

**WALDO COUNTY FOR YEAR 2013 BUDGET COMMITTEE
DECEMBER 7, 2012**

PRESENT: Budget Committee Members Roger Lee, David Barrows, Peter Curley, Richard Desmarais, Bill Sneed, James Bennett, Harry Dean Potter and Clement Blakney. Also present were County Commissioners William D. Shorey, Amy R. Fowler and Betty I. Johnson, Treasurer David Parkman and County Clerk Barbara Arseneau to take minutes.

Call to order: Commissioner Shorey called the meeting to order at 6:00 p.m. and asked everyone to make introductions.

FACILITIES BUDGET 1030:

K. Nealley: I printed out a spreadsheet from the day I started here to show a breakdown of expenses.

Bill Sneed: I didn't receive one; none of has one and it does no good to get it at 6:05 p.m. It would have been handy if we had it last week. I've never seen such a thing.

K. Nealley: It's the first year I have actually used it for other than my own benefit, but I thought you folks could probably benefit from it as well. I will see that you get one.

Personnel costs are up slightly. My technician and I reached a five-year milestone. Gary reached his in April and I did in November, added with our COLA increase. Those two factors and overtime cost in case we need it. Typically, we take our overtime as comp.

B. Arseneau: It is the law that overtime is in the budget. We didn't realize that, in your department, we hadn't caught that. It hadn't been a problem yet, which was good.

J. Bennett: Are you people paid by the hour or by salary?

K. Nealley: It's an hourly rate.

J. Bennett: So if you take a day off, you don't get paid?

K. Nealley: Typically, we have sick, vacation or personal time that we use, but in the extreme, that is how it would work. Any other questions? (None) The first section is the same down through 4200, which I increased by \$250.00 because gasoline is a little more expensive and the van requires a little more maintenance than it did in the past. The 4300 is the electrical for the buildings. The only increase there is in the new building on the Sheriff's side. They didn't carry enough money to cover the electrical costs, so I increased that by \$2,000.00. Water and Sewer goes up and down, depending on the usage. It is \$100.00 increases for both District and Superior courts.

B. Sneed: This is double side printed and the bottom at 4620, it says page 2. We have numbers at the bottom of this page and on the back side, we have more numbers. What is the total for Contractual Services?

K. Nealley: \$68,500.00 is from page 2. The total on page 1 is where we start. [*Note taker's note: Fix the numbering on these pages to make it understandable.*]

B. Sneed: Just do the line items.

K. Nealley: A.C. Maintenance is the same. Cleaning is where it gets a bit strange.

B. Sneed: Strange is a kind way to put it.

K. Nealley: I carried \$3,000.00 for the cleaning of the new building on the Sheriff's office side and \$3,000.00 for the EMA side. That is \$6,000.00 total. When we bid that out, there was nobody that would do it for that amount so we ended up contracting for \$9,500.00, which is a \$6,500.00 increase more than what I had estimated. [Line] 4629 will remain the same. [Line] 4630 will increase by \$750.00. [Line] 4631 will remain the same.

B. Sneed: The bottom line is this is up \$12,500.00.

K. Nealley: Right. The bulk of that would be for cleaning. We are up for re-bid on the cleaning contract and I have told all our cleaners that I feel that this is an absurd amount for the County to pay for cleaning buildings. We're working on trying to get an alternative to contracting it out, whether it is to hire a part-time cleaner or something of that nature. I come up with a total of \$51,250.00 for the cleaning contracts, totaled.

B. Sneed: I know it doesn't mean anything to the person that cleans the Sheriff's office, but he/she is paid more than the three selectmen in the Town of Prospect, plus the Fire Chief and the Health Officer, to run the town.

K. Nealley: When we initially bid this out, the bids all came in a lot higher, so we cut back from cleaning five days a week to cleaning three days a week and it was still a lot of money. The cleaners do an excellent job. They keep the floors looking great. As I said before, we are trying to get this cut down because we all agree; it's a lot of money to clean the County buildings.

J. Bennett: How many people bid on this?

K. Nealley: Three total.

R. Lee: What was the range?

K. Nealley: I have the bids coming in next week, so I don't have the latest bid. Last time we had three people bid on it. We had to send it back two or three times because we initially started with a five-day a week bid, then we cut it back to three days a week. We did have three bidders and they have all worked for us before. The only thing I have to base this year's budget on is what we paid out for last year.

