car to us and we are going to use it for 4 years. It doesn't matter if it is a new 2010 or a new 2009. By the time we are done with them and retired they are not going to bring in a lot of money.

J. Bennett: Roughly how much money do they bring in?

R. Keating: They have averaged Jim, some years we have got \$500.00 and one year an out of state dealer bought them and we got \$1,100.00 for two of them and we felt that was awesome. But right now the two that we have up there one is in real rough shape and if we get \$500.00 we will be lucky.

There was some joking going back and forth about whether Budget Committee members would be purchasing a car or not, and whether or not they could keep the lights and decals.

R. Keating: Another thing that we are doing just so you know is most of the newer cruisers are coming with an hour meter on them. Just to give you an idea that cruiser 1428 that we are going to retire not only has 1,976 hours on it and those meters are engine idle meter not when it is going down the road. That is when it is setting at accident scenes, structure fires so above and beyond the mileage that car has 1,800 hours on the meter. For example the one I drive certainly is different than a regular Patrol vehicle but my car is a 2006 with 85,000 hours on it. The hour meter has 34 on it. Then you take a look at one of the new ones that is assigned to Detective Merl Reed our K-9

unit and his has only got 54,700 miles on it but the hour meter has 699 hours on it. The dog is in it and in the summer if the dog is in the car not being utilized that car has to run for the air condition for the dog. You can look at different cars, mine has very low hour meter on it because I don't set idling a lot at scene unless it is a crime scene. Mine doesn't run the same as Patrol.

B. Sneed: The part time salary and that generally covers the cost of sending folks to stand around here in the hall waiting for trials and stuff?

R. Keating: Well not just part time, you will see a line item there that is Court Overtime. Last year and the year before we budgeted 400 hours and right now today without doing without doing this current payroll we have done 377 hours. Many times we will have four, five or six officers down here for a court date and not one of them will testify. The district attorney and the court will set some time six, seven or eight trials all in one day and they want all of the officers involved in the case here. If we don't get the officers here then they will dump the case. It is a very expensive proposition so if you look at our budget this year the Sheriff and I made the decision if we project out the tract this year we will be at about 600 hours. We are estimating and upping that from 400 hours to 500 hours for overtime for court.

R. Plausse: It boggles my mind that these officers have to stand around waiting for trials.

R. Keating: If you think this boggles your mind, I have been doing this for 41 years and we have argued this and had meetings with the court.

R. Plausse: I just think that in this day and age there has to be a better way.

R. Keating: It is not just Waldo SO, you have Searsport policeman, Lincolnville police officers. It is the nature of the beast. They schedule all of these cases and want all of the officers at 8:30 in the morning. You know and I know that there is no one in this room including the District Attorney here and he will agree they certainly will not do 7 or 8 cases first thing in the morning. I have said before why can't we schedule one at 10:30 in the morning and the other half of the cases at 1:30 in the afternoon. The court does not allow that and the Judge does run the court.

R. Desmarais: I have to agree with what Bob said. I came over here one day and it was so bad and I saw the whole Searsport Police department hanging out and I know that really impacts our budget. Which leads me to my next question is Mr. Parkman, is that suppose to be straightened out next year?

R. Keating: Every time the Deputies go to court that is mandatory in their contracts that they get overtime. Many times our officers drive down from Winterport, Lincolnville, and Northport to be told you are not needed.

D. Parkman: When we had our jail up here I think the Sheriff said 40- 60% of the people are neither innocent or nor guilty they just cannot make bail. So that cost keeps going on. The court system needs to improve.

B. Sneed: The D.A. is not here so I find myself in the unlovely position of trying to defend them. They can only try faces if there is a Judge available. We don't get them enough. So if there is no Judge here there is no trial.

R. Lee: So it is the Judge that is setting that schedule.

R. Keating: The courts set the schedule. I think it is going on everywhere.

J. Kenney: This has been an interesting discussion. Have you folks pursued this further?

D. Berry: We have been pursuing this to the four years I have been here and then prior to that. There is no pursuit. We have complained because this is costing us \$10,000.00 a year minimum right now.

J. Kenney: My question asked, would you move this line item to the D.A.'s? That would have been my full question.

R. Keating: But remember the District Attorney's line still comes from the tax payers of Waldo County.

J. Kenney: First I would like to say when the Sheriff is out he is well represented by you being here, secondly it is my experience that if somebody doesn't have to account for a dollar they don't mind spending the dollar.

B. Sneed: These Judges of this state are the worst paid Judges in the nation. You get what you pay for. We don't pay our Judges very well. We don't have a lot of Judges, people are not lined up at the door to get in. If you want more Judges then you need to pay them better.

D. Berry: The D.A. will be in here later today so you could ask them. It is still the situation that it is still coming out of our tax payers and I honestly don't think that it would really have any impact on how the process works. You come up here and you see those people sitting up here. Any Tuesday just walk upstairs and here they sit and it is not just our Deputies but the towns as well.

J. Kenney: Not to prolong the conversation but it is something that this group cannot change.

R. Lee: What typically happens?

R. Keating: Typically they are here for half an hour to an hour and then told to go home.

R. Price: I have heard what you said about not having enough Judges. It sounds to me that it is a scheduling thing. I mean you are going to have court on a certain day they are going to be there. I know some cases run over. I really believe there should be some type of scheduling thing.

B. Sneed: The numbers about Judges came out of a report from a couple of years ago and one of the serious problems that they found was there was not enough Judges. This system ain't working at all from soup to nuts it isn't working.

R. Desmarais: I have to agree with what Bill said that we need more Judges out there.

B. Sneed: Any other comments?

J. Kenney: It is a statement and I am in the presence of an attorney member of my family and she is sitting behind me right now. Why the hell do Judges have to be lawyers? It is a simple statement.

J. Bennett: I want to change it a little bit. I want to know how much you figured for price per gallon of fuel.

R. Keating: I think the County Commissioners did cut that down by \$5,000.00 and I think the Sheriff proposed \$3.20 per gallon and it was cut to \$3.00 a gallon. Every year that is a crap shoot as the Sheriff will tell you and has told you in the past. We hope it will stay less than that and in the end we all save money but we don't know what will happen.

B. Sneed: 2009 they appropriated \$120,000.00 and actually spent \$112,007.00.

J. Kenney: Do your Deputies buy gas en route or fuel at a depot?

R. Keating: We have a contract where we buy it at the pump but we have a reduction because of the taxes on the gas so we don't pay the pump price we do get a deduction. We buy wherever it accepts our Wright Express credit card. But then they deduct the taxes before the bill comes to the County.

J. Kenney: So a deputy seeing that Station A is at \$2.80 and you don't pay that but Station B might be at \$2.75 they have the choice.

R. Keating: We use to. But that doesn't help us anymore as we don't pay that price.

**\*\*J. Bennett moved, R. Plausse seconded to accept the Sheriff's (1075) Budget as presented in the amount of \$1,201,878.00. Unanimous.**

### **FACILITIES (1030) BUDGET**

Present for the discussion was Facilities Manager Keith Nealley.

K. Nealley: For those of you who don't know me I am the Facilities Manager Keith Nealley and I will be in my third year here in April. We have made a lot of changes and a lot of energy efficient things. I think it shows somewhat in the budget. I came before the Commissioners and I proposed a budget of \$325,372.00 and as you can see we are currently at \$240,472.00. A lot of that was Capital Improvements that I felt needed to be done to the buildings and in this economic state the Commissioners and I will seek funding elsewhere for those improvements and maintenance issues. We had some success this year through the State in some handicap accessibility in this courthouse here and Superior Court, we were able to get some grants. I have implemented sensors in the bathrooms that turn the lights on and off. Although a minimal savings it definitely will be a long term payback. One of the things that you will notice as you look during the lines items is I had to create additional accounts and the Commissioners and I had some discussion on that and we will

have a new building on line at the beginning of this coming budget year. So we are in the process of getting the bid documents together and they will be going out and construction to start as early as this fall if they can get things going before the ground freezes. In part of that you will see Facilities Building included in a lot of those line items and that is due to the fact that myself and Gary who is my assistant will be moving up to the Sheriff office. Probably that building would not do well if it was unoccupied. The building has to have some heat in it and maintained and that was the easiest solution for the Commissioners. Any questions?

R. Lee: I was here when you presented your budget to the Commissioners. I want to understand if the County buildings have seen a thorough energy audit. I commend with what you have done. There is a program to convert light bulbs to TA's. And then on the heating and domestic hot water and have we looked at whether these buildings are sealed properly. Have we looked at insulation? Almost always investments in those things it saves money in the long run.

K. Nealley: Prior to me coming here the other Keith had Efficiency Maine go through and do an audit on the buildings. I have been following some of the guidelines. He implemented a lot of those things when he was here. But it I time to have them come in and do another audit.

R. Lee: Is that something that is going to happen this year?

K. Nealley: Yes and I will let you know. The boilers no longer run in the summer anymore which eliminates which was the way we heated our water in the past. We have electric hot water heaters now. There was brief discussion on the boilers.

R. Lee: What about heat loss?

K. Nealley: I know there hasn't been a lot done. There is a lot of air to move around in this building. It is healthy. I would agree with you that it is time to go another energy audit. The bulbs and ballast we replace as a lot of them are the old style.

D. Berry: Keith and I sat with two individuals out of the court system. This court building and the other building are coming into study for either revamping or expanding this building or looking at other buildings in the county as far as a new court system. We are on the list and that is 2013 so at this point and time is Efficiency Maine can come in and study but there is going to be an overhaul and rethinking and doing of the entire courts right here in Waldo County. I think that is a big piece and kind of indirectly of what you are talking about. It will be tight to make the old Sheriff building tight .

R. Lee: What about the communications center building?

D. Berry: It is a fairly new building.

R. Lee: Have we checked?

D. Berry: We will.

K. Nealley: The Communications Center generates its own heat as there is enough electronic equipment in there. That we run A/C in one of the rooms all year long.

R. Desmarais: I have a question on the Generator line 4601.

K. Nealley: That is a new line item for me. That is a maintenance line item that I took over from EMA to maintain the generator at the communications center, jail and also a small EMA generator. I have been doing some maintenance at the tower sites and those generally come out of Owen's budget. We service them once a year whether they need it or not because they are emergency generators. That is what Dale recommended.

B. Sneed: I have a question for the Commissioners if I might. In your minutes one of them said 1% for non union employees, but the Facilities Manager is up 1.9% and his tech is up 1.8%.

D. Berry: Those people are both on pay scales.

B. Sneed: O.K.

P. Curley: On the cover sheet for Capital Outlay in 2009 \$30,000.00 was spent and so nothing was appropriated in 2010.

K. Nealley: That is correct.

P. Curley: So what is the request for \$52,800.00?

A. Fowler: Well he originally asked for that and the Commissioners either took from reserves or wait.

K. Nealley: An example is we maintain the extension building out here and I have been lucky enough to have residents help me paint it so I have supplied the paint and I am getting free labor from the folks up at the Jail. It has been daunting to deal with them because they are on a really bizarre schedule. The roof is not leaking but if I don't mention this stuff then I am not doing my job and the Commissioners use their discretion to put it off to a later date or we seek alternative funding.

R. Lee: I wanted to ask about the facilities building and what the plan is there because I understand that it is a difficult question. But to use it and pay for energy costs is not the greatest thing either.

D. Berry: One of the things, Roger, up in there is the entire upstairs section will be closed off and eliminated for use. We can't even store files up there because they are too heavy. We have no choice. Well the City gave us no choice but to keep that building. We had planned in part of our proposal was to detach that building from the jail itself and sell that building.

R. Lee: And the problem with doing that was?

D. Berry: It is in a historical area.

R. Lee: There is no historical area.

A. Fowler: Believe it or not we had people interested in buying the house even though there was a jail out back.

(There was discussion back and forth between R. Lee, EMA Director Dale Rowley and Commissioners about the historical district.)

J. Bennett: Could you tell me how much you've got in the budget for you using it? I mean, how much extra you added on to the budget?

K. Nealley: For that building?

J. Bennett: Yes.

K. Nealley: I don't know, Jim if I got a total there but I put in guesstimates, basically, like if you look at the 4306, which is the electricity, I've based it on what the Sheriff used or a portion thereof because I'm not going to be using it, and then the Commissioners cut it down further. Like, that 4306 Electrical for the Facilities Building was \$2,500.00 initially and then the Commissioners said, well, if you're only going to be in there for four or five months, then you'll use a \$1,000.00 worth of electricity. So it's all a complete guesstimate as to when I'll occupy that building and how much oil, how much electricity, how much of those things, I'll use. So, rather than not have a line item, we put a line item in. You could go down through and you can look at those anywhere you see Facilities Building and add those up, but I guess if you look at the bottom line is, we're still \$5,000.00 less than we were in 2010 for this total budget.

B. Sneed: Just a quick guess, Jim, we'll guess at somewhere around \$5,000.00 just by going down by eye.

J. Kenney: If occupied.

B. Sneed: No. Jim asked what is budgeted to keep that building going this year. Somewhere around \$5,500.00.

R. Lee: Some of that's got to be budgeted anyways.

B. Sneed: Yes, 'til we sell it.

**\*\*J. Bennett moved, R. Plusse seconded to accept the Facilities (1030) Budget as presented by the Commissioners in the amount of \$240,472.00. Unanimous.**

### **TREASURER'S (1025) BUDGET**

Present for the discussion was Treasurer David Parkman.

B. Sneed: All right, Parkman's got two minutes! (Joking.)

D. Parkman: Give me five minutes! I want to talk about County-wide, the last decade. I'm probably the oldest elected official here on the long-term line. I was elected in 2002, so I saw the Jail go down in flames, and so on. One of the big things in the early part of this century is our Surplus and the Bond Counsel wanted us to build Surplus as a County. The Surplus was about...I don't know, anywhere's from probably 6 or 7% at that time. And the budgets were about \$3 million to \$3.5 million – in that ball park. My third day on the job I had to borrow money to run this County, which is January 3<sup>rd</sup>. One of those three days was a holiday and my Deputy Treasurer at the time said, "You've got to call the bank because we need payroll paid. So I thought that was a little bit unusual, and we tried like the devil - and this is the work of six Commissioners – the three you see here now and also Jethro Pease, John Hyk and Greg Boetsch. And they worked to improve the surplus of the County and I think it got up around the first or second week in February before we had to borrow money. By 2005, we were running really, literally, out of cash. We had seven different areas of our budget was in the minus. We had a \$6.7 million budget and we had \$67,000.00 unofficially at the end – County-wide, that was, in major accounts; the Jail, the Sheriff, the Communications, the Commissioners were all in the red – all seven, two of which were my department which was the Audit and also the Interest was in the red. So, we decided to increase overlay in that time and because of the quirk of losing the Jail, we had a six-month Jail Audit – and in that year we had the overlay was put all into the General Fund. So this year, we have turned the County around financially; so this year we have \$300,000.00 that we can return to the Towns because we are over the 20% in our Surplus. Anything over 20%, by State law, has to be returned to the municipalities. This year, it's \$300,000.00. The reason it was \$300,000.00 is because the Jail has been taken out, so we put most of that into the General Fund because of quirk in the law. We're on a calendar year; they're on a fiscal year. So, it was a windfall for, really, you people that we can – but that's only a one-year deal. We are continuing...the other thing we did is we became debt-free this year, and we've got a Sheriff's building. The Commissioners came to me and they wanted a million dollars; where can you find it? And I said, well, we have \$500,000.00 they could take out of Reserve Accounts that are actually for general use, including the Sheriff's building, Future Land and Buildings, County Planning, that sort of thing. And then we did have, after we give you the \$300,000.00, we still have \$900,000.00 in Surplus money, or unappropriated balance and that's up to our 20%. So we can take another \$500,000.00 out of that. So that's where we're at as far as a little on how we got here. As far as my budget goes, I don't know if you have any questions. Everything is the same. Some of the travel is up. As you will notice we are over on that account. We don't do that much traveling but I was appointed to the Maine Counties Commissioners Association once a month. That was not budgeted for and that is why it is in the minus and that is why I have increased it.

B. Sneed: I have a question about Audit – 1090 on the federal audit and how it is scratched out. My only question is that audit a one time thing?

D. Parkman: No, that is going to be a one time thing. It is because \$500,000.00 of that - anything over that needs an extensive federal audit.

B. Sneed: But only once? You don't have to do this yearly.

D. Parkman: No, you don't have to do this unless we get grants. I told him [EMA Director Dale Rowley] to stop that, but he's not listening to me. (Joking.) Maybe he'll listen to you. So, this is a one time thing. We did get some numbers on that and we had no idea, so we figured **BARB STOPPED HERE** \$15,000.00. We did get a local CPA to come in and do it.

R. Lee: Brief question about increases in Treasurer and Deputy Treasurer's compensation.

B. Sneed: If I look at the Deputy Treasurer, I see a 9.7% increase over the last year. If I look at the Deputy Treasurer last year, I see a 5.2% increase over the previous year. If I go back to 2008 versus 2009, I see a 6.9 % increase. If I go back to 2008 vs. 2007, I see a 7.2% increase. Between 2011 and 2007 I see 32.3% salary increase. Now, who's going to tell me that's a pay scale?

D. Parkman: First of all, my Deputy Treasurer is worth every penny we pay her and more. And all I am is a pretty face, Bill.

B. Sneed: And you're not even that. (Joking.)

A. Fowler: It's true! It's true! (Joking)

B. Sneed: So, but to come back to these here, those are enormous increases year on year.

D. Parkman: It's because when we put in the Deputy Treasurer's account here, it was put in at about \$27,000.00 or \$28,000.00 and as the County's growing – it grew from \$3.5 million to 7.??? Million. Board of Corrections demanded things of her that were beyond her job description... This is also to bring her up also other Deputy's across state are making.

R. Lee: Do you have some kind of sheet for like what I was talking about before. Do you some kind of comparison because I'm willing to believe that it was way below scale from when she was actually hired, but those increases are phenomenal.

D. Parkman: Do you mean some kind of comparison, county to county?

R. Lee: Yes...

D. Parkman: That's why I lowered some of this. She's very, very valuable to you people – she's saved you a lot of money...

A. Fowler: Karen's is one of the only ones that I voted wholeheartedly. I see her as like a CEO – the impressive title she carries. Whenever you have a question on anything financial ...two separate sets of books, two separate sets of audits. The amount of work that she does and continues to do on those two sets would be the job of another of another person, quite frankly. The role that she plays is extraordinary. Plays the role of CEO. Like a Chief Financial Officer.

R. Lee: Do other counties have this typical elected treasurer paid part/time or full/time?

A. Fowler: A lot of counties, I think they all have a treasurer, but a lot of them have a County Administrator.

D. Parkman: Well, that's on the administration. A lot of them have a Financial Officer, also.

A. Fowler: I think all have a Treasurer, but a lot of them have a County Administrator.

D. Parkman: Well, that's on the administration. A lot of them have a financial officer, also.

B. Sneed: If you look at Knox County's budget, Roger, you'll see that they have an actual financial officer in addition to...(people talking at once.)

D. Parkman: She's the same officer in Knox County. But other counties are different. Cumberland has a completely financial...

R. Lee: That's not very relevant but Knox has an elected treasurer? Well, I mean it's much larger.

D. Parkman: No, they don't.

R. Lee: Could I just find out, please?

(People talking all at once)

D. Parkman:

A. Fowler: Just an example, if I may, a comparative County we use, Hancock County has a Financial Executive, they call it. \$56,000.00.

R. Lee: Don't take this the wrong way, but why do we need an elected Treasurer if we have such a capable Deputy Treasurer?

A. Fowler: It's in the statute.

R. Lee: If could change statute, do without Treasurer?

D. Parkman: Do you want to control all government, or do you want them all appointed? I've fought with the Commissioners all the time and tell them exactly what I think. If I work for them, I will tell them exactly what they want to think.

W. Shorey: Yeah, I had a comment I wanted to make, Mr. Chairman. I've been around business a long time, and without question, this is one of the finest financial people I've ever run into in my life.