R. Desmarais: Your wear and tear is more so in the winter than the summer. Have you considered more flexibility there – three in the winter and two in the summer?

K. Nealley: They strip the floors and shampoo the carpets. Granted, we could probably get by with a couple of times a week in the summer. I had thought about that, but the deputies shower and use the one toilet and that cannot go too long without cleaning. Hiring someone part-time involves training them, bonding, background checks, etc. I spoke with the Commissioners and went so far as to say, “Let’s hire a part-time retired couple to come in and do it.” We will look at the bids on Monday, and when the Commissioners meet on Tuesday, if the bids don’t meet with their satisfaction, we will kick them all out and try some alternatives. It’s difficult because some of the offices are a little more sensitive and require the bonding and background checks I mentioned earlier.

There was a \$100.00 increase in Rubbish Removal for the Sherriff’s office and \$50.00 for the Communications Center. Everything else remained the same.

Commodities – I based my projections on \$4.00 a gallon fuel. I have no other barometer other than that. I know how much fuel we use in the course of the year.

B. Sneed: What was your projection for the FY 2012?

K. Nealley: \$4.00 per gallon.

B. Sneed: So why all of a sudden are we up \$3,000.00 or \$4,000.00 for some of these buildings if you’re using the same dollar amount?

K. Nealley: I don’t know what I used last year – I think it was \$3.50 per gallon. The price locked in from last year is \$3.58.

P. Curley: I’m from Stockton Springs and we tie in with the school. It’s cheaper than anything else I’ve seen. We already have a price from Thompson’s Fuel for this year.

K. Nealley: Since I’ve been here, we have used 14,600 gallons a year and the jail uses another 8,000 - 10,000 gallons.

R. Lee: The question is – why is next year’s budget so much higher for fuel when the quantity of fuel is the same and the price you used for the projection, \$4.00, is the same?

K. Nealley: I had District Court at about 4,000 gallon-estimated usage at \$4.00 per gallon for \$16,000.00 and Superior Court at about 6,000 gallons. I’m trying to figure out what my logic was.

B. Sneed: We have to move along. Let’s put a question mark on this page. The final page is Capital Outlay (7000). Nothing for District Court, nothing for EMA, Superior Court has something for lighting.

K. Nealley: Superior Court has indirect lighting and a soffit. The ceilings are 27' high and it has 8' T-12 bulbs. I can't buy those any more. I have to retrofit and put T-8's in there. I had Efficiency Maine come in and they have a kickback deal on that. They will pay to upgrade that lighting. \$100.00 would go to replacing those with high output T-8's which will provide more light and use less electricity. While we have scaffolding in there, I figure it would be a good time to paint the soffit because the existing paint is peeling.

(K. Trussell gave K. Nealley a note telling him that his current price for fuel is \$3.395 and propane is \$2.20.)

Back to Superior Court building – I had an estimate from EBS to come in to put new carpet in the Registry of Deeds. That carpet was last replaced over 10 years ago. It will be about \$12,000.00 to replace it upstairs and downstairs. We had sewage run out from the downstairs bathroom. It was steam cleaned and re-cleaned and it still has an odor issue.

J. Bennett: How much would the carpet cost for downstairs only?

K. Nealley: I don't know what that breakdown would be. My estimate is for the whole job, \$7,000.00 for carpet and \$4,500.00 for installation because of the amount of cutting involved.

At the Sheriff's building, there is a glass partition wall. I want to put a powered 2-way speaker in there. It is a handicapped accessible speaker that is about waist level. When people come in there they are usually standing on their heads speaking into a hole in the glass. If I put a powered microphone in there, the girls would be able to hear what is going on better. That is \$1,000.00.

At the Communications Center, the floor tiles in the bathroom are worn. They need to be replaced. This is the only bathroom in there and it gets a lot of use. That is \$1,200.00. Owen had requested that we install some speed bumps out in the driveway coming through there because there is a lot more traffic due to the new building.

UMO Extension has a lower parking area. I would like to put in a paved area for the handicapped parking and a walkway. There is gravel there now and the walkway is made out of pressure treated lumber. Most of their meetings are in the lower level and there is no elevator in the building. There is handicap access in the upper level and in the lower level but only from the outside level. They also want to re-route some furnace ductwork to put a little more heat in the conference room.