R. Lee: The Deputy Treasurer.

W. Shorey: The Deputy Treasurer (laughter from audience.) Looking at a \$7 million dollar budget and the answers this individual has, it's small change for the knowledge that we're getting back.

A. Fowler: And for the record, everyone, our Deputy Treasurer

J. Bennett: Nothing to do with Karen, but we hear this same thing every year so that she gets a big, big raise. I don't think that in this economic time, that we have any business giving a 9% increase to anybody.

R. Plausse: I would like to see, and I'm not disputing what she makes or doesn't make or what her responsibility is and what her knowledge is because if you went by that, you could take every county in the State and they could pay every one of their people according to how much they know, how much they don't know, how much they think they're worth. So what I'd like to see is when we case these people, I'd like to see a comparison – when I look at my packet, I want to see a comparison between what she makes, what somebody else makes, what our budget is, what somebody else's budget is – I mean – I don't dispute what you tell me, but I have no proof of anything. (People talking simultaneously.)

D. Parkman: We can do that.

R. Lee: Can we table this?

J. Bennett: There is no rhyme or reason to the increases people get – some get 1%, some...I'm sure there are people getting 1% that are just as valuable as others.

D. Parkman: Other people don't run a \$7.4 million dollar budget either.

J. Bennett: I'm sure there are other people out there that can do the same thing that are unemployed.

A. Fowler: She's appointed by you, Dave!

J. Bennett: I don't think we need to give her the bank!

R. Plausse: I would like to see in writing something that would say that Karen has this responsibility in Waldo County, but in Knox County they have a business manager or whatever or an administrator and he performs these kinds of duties which gives all of us something to look at her salary with instead of asking all these questions. We don't have any more answers today...

D. Parkman: I said that we will give you this information.

R. Plausse: That's what I want! I am not saying she's overpaid, I'm not saying that. I probably don't believe that, but never-the-less, there's a point to be made.

B. Sneed: Going back to historical times, we used to get something like this years ago. It is not comparing apples to apples. Apples to Volkswagens. It varies from county to county. As

somebody not privy to this kind of information, I'll tell you it's pretty hard to come by. Only three counties that post budgets on the web site....went to Lincoln County and asked for their budget and they threw me out of their office. You can get this stuff, but you'll have a devil of a time comparing apples to apples...it's not going to be straightforward.

D. Parkman: If you think, there's two people in my department for \$50,000.00 running a \$7.4 million dollar budget. Don't know how can do cheaper. If you take look at Phil Roy, in Hancock, he's probably making all of that himself and they've got a deputy treasurer that does all the heavy lifting.

R. Plausse: Mr. Chairman – I agree with what's been said here, and I agree with you say and I agree with the concerns. I would like to know, in very simple terms, I don't want to compare apples and Volkswagens, I want to know in this county here's our hierarchy; in Knox County, here's the hierarchy. That's all I want to know. I want to know that Karen assumes the responsibilities that another county would assume by administrators or financial officers or whatever. That's all I want to know. That's what I want to know.

A. Fowler: And I get you those current figures.

R. Plausse: And that's all we need to know.

A. Fowler: They're from 2008, but, as I say, I'll get the comparable jobs and the figures.

R. Lee: I would ask you, just grab – I could do it, but in a way, the treasurer in Belfast is a comparable position because she's the highest staff financial person. There's the Manager, there's the City Counsel, but the highest paid – so I think she's probably pretty comparable to the Deputy Treasurer, even though you have "Deputy" as the title here. I believe Belfast's is paid even more than Counties, and budget is the same.

J. Kenney: I think the refinement, beside just numbers from the Commissioners, are the responsibilities beyond the numbers.

A. Fowler: Correct.

B. Plausse: She may very well have responsibility beyond what she's supposed to or beyond what other counties have Deputy Treasurer's do because other counties have a different hierarchy – descriptions, that's what we need.

A. Fowler: Then we'll give you an explanation.

D. Berry: Sure. Dave Parkman has mentioned, but with the passing of the Jail budget, her work has nearly doubled; maintaining two different sets of books in this entire process, with two calendar years and it really is a lot...

R. Plausse: We don't deny that. We need to hang our hat on that; this is what this girl does and in other counties this is what he does. We need that information.

A. Fowler: I'll do that.

J. Bennett: I guess my question is does she work overtime because she has two sets of books to keep?

A. Fowler: No.

D. Parkman: Well, she ah, no, not really. But when your budget meetings run until 9:00 o'clock, she's here. She is salaried, so she doesn't get overtime. She stays late for budget meetings. She'll be on a Saturday today at 12:00...her workload has increased with the change in the state law on jail. The State Board of Corrections has hired another girl who, as far as I can see, only makes copies and attends meeting.

R. Lee: Well, of course she does - that's the State!

B. Sneed: On that happy note, let's go through ...assets...Interest.

### **INTEREST (2000) BUDGET**

Present for the discussion was Treasurer David Parkman.

**\*\*B. Sneed moved, J. Kenney to accept \$20,000.00 Interest.**

R. Price: I heard someone say we're going to table it, or are we coming back to it. Discussion: R. Lee asked a question, D. Parkman said the T.A.N. notice has been reduced every year.

R. Lee: ...will we spend \$20,000?

D. Parkman: ...It's been reduced every year. One year...this year we haven't paid anything yet.

R. Lee: If you need the \$20,000, you need the \$20,000.

D. Parkman: ...shave off...

**Unanimous.**

### **AUDIT (1090) BUDGET**

Present for the discussion was Treasurer David Parkman.

**\*\*J. Bennett moved, R. Plausse seconded to accept Commissioners recommendation of \$8,000.00 for the Audit (1090) Budget. Unanimous.**

### **TREASURER'S BUDGET CONT'D**

B. Sneed: Let's go back to the Treasurer's Dept.

R. Lee: move all but Deputy Treasurer's pay. I don't want to take a vote on something when we don't have all the information.

\*\* J. B. R. L. to table it. Discussion Peter Curley – tabled to when? Speak to auditor, speak to Treasurer?

D. Parkman: You're speaking to the Treasurer.

B. Sneed – One, we've never done this before. And secondly, we are at least going to have to come back for a Public Hearing. The disadvantage of this format is we knew we were coming back for other drearies but...

R. Lee:

B. Sneed: This is new territory for me...

J. Bennett: I'll withdraw my motion and go with what the Department requested for now and of 60,498. (Debate about incorrect amount) Moved to go with Department Request for \$460,855. R. Price seconded. D. Berry – pay increase not until April – does not take place until then.

B. Plausse: Mr. Chairman, can I ask the Commissioners why they are asking for more money?

D. Parkman: That's because she's in April.

A. Fowler: What?

D. Parkman: It's because, isn't her pay in April?

D. Berry: Right, it's not January 1<sup>st</sup>, it's April as far as the time factors of when raises go into place; it's based on the anniversary date of your hire.

P. Curley: So this wouldn't take effect until...

D. Berry: April.

A. Fowler: So the pay increase wouldn't come into play until next April.

(A bunch of people talking at once.)

(Discussion between Budget Committee. J. Bennett withdrew motion.)

**J. Bennett withdrew his motion.**

B. Sneed said another option might be, let me interrupt, to go fund it at last year's...until....???

B. Sneed: This is...what year do you want to go back to, 1999?

(All said no.)

B. Sneed: Then make a motion!

R. Desmarais said, hear me out, but don't second, I would make a motion we increase the Deputy Treasurer's figure from 2010 by 2% and then be adjusted in the April increase, upward.

B. Sneed: We're treading on where we're not allowed to tread.

D. Parkman: You can go to the bottom line.

B. Sneed: You can go to the bottom line but we cannot, by law specify not individual salaries.

R. Desmarais: O.K., that's where I was coming from with the 2%. So the bottom line is adjusted from the 2010 figure by 2%.

B. Sneed: Let Amy and I get out calculators.

R. Desmarais: You could have 1% all around, and 2% should be a good figure to show appreciation for a good job well done, blah, blah, blah...

B. Arseneau: Did anyone second that? I'm sorry.

**R. Lee: I'll second that.**

R. Desmarais: Adjust for time of service, whatever, in April.

B. Sneed: That would be \$1,170.26 added to \$58,513.00, which by my calculations comes out to \$59,688.26.

(Talking all at once about the calculations.)

D. Parkman: Wait a minute, where are you taking 2% at? The total budget down here is what you've got to do.

J. Bennett: No, no. You've take \$37360 and you add \$745 on it.

R. Lee: Don't forget the Treasurer's got a step, too.

J. Bennett: That's her, not him.

B. Sneed: I don't think we can do that. We cannot do that. We cannot specify a particular line for the personnel.

J. Bennett: I'm not doing that.

B. Sneed: We can do the bottom line of personnel or we don't do nothing.

J. Bennett: That's what we're doing – the bottom line.

B. Sneed: Well stop saying, \$37 – whatever. It's the bottom line; its \$46,163.00 for last year or \$49,248.00 for this year. You cannot specify individuals...

D. Berry: Correct.

B. Sneed: ...by name or title. (Muddled discussion.) So what do you want?

(More muddled discussion about how to figure the increase.)

R. Lee: Well, except what is Dave Parkman's increase and I don't know how that compares.

(More people speaking at once.)

A. Fowler: You can't pull that out separately, Roger.

R. Lee: Of course you can, because it's just dollars! We're not specifying how you do it, we're just going to compute the dollars. You can compute 2% for the Deputy Treasurer and leave whatever increase Parkman has asked. Oh! Maybe it comes out to be the same – I think his is approximately 2%. But right now you're planning on giving him 2% if you proceed as presented. Do you see my point? Sorry.

B. Sneed: I can see your point. You're violating the spirit and the letter of the law. We're not allowed to do that. We can cut the bottom line of personnel, Roger. Period.

R. Lee: We routinely do that.

B. Sneed: You can spin this however you want, but that's we're allowed to do.

R. Lee: O.K., that's fine.

A. Fowler: Mr. Chairman?

B. Sneed: So it's either both of them, 500 of them, or none of them. Now, you're welcome to have my copy of the statutes if you'd like to go through this.

R. Plausse: We are talking, bottom line, very close to the \$60,598.00 requested by the Department Head. We're within...(too low to understand.) The Commissioners wanted \$61,501.00, the Department wanted %60,598.00. We know why the commissioner wanted \$61,501.00. I would move \$60,598.00

J. Bennett: How much?

R. Plausse: \$60,598.00.

(Unintelligible low conversations between people.)

B. Sneed: The other thing is, remember is that even though we can't speak to individuals within the personnel line, the department heads can move stuff across lines within their department. So if you, for argument's sake, if you knock \$100.00 off the bottom of personnel, and they want that \$100.00, they can it out of commodities or they can take it out of contractual services.

R. Plausse: So if you vote \$60,598.00 and the Commissioners want \$61,501.00 they can take it from somewhere else.

B. Sneed: And they frequently do.

R. Desmarais: Where does the motion stand now?

**J. Kenney: I'll second it.**

**B. Sneed: All in favor of funding 60,528.00, B. Sneed, J. Kenney. Three opposed.**

D. Parkman: One more thing.

B. Sneed: This is not on our agenda.

D. Parkman: Reserves – going to be spending a lot of money on it. I recommended adding some to Severance, Technology.

B. Sneed: The Commissioners ignored you so far.

R. Plausse: Is there a Reserve Sheet?

(More discussion)

D. Berry: Severance given when someone retires and have a reserve of sick leave, or hours of work that they have coming to them regarding their severance pay. We know that there will be several retiring this year.

B. Sneed: You didn't request any?

D. Berry: No, we didn't.

B. Sneed: You didn't think they needed to be funded?

D. Berry: No.

B. Sneed: Why?

A. Fowler: We didn't want to ask you for any more money.

R. Plausse: Need to look at the reserves as they are getting low. We really need to look at them.

D. Parkman: You're doing such a good job keeping the budgets low, we no longer have any money left.

**DISTRICT ATTORNEY'S BUDGET 1015:**

Present: Geoffrey Rushlau and Deputy D.A. Eric Walker.

G. Rushlau: Our budget has the unfortunate last column of showing the largest percentage of increase of any of the budgets and you would probably like an explanation about. The overwhelming majority of that increase is we are seeking to have our support staff to increase from 3 to 4. We have been speaking to the county Commissioners about this issue for a very long time. It has become increasingly obvious that the present staff and we need to have more people to carry out the function of the office. Wish to rename that function and then have the new position, which is truly a receptionist and would free up the legal secretaries for their work. It is really domino affect – we can transfer some responsibilities amongst the current staff and ultimately lighten the burden on the Victim Witness Advocate, which is a very important position. This position support victims when they have to testify, and collects restitution for victims. The VWA is spending a number of hours in the office without recording it on her timesheet so she can get the work done. The VWA would be freed up to do the functions that go with that core position. The Commissioners agreed to do a lateral transfer from Deeds with one employee to the D.A.'s Office. There will be a reduction in the Registry of Deeds that is nearly the same as the increase in the D.A.'s budget. There will be minimal impact to the County's budget and will result in greater efficiency in D.A.'s office. Otherwise, there was a series of modest changes. Contractual Services: some lines decreased, some increased. One line that is relatively new – 4926 District Court Witness Fees – we're asking for funding for 2011, and the first six months of the year it will be offset by State funding. One thing not reflected is revenue. It shows somewhere else in the County budget. Other increases in the budget are linked to changes in the computer system. Our version has not been changed in 2011. Most are one-time expenditures which is approximately \$3,700.00 for Waldo County. That is a summary of what we're looking for in this budget and the biggest change is in personnel, but much of that is offset by the reduction in the Registry of Deeds.

R. Desmarais: The new Clerical Aid is at a higher wage than the one leaving?

G. Rushlau: It is a confusing process because the current Clerical Aid is really more of a Legal Secretary, so the name would need to be changed. One way to create a new position is to rename the old Clerical Aide as a Legal Secretary and to have it compensated at a level appropriate. The problem is the current job description is confusing. The true Clerical Aide would be funded at the same wage scale as the current Registry of Deeds employees. The current Clerical Aide would now be entitled for the actual job functions and would be at a higher rate.

D. Berry: A couple of things: First of all, all of that, including the job description, is all contractual and a negotiable item. The changing of a title and changing all of these things will be dealt with in

negotiations. The other thing, the Deeds Clerk is 35 hours whereas the D.A.'s office is 40 hours, so that is the bigger piece. We as Commissioners fully support that addition of that position in this department. This past year, because of the need, we moved for a period of time, one of the Deeds Clerks over to the D.A.'s Office to assist.

[There was more discussion about the new position along with why the State pays the Court Witness Fees.]

**\*\*R. Lee moved, J. Kenney seconded to accept the District Attorney (1015) Budget as presented in the amount of \$211,011.00. Passed with J. Bennett opposed.**

### **REGISTRY OF DEEDS (1065) BUDGET**

Present for the discussion was Register of Deeds Deloris Page.

B. Sneed asked about the Deeds Surcharge.

D. Page: This is for the Registry of Deeds use only. I use the Surcharge for redoing the books downstairs, I use it for book repair and the bulk of it was when we got the scanning unit and had to digitize a lot of records.

B. Sneed inquired about how the "battle" was going with MacImage. D. Page and D. Berry informed the Budget Committee that Waldo County had been dismissed from the case and they are done with paying lawyer fees.

**\*\*J. Bennett moved, R. Plausse seconded to accept the Register of Deeds (1065) Budget as presented in the amount of \$195,387.00. Unanimous.**

### **EMA (1010) BUDGET**

Present for the discussion was EMA Director Dale Rowley.

D. Rowley: Our budget is up .29% of 1%. Just a little bit of information of what we were able to bring in this year. Actually by the end of 2009 we brought in \$821,000.00 in either financial or property-type grants. We brought in \$70,000.00 for radios for the towns for the fire and police departments. We also brought in \$70,000.00 for radio pagers. So, we have brought in about \$140,000.00 in radio equipment for the towns. We got a new generator at Mount View and it **counted against the** County \$120,000.00 but it is owned and operated through RSU#3. This year we have not had any disasters which is a good thing and we still have the Homeland Security Grants to apply for and so far we have brought in \$150,000.00 in grants this year so far. We have two towns that have \$100,000.00 they have received in Hazard money; Unity and Brooks and we've got Palermo's that we are waiting to hear on. So, that is what we have gotten for grants. My total budget is up \$285.00. We transferred some responsibilities to Facilities as we were maintaining all of the generators that the county owns and now Facilities is going to be doing that. I kept \$1,000.00 for generators because we still have a bunch of portable generators that we maintain. We have three trailer mounted generators and 6 hand type generators on our response trucks and trailers and equipment. For the most part, what I try to do is find areas that we are going a little over on and I "upped" those, but then other areas where we found we didn't need them, I down-sized it. For

example, year after year, I've pretty much been slowly decreasing Office Supplies. I think I started out at \$2,800.00; I'm now down to \$1,800.00. But primarily I get so many grants from the State and Feds that can cover administrative costs. When I get a chance to buy paper from the State instead buying from County, I usually do that. We have been increasing our training and food money. The food money is what we use to pay the volunteers, in a sense. This isn't food for me, we have 11 monthly meetings for the local EMA Directors and we provide them supper, as an enticement to show up to the meetings. And we actually buy the food in-house and we cook it ourselves in the Jail kitchen, so that we're not doing any catering.

B. Sneed: We came here for the free lunch!

D. Rowley: And, going up a little bit on my repairs and maintenance and just a little bit on my telephone. We switched to Blackberries from the other cell phones; they're a little more expensive but I was actually at a meeting with all the other 15 counties in the State, and I was complaining because the State now sends out all emergency information by E-mail; whether it's roads' closed, windstorm events or whatever. I'm like, if I get this E-mail on a Saturday, I may not see it 'til Monday. And someone mentioned, well, why don't you have a Blackberry? I said, who here has a Blackberry? Fifteen of the fifteen county directors raised their hands and I said, well, I guess I'd better move up into this current century. And it has been incredible. I just got a \$40,000.00 radio tower, and that is not actually on this thing here; it's just property – because I was monitoring my Blackberry. The Air National Guard was getting rid of 40 foot radio tower and it came out; they E-mailed it, I jumped on it immediately. Of course, I'm in the Air National Guard so I knew the right person to talk to, and we got that tower. Matter of fact, they're going to put it back up for us for free. But if I hadn't had my Blackberry, I wouldn't have got that, so it's been worth it, so far.

D. Berry: I'm afraid that somebody may come shopping for him [Dale Rowley].

D. Rowley: Well, I'm a little worried right now because my Deputy is in Hawaii and one of the places she went to visit was the Hawaii Office of Civil Defense, so I'm hoping that I've still got a Deputy! (There was brief, joking discussion on this.) Any questions?

B. Sneed: I noticed that on your Deputy's pay, it's over 6% increase.

D. Rowley: Basically, this year, she was due for both a COLA and a step [pay increase]. She hasn't had a step in several years. They changed the pay scale system and it actually cut from what I actually had recommended. If we'd kept the old pay scale, she would have got about a 7.5% increase this year – she normally gets about 2 or 3%. But because of the step and the COLA, that is what put it up and then the Commissioners actually came up with a new pay scale and actually cut her back \$600.00, I think, from the original pay scale that we had for her. But it was this year, only.

R. Plausse: That's not a union employee?

D. Rowley: No, actually, she had the option of joining the unit and I'll admit, out of loyalty to me, she didn't join the union. If she had joined the union, that number would have actually been higher because she would have had the step and the, what, 3 or 4% COLA.

B. Sneed: Any further questions?

**\*\*J. Bennett, R. Plausse seconded funding it at the Commissioners' recommendation of [read incorrect figure, but then corrected it] \$98,224.00 as recommended by the Commissioners. Unanimous.**

(There was brief discussion of moving ahead with some other budgets, as the meeting was running ahead of schedule and the next scheduled person was not there yet.)