J. Bennett: In the Superior Court, you have \$12,000.00 to install the carpeting? Will that hold for another year?

K. Nealley: Yes, except for the bathroom area. The carpet looks shabby.

J. Bennett: I would like to cut that budget to \$2000.00 to address the downstairs bathroom area and the other carpet can wait.

P. Curley: Could be sourced somewhere else to get the price down?

K. Nealley: It will be going out to bid and this is only an estimate. Anything over \$2,500.00 has to go out to bid.

****B. Sneed moved to fund at \$269,103.00. Personnel - \$76,578.00, Contractual Services - same amount as 2012, Commodities - same amount as 2012. Capital Outlay - \$12,050.00.**

****J. Bennett seconded. Unanimous.**

EMA BUDGET 1010:

D. Rowley: For Personnel, I would like to increase my deputies hours to 37.5 instead of 35 hours.

R. Lee: Is there a standard here in the County for hours that people work?

D. Rowley: Typically, Clerical is 35 hours and others are 40 hours, unless they are part time. This position used to be two part timers that worked a total of 45 hours and Jethro Pease got it changed to one clerical position at 35 hours. She has taken a lot more responsibility on and has become my Deputy, but still has clerical hours.

B. Sneed: Are the Commissioners happy with that?

W. Shorey: Yes, we approved it.

D. Rowley: As for the rest of my budget, Contractual Services is up \$151.00 and Commodities is where it was last year. My increases come from myself hitting my 7-year mark and the COLA increases. Contractual Services has been broken out into separate items to make it more appropriate.

B. Bennett: You get reimbursement for part of the operation over there, don't you?

D. Rowley: Yes, we get 50%.

B. Bennett: How about on the cleaning? There is \$2,000.00 - do you get reimbursement for that?

D. Rowley: We get all the stuff from Karen [Deputy Treasurer] on electrical, oil, propane and any services that are for EMA. We submit those to the State and we get 50% back.

B. Sneed: The question came up a couple of weeks ago about who was doing what with the generators.

D. Rowley: We maintain the portables. All the stationary generators were transferred over to Keith [Facilities Manager]. I have three trailer mounted generators and four of the little Honda generators. The \$250.00 for gas, oil and maintenance.

Tower site operations were briefly discussed.

B. Sneed: For any grants that you have applied, are the audits built into these?

D. Rowley: No, but the days of \$500,000.00 grants are over.

****J. Bennett moved to fund at the requested \$103,783.00. **P. Curley seconded. Unanimous.**

COMMISSIONERS BUDGET 1020:

P. Curley: The Department Request is \$617,200.00 and the Commissioners approved \$661,700.00. There is a sizeable difference there. What is the reason?

W. Shorey: That has to do with the fact that the technology has not been upgraded. If we were going to lease the equipment for the second phase of our upgrade, the lease would be \$60,000.00. The nuts and bolts of the technology are about \$160,000.00 a year. This year it's \$184,000.00 because we have a \$24,000.00 lease left to pay Spillman. What the Commissioners are concerned with is that every year we have to take on \$80 – \$90,000.00 leases to upgrade our equipment. We haven't been diligent in Reserves up to now. The upgrades would be \$268,000.00. I was talking with Mr. Arseneau and that figure might be a little less. What we were thinking about is splitting the \$268,000.00 amount with you. You would have to raise \$60,000.00 if you are going to lease the equipment anyway. For another \$71,000.00, the computers and equipment is bought and paid for and we are saving \$24,000.00 in interest over 5 years. It's a big deal.

B. Sneed: On average, \$160,000.00 to keep 70 or 80 computers going a year?

W. Shorey: Yes, could we call Mr. Arseneau up to speak?

B. Sneed: Before we go to the difficult one, let's do the easy ones – Personnel, Contractual and Commodities.

PERSONNEL:

B. Sneed: \$6,350.00 for part-time – why?

A. Fowler: In the past, Bill, different departments have been short staffed. We have had that line in our budget to send a person into different departments if they didn't have that part-timer. We have sent someone to the D.A.'s office. We have taken someone from Deeds and moved them around when we didn't have an employee to do that. We always had the part-time line in our budget that could compensate another department if they needed it or in the event one of the women in the Commissioners' office was out.