**COMMUNICATIONS CENTER:**

Present: Communications Director. J. Bennett jokingly suggested reducing the budget 20% before they start. A. Fowler stated that O. Smith had just had surgery and it was remarkable that he was there.

B. Sneed: Do you have anything specifically you want to say, Owen, or do you want to right to questions?

O. Smith: Ah, no, I don't. As you realize on the personnel side of it, we've had some changes up there this year. We've had a couple of medical leaves. Going into next year, we already know of two medical leaves that are going to run into probably February of next year, with some of our dispatchers being out. Other than that, the budget reflects what we need to do business and is not up terribly high in any one particular place. As I've always said, our budget is personnel. We don't have much of anything else in it. We don't pay water, electricity, stuff like that. Other than that...

B. Sneed: Well, one of the ongoing mysteries to me is the amount of money you get from year to year for part time and overtime and how it varies from year to year. And in some years, if you just look at the personnel costs, you've run a surplus; some years you're running a debt. Why? Why isn't this more regular? Why are we funding somewhere between \$102,000.00 for part-time and overtime in one year, and \$28,000.00 in another year?

O. Smith: Well, when we changed the schedule a two, three years ago, that cut down an awful lot on the overtime; it pushed us back quite a ways, because we changed the float to a variable float so we're able to use float for some shifts to cover what would be potential overtime. So, that helped us a lot in that category. Overtime in the last ten years has gone down quite a lot of money. And part of it is because of that schedule change. Part time this year; we didn't have any part-timers, even in training until the spring because we are trying to move away from part-timers, but we just found we couldn't do it. I mean, you cover the shift, you don't have any part-timers; it's overtime. We are, by contract, we have to post vacation and comp time for full-timers, in which case it's all overtime.

B. Sneed: So, you're running with a staff that's less than you need and you fill it with part time every year?

O. Smith: No, I don't think it's less than we need; it's the things that happen, the things that come up. People go out on sick leave, people have vacation, comp time; people go to classes. You've got to fill the seats. Every time somebody's gone, you've got to fill the seats. So, I'm afraid this year, in overtime, we're probably not going to make it, only because one of the family medical leaves

happens early in November. And depending on what is taken for that time, I'm going to ask her, if it's appropriate to ask her, I'll talk to Michelle [Human Resources] if she would take the first part of her leave as sick time, because I don't have to post sick time. If she takes the first part of her leave as vacation or comp time, then I've got to post all of that time. That is by contract.

A. Fowler: Mr. Chair, just to remind you, I mean, maternity leave, a lot of times for women is anywhere between 8 and 12 weeks.

O. Smith: I've never had one that was not 12 weeks.

A. Fowler: That means, for that many months, we've got to fill that chair. And it happens, you know?

O. Smith: You know, I can't talk to my thoughts about that, because it's illegal.

B. Sneed: No, I suspect you shouldn't do that.

D. Berry: No.

O. Smith: But I think I'm O.K. in part time for the rest of the year, only because we didn't get any part time going. We now have two that are completed, and one more is probably a third of the way through training.

B. Sneed: Well, I will say that it's the lowest requested amount for part time – I've summed them, part time and overtime – since 2008. Roger?

R. Lee: (Started to speak and stopped.)

O. Smith: As I say, when we changed the schedule, I think it was two years ago – it might have been three years ago, but I think it was two years ago – and made the float shift a true float shift; that helped us a lot. But there's only so many bodies. You've eight people floating at any given time – six of those eight, you probably could use. You can't use either side of it, oh excuse me – seven people floating all the time. So, you really have five, because either side you can't use; you're either going on duty or coming off duty. But it did help a lot; it cut back on a lot of stuff and gave us the ability; like we did some training in March, just as an example, that I was able to send four one day and four the next day and pay only paid one overtime. Everything else was a float.

R. Lee: Actually, almost two years ago, it was after the Budget Meeting sessions two years ago, I didn't have anything else to do so I was looking around and came across some budgets for Oxford and Knox for the Communications centers there, and it could be that their responsibilities in those two counties are not comparable to yours; I don't know. But what I found then, and at least I have two year and the data's now two years old, is that they had fewer employees.

O. Smith: Yes.

R. Lee: Oxford had, at that time, twelve, if you count the Director and their dispatchers. I think you had a total of twelve persons and Knox had eleven. Now you have sixteen now.

O. Smith: No, I have fourteen, including me.

R. Lee: You have fourteen? O.K.

O. Smith: I have fourteen full time dispatchers. That doesn't include me or one-third of Kathy (shared secretary with Sheriff's Office)

R. Lee: O.K. It's still fourteen. Oxford has 57,000 people in the county – a bigger county.

O. Smith: Yes.

R. Lee: And yet they have fewer people. I just wonder, how can they do it with fewer people? Do you have any...

O. Smith: I don't know that.

R. Lee: And I wasn't able to get data from the others counties. Maybe you have access to budgets from other counties. It struck me at the time that we had more staff then a couple of other counties. Knox, for example, next door, had a total of eleven dispatchers. We have fourteen.

A. Fowler: Does it say how many part time people they have?

R. Lee: I don't have that.

A. Fowler: I completely understand. I'm just curious because a lot of times, that's the problem is they don't count their part-time personnel, so they could have a lot more there.

R. Lee: But I wondered if, Owen, if it was a different in policy; for example I can vaguely recall your saying at one point that you always had two people on – a minimum of two 24 hours a day

O. Smith: We have three from 7:00 o'clock in the morning 'til 2:00 o'clock in the morning. Then we cut back to two.

R. Lee: Is it possible that these other counties have a different policy and they can cut back to one?

D. Rowley: You've got to add all the dispatchers together because some of the towns in some of those other counties have got own dispatchers. Rumford has its own dispatch – not PSAP, but dispatch. So if you take their dispatch personnel and add it to the County dispatch...

R. Lee: What about Knox? Is Knox a good comparable to us?

O. Smith: Probably is more comparable.

D. Rowley: Yeah, because their both closer in size, too, not number of towns, but population-wise.

O. Smith: And I think they've just hired one more person. They work a different schedule than we do...

R. Lee: Just take my example – we keep two on no matter what time of the day. Is Knox?

O. Smith: Knox has two on all the time, and then they have three on during certain hours, certain days. They start, I think, an hour or so later in the morning than we do. So, Knox is more comparable than Oxford, but they have a much different schedule and they do have less people. I don't know what their overtime amounts to, because they don't keep part-timers – and they don't keep full-timers. They have a lot of rotation down there and I think part of it is the schedule, because if you're on the top half, you work Tuesday, Wednesday, Thursday, Friday. If you're on the bottom half, you work Friday, Saturday, Sunday, Monday. So, they have a huge turnover.

R. Lee: Let me just quickly – two things. Are there other counties that you can think of that are comparable to us in terms of, I think Lincoln? Would they be similar situation?

O. Smith: Lincoln would be, Somerset has 16 full-timers but they work a different schedule, also, but they've got Skowhegan in there, which is bigger than Belfast P.D.

R. Lee: I mean, a couple of counties where they don't have these town or separate dispatches where they're pretty comparable to us in that they cover the whole county. You're saying that you thought that Somerset was like us?

O. Smith: Yes, Somerset and Knox are probably the two closest to us.

R. Lee: [Speaking too low to hear at first] I just would like to see if the numbers are comparable. It just seems like it's very – it's an incredibly important function that you perform, but it seemed to me that it ought to scale up with the number of people in the county. If you have a county twice as large, you've got to have a minimum number people on staff, but after that, it would be the number of calls would go up with the number of people.

B. Sneed: Does Dick Desmarais have a question?

R. Desmarais: I've got two questions for Owen. Are you still doing wellness checks, or wake-up calls in the morning?

O. Smith: Yes.

R. Desmarais: And does that require additional manpower while this is taking place?

O. Smith: No, it doesn't, because the volume of that program is down considerably from what it was. Even when it was at its height, it didn't require...

R. Desmarais: And one other question: The answer may already have been out there, but it's not [unintelligible few words] we were looking at PSAPS being cut. Did Waldo survive the cut?

A. Fowler: Yes.

O. Smith: Yes. It did the first round. She's not – she being the director of the SCB – is not revealing what is going to the Public Utilities Committee November 1<sup>st</sup>. She won't publish the pad 'til...

R. Lee: You've got some acronyms going on...

O. Smith: The County PSAPS are regional centers.

R. Lee: What are PSAPS?

O. Smith: They were all...

R. Desmarais:...regional centers. (Multiple people talking at once.)

O. Smith: A PSAP is a Public Safety Answering Point, which relates to 9-1-1, and most of us are regional centers. Penobscot is going to be getting Bangor and they are going to be getting 9-1-1 calls for DPS Orono. Cumberland's got the most shake-ups going on down there. Androscoggin County appears – Androscoggin County's going to end up going to Lewiston/Auburn.

R. Desmarais: It was the original goal, wasn't it, that every county would have at least one.

O. Smith: ...one, except Cumberland, which would have two.

A. Fowler: And we would be the only one in Waldo County. For the most part, I feel very comfortable.

O. Smith: I guess I do, too, you know – I just never...I'm not going to run up the flag and say, "Hurrah" until after November 1<sup>st</sup>, but...

R. Desmarais: November 1<sup>st</sup> is when you're going to get into the real meat of the...

O. Smith: The Utilities Committee is going to get it and then she will release it to everyone that same day, she being Maria Jakes. So, their methodology, I think, was correct. I mean, you've got regional centers that have been in place for ten, twelve years. Why do you want to mess those up?

A. Fowler: When you've already proven, Owen, that we could consolidate; when we did that with Belfast.

O. Smith: That's correct. Yes.

R. Desmarais: New Hampshire runs on two.

O. Smith: That's correct.

R. Desmarais: So, it's being done, even though we don't understand it, there's still plenty of room to cut.

O. Smith: I asked the Kimball people how that works during – Kimball did another study for the State of Maine for \$350,000.00. So, I asked her, how can they get by with two – they must be total disarray. They all have the same CAD system in New Hampshire. I can't think of towns in New Hampshire; Manchester and whatever – have the same CAD system as the 9-1-1 centers. So, when the call comes in to the 9-1-1 center, it's entered into this CAD system that every agency in the state is involved with, and then the call goes to them. I don't know how they handle their EMD calls in New Hampshire. I don't know that, but if everybody had the same CAD system, then this state might be able to do that, but it was in the Kimball Report, two and four was not a favorable thing, as far as they were concerned. New Hampshire had one right up to just a few years ago, and then they found out when the center went down that didn't work too well. So, I think we're going to end up with sixteen in the state this time. This is going to come again – five years. By 2018, the Next Gen is due in the summer or early fall of 2013. So, that means five years from that date, they're going to do it all over again. It's hard to say what will happen five years from that date.

B. Sneed: I have a question. Why do you want uniforms for people who work in a locked building with no windows?

O. Smith: Every other center that I deal with, every other center that I know, they have an allowance for people that they buy – they have sweatshirts, polo's, fleeces, jackets, whatever. For instance: you go to work for Knox County, you're going to get a jacket, sweatshirt, and a T-shirt when you start.

B. Sneed: Who's going to see?

O. Smith: Well, they wear them out – not so much just to wear in there, it's to wear them outside when they're not in the center because they don't need them in the center.

B. Sneed: Go ahead [to A. Fowler.]

A. Fowler: Bill, if I can..?

B. Sneed: Well, you can try.

A. Fowler: Well, yeah, if it pleases the court, I was actually the one that asked to have this put in, so I'll take the rap for this, Owen. We have dispatchers that not only go into the elementary schools and into the schools and educate the children and so on and so forth, they're also on your volunteer fire departments, they're EMT's; they're out in the public. Any of the meetings that I have gone to with our Communications Director, with regards to the PSAPS, which, by the way, he fought tirelessly to maintain our PSAP – with regards to the Kimball Report, people were there and you could identify who they were. Yes, they are in a locked room, if you will, but, you know – nothing

for nothing – I don't know where a lot of you work, I noticed with Mr. Kenney that, thank you very much, it's a matter of pride and respect. When they walk into the grocery store, they're at the scene somewhere, I'd like to know that somebody can look to them and know, one, this is what a 9-1-1 dispatcher does and this is who they are. They can ask questions and they can be educated. I did a survey, which I don't know if you have that survey in your book, and if you don't, I apologize. Do you have a page in your book that looks like my really feeble scratching?

(Someone replied no.)

A. Fowler: Then I'll ask them to – when I surveyed all of the counties, just for the heck of it, to see what they got and the figure that Owen and I came up with ended up being \$66.00 per person and that would get them either a golf jacket – I don't know what you call it – a dinner jacket, or a polo or fleece or something like that so that when they walk out of there and somebody sees them or they go into the schools, they're identifiable. It's professional looking. I wouldn't expect my Deputies to fund their own uniforms even though sometimes they're in a locked-down building. That was my call, Bill, so...

B. Sneed: I think that the Waldo County Budget Committee ought to have T-shirts!

A. Fowler: And I...

B. Sneed: We don't even get paid for this! We don't get overtime!

(Multiple people talking at once.)

D. Parkman: I have a uniform – it's a black and white striped uniform and I go around and tell them I'm the County Treasurer. (Joking.)

B. Sneed: It ought to be a mask! (Laughter.)

O. Smith: If you add to this number, Bill, we could include you in any orders that we make.

A. Fowler: So that was why – I was to blame for that, Bill.

R. Lee: My view on that is this is the wrong time to ask for this money.

A. Fowler: And that's fine. That's fine.

R. Lee: I mean, if you were not increasing the budget at all, then maybe. But when you're increasing the budget a buck, I don't think it's the time to do it and it's very hard for me to say to someone in this county, who's lost their job, who's in tough straits, we decided it would be great to buy golfing shirts for the Communications Center and police. It just wouldn't go down well.

A. Fowler: And, as I say, Roger, I completely appreciate that. I'm not going to, like, seek out where you live, you know (joking). I said I would do it; I told the dispatchers I would...

R. Lee: I understand the value of it; I understand what you're saying. Maybe if these were better times I could support it, but...

A. Fowler: But...

P. Curley: I have a question. This is the bottom line. The request from the department is like \$30,000.00 less than what the Commissioners recommend. Why are they recommending substantially more than what they were asking for?

P. Curley: They're recommending \$696,000.00 and the department's requesting \$660,000.00>

B. Sneed: I'm still looking at that "Veronica" column.

O. Smith: After the budget had gone to the Commissioners...

D. Berry: We added, if I may, we added back in Jennifer White as dispatcher. That's why the increase.

B. Sneed: It was somebody who'd quit right in your last year, Peter and then they decided...

P. Curley: Well, there were two positions, so...that there's no request for.

D. Berry: That's right. Those people...

P. Curley: That's \$89,000.00, and then there's two added.

D. Berry: Those individuals are gone.

P. Curley: But then there's two new positions.

D. Berry: Right.

P. Curley: So there's a difference of roughly \$30,000.00.

R. Lee: So you're recommending a position that Owen didn't ask for.

O. Smith: No.

D. Berry: No.

O. Smith: What happened; when I submitted the budget way back in August, we submitted on what we had, then we lost another person and we were going to be filling that as soon as we had people ready to fill it. Well, Jen White resigned in June. She moved to Texas, so we didn't have her in the budget. Before the Commissioners finally passed their budget, Jen White had called up and said, "I'd like to come back. I'm moving back to Maine." And she met the criteria to come back, so we brought her back and luckily and that decision was made on a Tuesday when the Commissioners

were meeting on their final say on the budget, so that's why that line went up was for Jen White, and experienced dispatcher that I felt very lucky to get back from Texas.

B. Sneed: Any other questions?

R. Plausse: On, your salary, Owen, it's up 4.7%. May I ask the Commissioners, is that, ah...how did you arrive at this salary?

D. Berry: That's a salary scale, again, for him.

A. Fowler: He's at the top of the scale. Once you've been here fifteen years, and if you're not smart enough to get done, you get a - what do you want to call it? A bottom-line...

O. Smith: The other thing, I got a bonus this year because I'm at the top of the scale. The other thing that happened was there was a mistake in my salary 2009 going into 2010 and I didn't discover it - Michelle [Human Resources Director] discovered it, that we'd made that mistake, that I was supposed to get more money based on my time, and the raise wasn't right. So, early in 2010, we corrected that, so it may reflect whatever the percentage is from last year, because it is really is \$1,600.00. There was just a mistake made. I certainly didn't intentionally make it and thanks to Michelle for finding it, and we made the correction early in '10. So that's what it is, I mean, mine's up \$1,600.00.

B. Sneed: Between 2007 and 2011, your salary is up almost 23%.

D. Berry: That's right.

B. Sneed: Nice work, if you can get it. Any further questions?

**\*\*B. Sneed moved, R. Lee seconded to fund the 1076 Communications Budget at \$773,752.00.**

Discussion: B. Sneed: The amount suggested by the Commissioners, minus \$1,200.00.

D. Berry: Right.

B. Sneed: Reduce \$774,952.00 by \$1,200.00, if I have my arithmetic right, it should be \$773,752.00.

A. Fowler: Yes.

B. Sneed: Motion has been made and seconded at least twice. Any further discussion?

R. Lee: I'll just say - I'll just make the point that I'm going to do more research and get some more information on staffing issue and then I might have something to say about it on the...

B. Sneed: Ron, comment?

R. Price: No, I was just voting.

B. Sneed: Any further discussion? All in favor of this? All opposed? **Unanimous.**

B. Sneed: Is it time for lunch?

D. Parkman: Mr. Chairman, before we break for lunch, my shift change [Deputy Treasurer Karen Trussell] has arrived and I'm going to go home. Anyway, I do want to go over the people that have paid, thank you very, very much. Belfast has paid their County taxes - \$600,000.00, that's about half. Thank you very much. And Burnham, Freedom – Freedom is the only town that, in eight years, and I bet it's forever, has paid us in August and I want to thank you very much and thank the people back there. They paid. Jackson, Knox, Liberty, Montville, Palermo, Prospect, Searsport, Searsport, Swanville, Thorndike, Troy, Unity, Waldo and Winterport. We've collected 45% and that's very good for this time of year, so thank you very much. The other towns, if I didn't list you...

J. Kenney: He'll buy you lunch. (Joking.)

D. Berry: Mr. Chairman? Since the representatives are here for Eastern Maine Development, I think we should move and do that piece of the budget now.

J. Kenney: Good call.

B. Sneed: Sure! That's 10, 10...

D. Berry: 1080.

B. Sneed: Advertising and Promotion.

#### **1080 ADVERTISING AND PROMOTION:**

Present to represent Eastern Maine Development Corporation were Ralph Harvey and James Gillway, both from Searsport.

B. Sneed: Eastern Maine Development has been something of a "yo-yo" on this budget over the years. I see that the Commissioners have probably succumbed to Mr. Slocum's entreaties and put them on again.

D. Berry: I would say that part of the effort we see here in this in the \$5,000.00 we see here, and going back and funding is really due to entire change that's taken place in Eastern Maine Development as far as philosophy, program, their support staff and all of those pieces put together, and that is why we, as Commissioners, after listening to and actually working with some of the individuals, we felt that funding this at \$5,000.00 was reasonable. We feel that the things of the past have been eliminated where things were promised and nothing ever happened; that that is over with, and we're willing to go out on that limb with the \$5,000.00, here, to get that development. It especially affects that piece of our County from here to the east. And so that is where our support is in that, and I fully support that \$5,000.00.

B. Sneed: [To the Eastern Maine Development representatives] Do you have anything to say on behalf of yourself? What did you promise these guys for the coming year, and stuff?