J. Bennett: If they were being paid anyway wherever they work, why would it come out of your budget?

B. Arseneau: It would depend on how much leave a person had or if they had paid vacation leave. Jim, that does make sense and some of that might come out of that budget if there was

enough left over. Say someone didn't have any paid leave but by law, you have to give him or her 12 weeks of family medical leave, unpaid time, then it would make perfect sense to take it out of that budget. We have done it before, but if people have been there long enough and then they are out on leave, you end up filling the seat. That is based on a rate of \$13.21 an hour for 40 hours for 12 weeks.

A. Fowler: You can see in our year-to-date, Jim, that we haven't utilized much of that this year.

B. Sneed: The previous year, you spent it, and the year before that you spent nothing.

B. Arseneau: It is on an as needed basis.

CONTRACTUAL SERVICES:

J. Bennett: I want to know why the Lodging has taken such an increase.

A. Fowler: Every year, we all attend at least one educational conference. Two years ago, Commissioner Shorey and the sheriff went for a very prestigious award from NACO, National Association of County Officials. Since then, we have put that in the budget because we have seen the relevance of networking on the national level.

B. Sneed: I would like to see Travel and Mileage (line 4105) reduced by \$1,000.00 down to \$6,000.00. I would like to see Meals reduced by \$450.00 down to \$1,000.00. I'd like to see Lodging reduced down to \$900.00. I'd like to see Equipment Repairs down to \$400.00. I'd like to see Advertising/Personnel down to \$1,400.00 and Advertising down to \$150.00 and Safety down to \$300.00. Those reductions would amount to about \$4,540.00. If you look through the other departments, their lines for the same items are not going up like yours are.

M. Wadsworth: If I may, Bill, as far as the Advertising/Personnel – the Commissioner's Office pays for that for all departments. The other departments don't have those expenses in their departments because it comes out of ours. That figure is a best guess because it varies on whether or not we have employee turnover.

B. Sneed: That's a \$600.00 increase over the previous year.

M. Wadsworth: It's not cheap to advertise.

B. Arseneau: There have been years that we have been overdrawn. We do try to utilize free services. Michelle has been very thoughtful about that. MMA will let us advertise free. We understand advertising is very expensive and manage to squeak in some things on Village Soup under Community Notice, not things that, by law, we have to put in as a paid notice; but we try to let people know when the Commissioners Courts are. We do try to be as thrifty as we can in that area.

****B. Sneed moved to reduce Contractual Services by \$4,540.00 to the amount of \$132,548.00, J. Bennett seconded. **Motion carried.**

COMMODITIES:

B. Sneed: What do you anticipate for Training/School/Supplies?

B. Arseneau: The Commissioners have wanted their Human Resources person to take some additional training in that area, and also as you have noticed, we do have a new employee that does require some training, as well, to get her up to speed with some of the processes here in the office.

B. Sneed: I'd like to see this whole section reduced by \$2,060.00. Specifically, reduce Office Supplies to \$4,500.00 and reduce Training to \$800.00.

B. Arseneau: The Training, just so you'll know, is the registration for the Maine County Commissioner's Convention. We receive training at that convention, too.

****B. Sneed moved to reduce Commodities to \$7,300.00, J. Bennett seconded. Three opposed. **Motion passed.**

COMMISSIONERS TECHNOLOGY BUDGET 1020-7000

B. Sneed: If we go to the 7000 series, the bottom line is \$346,190.00. What are you proposing?

W. Shorey: \$180,000.00 of that needs to be set aside because that is a cost that comes every year. The cost we are looking at is \$268,000.00. If the Budget Committee comes up with half of that, we will come up with the other half from undesignated funds. It will be a bit less than that, but that is the figure we'll use. In doing this, the technology upgrades will be done for five years. We will not owe Spillman a penny. If not, we have to take out a \$60,000.00 lease over five years that will cost us \$24,000.00 in interest for the lease. In essence, what I'm saying is that you need to come up with about \$70,000.00 more than usual to pay your share of the \$134,000.00 because you'd have to pay the lease anyway. It seems to me that it would be a good idea to keep the county debt free. You are getting a significant contribution on the technology from the Undesignated Fund account.

B. Sneed: In round numbers, \$346,000.00 and then you're figuring \$134,000.00 from that. The bottom line is going to be \$212,000.00, give or take. The rest is going to be funded out of Undesignated Funds.

W. Shorey: Every year we come to the point where we have to upgrade the technology. If we took this year and next year, we would be back into a lease for about \$80 - \$90,000.00 and it would be \$47,000.00 in interest over five years. To come up with another \$71,000.00 is a big deal. The upgrade amount for this year is \$268,000.00. The cost for next year will be \$271,000.00. We will be completely new for another five to six years.

C. Blakney: How is that going to affect the Undesignated Funds account?

W. Shorey: It will take it down some, but we have been doing fairly well and we think this will leave us with adequate reserves.

B. Sneed: Don't forget, Clem, we don't really see the income side of this budget.

J. Bennett: By doing this, does it mean that the County won't be giving any money back to the towns?

W. Shorey: No, the budget isn't that high anyway.

D. Parkman: It has to be 20% before the town gives money back. We are about 7% or 8%.

B. Sneed: Our town, for the first time in my tenure, only reduced taxes by \$15,000.00 this past year. Usually we do a lot more – as much as \$185,000.00.

W. Shorey: If we do this as we are talking about tonight, this budget will wind up between 1% to 3% over instead of the 6.5% it started at.

R. Lee: You're cutting the budget by \$134,000.00?

B. Sneed: Basically, that's right, Roger. Next year you envision not quite as much and then in 2015, you envision being owners rather than leasers.

J. Arseneau: The sheet that is in the budget was based on the lease payments. If you look at the email that was sent by W. Shorey on November 28, 2012, the nuts and bolts this year is \$182,190.00, which includes the last lease payment. Add to that \$134,000.00, which is half of the \$268,000.00 upgrade amount. That is what the total line amount will be for the 7100 line – \$316,190.00.

B. Sneed: But \$316,000.00 is only \$30,000.00 worth of savings. In terms of the budget, that's chump change.

J. Arseneau: There are no lease payments going forward and you save the \$24,000.00.

W. Shorey: Let's go back to where we were before. We're getting off track. We're talking about this one lease payment left to Spillman. If we use these figures (on the email), there is no lease payment and the equipment is warranted for the next two years.

J. Arseneau: The final numbers are:

- 7100 - \$86,230.00
- 7101 - \$24,700.00
- 7102 - \$71,260.00

The total of these three added together is \$316,190.00. Subtract the \$134,000.00 coming from Undesignated Funds and the nuts and bolts total for 2013 will \$182,190.00. (\$268,000.00 divided by two.) The base line for 2014 will be \$160,000.00. To do the servers is \$271,000.00 divided by two (\$134,500.00) for the total 2014 budget. After 2014, there are no lease payments and no interest payments. If the money keeps being put aside every year, then you can do a purchase at five or six years again. The servers should have been replaced last year and the PC's should have

been replaced this year based on the five-year schedule. If money is put aside every year, the next upgrade will not be such a big hit.

P. Curley: Can we clarify what the total is on the bottom? Is it \$316,190.00?

W. Shorey: That's correct.

B. Sneed: That's still up \$100,000.00 over last year.

W. Shorey: With a big upgrade. If we were not going to use Undesignated Funds, it would be up another \$125,000.00. It's a big deal.

J. Bennett: So, we would have to raise \$316,190.00 if we stayed just the way we are with the lease?

J. Arseneau: With the lease, it would be higher each year. There have now been three proposals for upgrading the technology and the most recent was the email on November 28, 2012.

C. Blakney: How many PC's are we getting?

J. Arseneau: There are 22 printers, 41 PC's and 16 laptops. These are being bought through the Western States Contractual Alliance, which is how we purchased the last two times. Its rates are even better than what the State of Maine can get on hardware. It also includes the licensing. We are using Windows 2003 and are now being forced to go to Windows 2008. We are running 2003 MS Office, which is 10 years out-of-date. Anything received in the County has to be converted and we lose formats.

B. Sneed: That's nonsense. There is an add-on for 2003 that does it flawlessly because I use it daily.

J. Arseneau: It does not do it all the time. I have put the add-in on all the machines; I can assure you.

B. Sneed: Between 2006 and 2012, the County of Waldo has spent \$1,450,000.00 on IT alone. You're asking us in this coming year to spend 25% of that for one single year.