J. Gillway: (Joking) Everything! We're going to come out of the recession, we're going to...is this recording?

D. Berry: Yes. (Laughing.)

J. Gillway: James Gillway. I'm the Town Manager for Searsport.

R. Harvey: And I'm Ralph Harvey from Searsport.

J. Gillway: We both sit on the board at Eastern Maine Development. We're representing this county on the board, and I have to just add to your comment [D. Berry]; Eastern Maine Development itself has been a bit of a "yo-yo" over the past few years. It's up and it's down, and we need to – we've seen a huge increase in activities. Right now there are, and the letter says it, I believe there are four active loans in Waldo County that they've given and they've added two this year. We're not out of recession – we're not even close to it, but there are a lot of people knocking on the doors of many our communities. Just Monday, there is a group going to Orono to look at the composite land. Some of that is kind of speculative, but Eastern Maine Development's been a supportive of business and small business all over our County and the regions that they have. There's a huge change as far as the Economic Development districts. The County itself is getting sliced into three pieces. Searsport had to argue pretty strongly with the State, along with Belfast and some other representatives to keep us with Eastern Maine. Eastern Maine itself is going to contract; they're no longer going to be servicing any part of Aroostook or Washington County. So I think the efforts that they have and what's in place is going to give more time for us and Ralph and I definitely are pushing very hard to see that this county is well-represented and not forgotten on their level.

R. Harvey: One of the other things, the counties kind of go to service centers in Belfast – it's sort of slipped in that area and if you notice, many people go to Hancock County; you have Ellsworth. Rockland's had a big draw of people out of this area. So, hopefully it will get built back here towards the Belfast and the industrial base is in Searsport and Belfast. Hopefully, it will grow. It's kind of like, I call it like an insurance policy; you've got to have somebody in base to contact. If you don't, for instance, in our town in Searsport, we have an Economic Development Committee. You have somebody to go to when somebody comes in with a new business, you've got somebody to go to. If you don't have any contacts or people to work with, then you're behind the eight-ball. They have all the contacts with Maine and Company. I can't tell you how many times businesses have come and speculated to come to Searsport but they've worked through on a quiet side and worked with groups like Eastern Maine Development to see what the potential is. Plus, many of the towns in Waldo County have taken advantage of grant writing. I know a few years ago, an individual representing us made many promises that were never met, but people have to have a need and you have to have some input into seeking out grants. Now, in years past, we've had grants in Searsport to put elevators. We put an elevator in our public building; we put an elevator in our library. I believe the town of Waldo got a grant to help build their building out there, so the potential is out there. It's a matter of maybe us; we're getting our house in order, so to speak, and

it's a matter of us getting out a little more in Waldo County, especially, in telling what our program is. We have a lot of support from three counties. We have Commissioners who we're working on trying to get a commissioner from Waldo County on to take more advantage. But Penobscot County, Hancock County and Piscataquis County, and those Commissioners work very well and bring a lot of good input to Eastern Maine Development.

B. Sneed: Yes, sir? [To J. Bennett]

**\*\*J. Bennett moved., R. Desmarais seconded to fund the \$5,000.00 for Eastern Maine Development Corporation.** Discussion: B. Sneed: I'd just like to make a comment. In terms of our little town, we fell victim to the person who is no longer there, who promised us the world and yet they still finished the grant, they helped us get a grant. It came through the – I don't know how they did it but they did, and so they bucked out the change their asking us, so I heartily go along with Jim's motion.

R. Harvey: I wasn't aware that that happened.

B. Sneed: Roger?

R. Lee: I just want to commend the Commissioners for putting little money into business development because it's important. Belfast is, as you probably know, is spending a lot down there...[Spoke too low to hear words.]

B. Sneed: All in favor? **Unanimous.**

R. Harvey: Thank you very much.

J. Gillway: I'd gladly step off the board if one of the County Commissioners wishes to take my place. That invitation's there anytime.

D. Berry: I was offered that position and I'll tell you, I refused that position under the last regime that existed and, you know, it's in consideration, now because of the fact that there is a whole new system.

J. Gillway: There is, and it's much better, much better.

### **ADVERTISING AND PROMOTION (1080-4715) WCAP**

Present for the discussion was Edward Murphy.

E. Murphy: I kept my request the same \$3,500.00. This year we provided 102,000 trips first time ever. Out biggest year before that was last year at 86,000 trips. When the economy goes south people need more services. I know as a tax payer of Waldo County that it is difficult for us to put money in the thing. That is why I kept the request at \$3,500.00. Transportation took big hits at the State level in cuts across the State and we lost \$185,000.00 in one cut and \$9,000.00 in another within the last two weeks for our budget. When I submitted the request it as important then but it is

more important now. I brought some bus schedules and I am more than happy to answer any questions.

A. Fowler: Do the town offices have those schedules?

E. Murphy: We have put them in the town offices before but they have run out.

**\*\*J. Bennett moved R. Plausse seconded to fund Waldo Community Action Partner portion of the Advertising and Promotion (1080-4715) Budget at \$3,500.00. Unanimous.**  
(RECESSED FOR LUNCH at 12:27 p.m.)

The Budget Committee Reconvened at 1:07 p.m.

### **WALDO COUNTY SOIL & WATER DISTRICT (2035) BUDGET**

Present for this discussion was Kym Sanderson.

K. Sanderson: We are very happy to keep it there. I mainly wanted to tell you that with the increase that you gave us last year and we added that to money that we have been kind of saving for the Education Outreach Coordinator that we wanted to hire and we did in fact hire one. We are very happy that we have done it and we have gotten a lot of coverage from it. She goes into the schools and she is now even got some of the schools so they have sat part of a day aside every month and she goes in and teaches the kids something else. We had a conservation youth conference. We partnered with Tanglewood which partnering is a big thing for us because that helps share the expenses with that we do. That was a real success and we are going to do that again this year. So we are just very pleased that you gave us that money last year.

**\*\*B. Sneed moved, J. Kenney seconded to approve the budget as requested in the amount of \$20,475.00. Unanimous.**

### **TIME & TIDE RC& D:**

Present for this discussion was Vance M. Wells.

V. Wells: I understand that the Commissioners removed \$800.00 and I was hoping that we would get it all and I was a little disappointed. We don't get the publicity for our activities because usually we are secondary. We help another organization accomplish something and we sit in the background. Recently there was a meeting of the marine fisheries and they were talking about pollution in an area where there is a lot of clam digging.

J. Bennett: Can the Commissioners tell us why the cut \$2,125,00?

D. Berry: We felt that with the times and situations that exist that the funding that we provided last year was sufficient for them. And we felt we would provide that same amount of funding this year.

A. Fowler: Eastern Maine we did not fund last year, remember because we were in transition waiting to see what they were going to do. They do an exceptional job.

V. Wells: There is a tremendous amount of activity of the promotion of local foods for local people and I believe there is local work going on the Belfast area for a kitchen or a food processing facility to help the local farmers prepare their food.

R. Lee: I am not sure where that has ended up. I have a feeling it got stalled.

**\*\*B. Sneed moved, R. Plausse seconded funding Time and Tide RC&D at \$1,500.00. 00. Unanimous.**

### **2025 EMPLOYEE BENEFITS:**

Present for discussion were County Commissioners, Deputy Treasurer Karen Trussell, H/R Director Michelle Wadsworth.

M. Wadsworth: For those of you who don't know me, my name is Michelle Wadsworth and I am the Human Resource Payroll Director. We have been self insured/funded for our third year so for the past three years we have not had an increase in our health insurance fund. Our rates have been able to maintain at the same level along with our coverage. The Commissioners have implemented that all employees start contributing to pay for the health insurance. It started off at 5%, 10% and 12% next year. As you know, some of the unions need to be negotiated so they do try to have the same equity across the board. This year it has increased substantially but I would like to remind you that in the past we are not seeing these 26, 20, 23, and 30% increases like all these other businesses are paying. It is our goal to keep the fund and be able to have a million dollars in the fund to sustain it. If we do have a large claim, we do have a third party insurance that will kick in after \$100,000.00. We do have to pay for the first \$100,000.00 and that is a lot of money. We would be bankrupt if three employees went out or their dependents. We have 60 some odd employees on it and we do have a health insurance buy out for some employees and that is also in two of the union contracts. So we are able to keep some of that money and it is a benefit to us. Do you have any questions?

R. Lee: Is that \$100,000.00 per year per employee?

M. Wadsworth: Yes it is per year per employee.

D. Berry: I think it is also important to, and Barb just reminded me, is just last week we met with legal counsel dealing with health insurance. We spent a good part of the day and we honestly don't know what some of the full ramifications of the new health law are going to be to counties, your towns, any business, etc. There are many pieces to this. We have increased the employees to 12% and we have increased the premium by 12%. It still means that a single person will pay bi-weekly \$34.66. A family would be \$97.42. The rest of it is us matching that.

R. Lee: Roughly around how many employees does the County have?

M. Wadsworth: It's around 73 full time employees and roughly 100 employees that include part time.

B. Sneed: The total budget it up 28.5%

B. Sneed: What is discretionary?

D. Berry: That would be things such as a death of an individual and we send flowers or a plaque for an individual that is retiring.

B. Sneed: Any more questions? This is just something that you are going to have to swallow.

**\*\*B. Sneed moved, J. Kenney seconded to fund Employee Benefit (2025) Budget as presented in the amount of \$1,167,400.00. Discussion:**

J. Bennett: Why is there an increase over what the Department recommended under 4000?

D. Berry: That is because we chose to make the increase about what the departments knew. In another words the department came in at 10% and we chose to come in at 12% as far as the health insurance premiums. That is our decisions to make not the departments.

B. Sneed: Any other questions? **Motion passed with R. Lee opposed.**

### **COMMISSIONERS (1020) BUDGET**

Present for the discussion were the County Commissioners.

B. Sneed: Well, I have a question. Why is there \$6,000.00 for part time work?

D. Berry: The answer is we know that we have a situation coming in our office where we will have to hire someone for a period of time because of an FMLA [leave].

A. Fowler: I believe that we asked for that last year and did not utilize it.

B. Sneed: The Payroll Director's salary is up 7.8%.

D. Berry: That is all steps and pay scales.

B. Sneed: 7.8% from 2010-2011, 12.5% from 2009-2010, 5.1% from 2008-2009, 3% from 2007-2008. 31.2% between 2007-2011.

P. Curley: Are these negotiable or in a contract?

D. Berry: These are not contracted because these people are prevented from any contractual situations. We were asked by a member of the board a couple of years ago to develop pay scales for these people and I did.

B. Sneed: Here is a pay scale from the federal government from 2009. So, when I say to the guy from the Republican Journal that this is not a pay scale but an elevator, that is what it is in response, too.

D. Berry: I stood in a classroom for 36 years, Bill, and watched pay scales increase my salary every single year.

R. Lee: Can you give us a copy of this?

D. Berry: Sure.

M. Wadsworth: Can I just say something since you are talking about me? The steps go on anniversary date. My six-year anniversary date was not until actually a couple of weeks ago on October 12<sup>th</sup>. So I went from \$36,000 to \$39,000. It looks like a large amount.

B. Arseneau: If I may just explain, because I know the jump seems large, the Commissioners last year discussed the inequity of the positions and in particular, the Deputy County Clerk and the Human Resources/Payroll Director. They decided over a two-year period to try and stretch and deal with that inequity. It still hasn't accomplished all of that. Those positions were grateful they were addressed to the point they were. So, we are seeing the second year of dealing with some of that inequity. The Deputy County Clerk is paid \$2,525.62 below average and your Human Resources person is paid \$4,264.87 below average.

R. Lee: I still don't grasp why there is a huge increase on the pay scale.

D. Berry: Remember their increases are based on the date of hire. There is overlap from one step to the next.

K. Trussell: For 2010, she got a raise in October so she only had two and half months of that raise. For 2011 you will see 10 months of that raise and then she will jump to another step.

P. Curley: So depending on what you are making the percentage will vary.

D. Berry: Yes, and depending on the anniversary date.

B. Sneed: You need to go back to 2007.

R. Lee: I guess the point is these folks were behind this scale two years ago and so to catch them up to the current year, that is why over two years the large increases. O.K. I understand it now.

K. Trussell: The only one that you can truly match up to the scale is the Deputy County Clerk as her date of hire is January 1<sup>st</sup>. Michelle's [H.R./Payroll Director] anniversary isn't until October.

R. Lee: Are they caught up now?

D. Berry: Yes.

R. Desmarais: I want to go to the Commissioners. You guys put in for a 5.7% increase. That is a pretty big increase.

B. Sneed: I mean, these guys are scheduled to meet one date a month and they meet one day a week easily. I am as much as a scrooge as anyone.

W. Shorey: Mr. Chairman, I think I am responsible for that figure in there, but I have had an opportunity to see how the County functions. When I was running for Commissioner, I was asked two or three times if we need a County Administrator. I said, "I don't know." I have come to the conclusion that we are pretty efficient and we have knowledgeable people in every position. We have one position that gets a lot more phone calls than the other two and that would be Commissioner Berry acting as chairman. It is grossly unfair to get so many number of phone calls and the rest of the Commissioners don't have to lift that load. If we are going to have a Clerk who I call my County Administrator and a chairman who has to make the final decision, and not every Commissioner needs to be called every time. So, I said if this is the way that our system is going to function, then I think we need to add \$600.00 on the chairman's fee and I think that would be somewhat equitable and I think we could function very well. I was the one that supported it then and I support it now. I think that you have a well-functioning system that runs quite well and I think that if you look on a comparison on other counties and other cost of administration, that Waldo County would stand pretty tall.

R. Desmarais: What was your finding as regards to the County Administrator?

W. Shorey: My finding is we don't need one. I am amazed at the knowledge base that we have through H/R, Accounting, the Deputy Clerk and, I realize, the chairman. He gave an illustration of when he was younger picking potatoes. Anyone would have a difficult job to convince me that we would need to go to some kind of administrator. I am pretty happy with the structure the way it is at the moment.

B. Sneed: Let's go to the other pages; Contractual and Commodities.

**\*\*B. Sneed moved, J. Kenney seconded to fund 1020-3000 Personnel as requested in Commissioners' Budget in the amount of \$161,500.00. Unanimous.**

**\*\*B. Sneed moved, J. Kenney seconded to fund 1020-4000 Contractual as requested in Commissioners' Budget in the amount of \$123,170.00. Unanimous.**

**\*\*B. Sneed moved, R. Plausse seconded to fund 1020-5000 Commodities as requested in Commissioners Budget in the amount of \$7,800.00. Unanimous.**

#### **TECHNOLOGY – 1020-7011, 7100, 7101, 7102.**

Present for this was James Arseneau, Technology consultant.

J. Arseneau: Hello, my name is James Arseneau and I work as a Technology Consultant for the County of Waldo. The County Commissioners, years ago, determined that they would set up a plan that they would have common equipment throughout the departments and that is something that the Commissioners have been working towards from a budgeting standpoint. As you recall last year in looking at the budget and things, we did not have any big projects taking place. There was a Pro-QA that had been asked for and the Commissioners decided they would not put it in the budget and

it was not submitted to you folks. Through some grant monies in some reserve funds they were able to put that in because the State now requires that the software be used by all 9-1-1 centers. That was a project that was accomplished about June of this past year, in which now this software actually grades how well the dispatchers take the calls and handle the different situations, plus it provides a code that, in time, each of the towns are being dispatched for. They have to use that in the report to the State. It is called a “determinate code.”

There were some scanners that were added to a couple of departments but pretty much the budget is an ongoing support of what normally takes place in the 7101 and the 7102; the numbers change from year to year. You will see some things that were reduced in the budget this year. The Commissioners decided that after I submitted the budget to them, there would be \$50,000.00 reduced from the request that we had. That is coming out of the Technology Reserve to cover that. This past year it has been five years since we have put in new servers and there is a 5-year lease and the last payment was done in August of this year. In another two years we will see that the Spillman Software lease will disappear from the budget lines; although the County needs to look at some additional purchases for hardware and servers are due to be replaced this year. We will have to reassess where we are based on how much money is left over in the reserve to accomplish that. Pretty much the budget is the basic support items, anti-virus software, things used for email, leasing fiber optic lines and tying the networks together. There are some different line items that are put in that are new to this years budget. There is a regular patch system that needs to be done on the Pro-QA software. On a liability standpoint, there are cards used to do an EMD call. The software changes; they find bugs and problems, so they require that they update the software. It takes about eight hours to go around to all of the machines and you have to work around the dispatchers offline. Quality control has to be done after. The Spillman software that is used is for the law enforcement for all of the agencies as well as the Fire, EMS, Dispatch and EMA, which is coming on board this year with response plans. My recommendation to them is to put some additional line items to show support that is required for that. Like this year, we had to do two patches. So, does anyone have any questions about these line items?

**B. Sneed: What is Line 7102? (LISTEN FROM THIS POINT ON)**

**J. Arseneau: Sun.**

B. Sneed: UNIX?

J. Arseneau: Yes. The recommendation is where we are going to be looking at an IBM platform. We need the hardware and the software for the server in case it goes down but at some point we are going to have to change out and this is scheduled for a year and one half to replace it.

B. Sneed: I have, in years past, complained about the web site. I must say, it is a marvel. I am not sure who did this.

A. Fowler: Jim Arseneau.

B. Sneed: Well, you deserve a smack on the back. Waldo's is as good as anyone else's, if not better.

B. Sneed: Any other questions?

**\*\*B. Sneed moved, J. Kenney seconded to fund 7000 at \$168,385.00 as requested in Commissioners (1020) Budget. Unanimous.**

D. Berry: Bill, while they are pondering, I have a sympathy card that I brought up from our office. I thought I could circulate this around for Sam Butler and I also request that a resolution be passed by you honoring him for his service to the County and the community.

**\*\*B. Sneed moved, R. Desmarais seconded to honor Samuel Butler for his years of service to the County and the community. Unanimous.**

R. Plausse said he would like to discuss the land (100,000) acres.

D. Berry noted that it was the Budget approved to purchase the land. He suggested that the Budget Committee make a resolution to sell that land. The County has no use for that land. The Court system has no use for that. It was asked how much it cost the County and was recalled at about \$300,000.00.

B. Sneed noted that purchasing the land made sense at the time because of the Jail situation.

R. Plausse said he wasn't pleased that it was purchased in the first place. The County citizens had voted, "No new Jail." Nobody really pays a lot of attention in the County and so nobody really knew what was going on. He noted that there is a candidate running for County office who would like to make this a point to take care of. R. Plausse said that he didn't think even 10 years from now the County isn't going to get \$300,000.00 for it, so sell it and take a loss. Have a real estate agent look at it.

R. Lee: It abuts Belfast Industrial Park. I'm not saying the City would actually buy it, but perhaps it could be divided into some lots – maybe have the County offer these lots. Maybe the City would be willing to buy it. He thought it would help the economy. Most of the good city lots are gone.

B. Sneed: What are others' opinions?

J. Bennett: I wanted to know if it could be subdivided.

J. Bennett: sell it.

R. Desmarais: sell it

J. Kenney: Keep it.

R. Price: Either way, no win-win. Sell and get money for it.

P. Curley: Sell it – obviously have it appraised by more than one agency. Wouldn't want to give it away.

R. Desmarais: Could break off lots in Searsport and then get out of real estate business for business, same as what is going on for Bucksport. Don't know if that would work for County

R. Lee: County won't benefit that way.

R. Desmarais: Get a formula, sell and then get out of real estate business.

D. Berry: Perhaps we could.

B. Sneed: It was the considered argument of Grayson Hartley that it carried the day.

Consensus of committee that land be sold.

The budget total line needed to be noted.

A. Fowler: New total is 4,701,552.00. \$903.00 less from bottom line of Treasurer's Budget, and \$1,200.00 from Communications Budget.

B. Sneed: Bottom line is (was incorrect.)

A. Fowler: \$4,701,552.00.

**\*\*B. Sneed moved, J. Kenney seconded to approve the 2011 budget at \$7,533,905.00. Unanimous.**

J. Kenney said he came from a meeting with the Commissioners three years ago and thought they were the biggest bozos. A. Fowler was bouncing off the walls, John Hyk couldn't stay

**\*\*B. Sneed moved, J. Kenney seconded to adjourn the budget meeting at 2:33 p.m. Unanimous.**

**Respectfully submitted by Veronica Spear, Deputy County Clerk**