J. Arseneau: The CAD installed was over \$500,000.00 and leased for a seven-year period. The hardware was also upgraded in 2006 for the servers; PC's were done in 2007 (having not been done since 2002). We are not doing what is considered the industrial standard in how often to upgrade. Laptops should be done every 3 - 4 years, PC's every five years. Microsoft security patches will no longer work and we will be vulnerable to hacking.

C. Blakney: With Microsoft, there are forced upgrades that you lose support for. Once you're down that road, it's hard to turn around.

B. Sneed: They have also let a perfectly good SUN server die because nobody was willing to take the trouble to maintain it.

J. Arseneau: Who said it died? We can't get support on it from Oracle. It would be a waste of money to look for another Oracle box.

B. Sneed: Bill, the bottom line is – this is running the taxpayers of the County into the poorhouse.

W. Shorey: We are doing something in good faith to save the taxpayers money.

B. Sneed: \$30,000.00.

W. Shorey: No, it's more like \$130,000.00

R. Lee: It doesn't all come this year. The \$30,000.00 only affects this year. The \$130,000.00 contribution helps future years.

W. Shorey: Well, we made the offer. We can't do any more than that. We are trying to keep the County debt free.

Clem: Unfortunately, you've taken the poison and you have to live with the symptoms. It could be done, but it would cost a whole lot of money. Where I am, they only were able to stretch it one more year by doing an extremely aggressive preventative maintenance program where we had people coming in early in the morning to do regimented, detailed stripping on the PC's, which took a lot of labor and it only increased efficiency 25%. This was a clinic of 2000 people on the west coast.

R. Lee: The City doesn't spend this kind of money. The Commissioners should do an RFP for an independent look at the current system and whether or not it could be done cheaper.

J. Arseneau: I do believe that there is lot of misinformation. When you look at the budget, and what is fixed costs, we have Google for filtering, licensing for Symantec, the Wide Area Network is \$13,000 a year, and the wireless data cards. \$145,000.00 is a fixed amount whether it is paid to Verizon Wireless or GWI or wherever. The labor portion is \$37,000.00 to \$42,000.00.

R. Lee: You may have missed my point. I'm suggesting that maybe we don't need all the servers and the content filtering. I think there are many things the County could do without. Instead of buying the traditional email server, use Gmail. It is a Cloud-based system. We pay \$50.00 per seat per year.

J. Arseneau: What you have to remember is; more than 50% of the county employees are in a law enforcement capacity. That's why we need the server.

R. Lee: My point is that a study should be done to see if we could go with less. It is not necessarily a lower price for any piece of it, but with fewer pieces. I may be wrong, but I don't think there has been any competition for ideas.

J. Arseneau: I beg to differ. Whenever we do anything in the County, we always contact three vendors. We work with PC Connection, Winxnet, Valcom CBE, and bounce stuff off both of them to be sure to get the best price. We really try to do our due diligence that way and not going after some whim.

B. Sneed: We need to move on, Roger. If I understand this, the bottom of the 7100 page is \$316,190.00.

****H. Potter moved to fund Capital Outlay at \$316,190.00, R. Lee seconded. Background discussion ensued regarding the figures. \$625,077.00 is the total (up 20.00%) per Bill Sneed.**

****B. Sneed moved to fund Department 1020 at \$625,077.00, H. Potter seconded. **Motion passed with two opposed.**

EMPLOYEE BENEFITS BUDGET 2025

W. Shorey: We started the year in good shape in regards to the health insurance account. The goal is to increase by \$40,000.00 to \$60,000.00 a year until we get to \$750,000.00. That is a safety net that we should be at for the number of employees that we have. When discussing this amongst ourselves mid-summer, we figured 5% would be safe. A recent case hit the stop loss. We went through this in detail with our insurance provider and the figure we should be considering is \$805,800.00 instead of \$835,500.00. We will get by with 1% instead of 5%. We have a new Wellness Committee, B. a member, that is working out well and H. R. has been doing a good job with this.

B. Sneed: The new bottom line, reduced by \$30,000.00, would be \$1,289,650.00 plus Discretionary Funds.

C. Blakney: What is discretionary?

B. Arseneau: This is to purchase stationery for such things as get-well cards for employees if they are ill. Occasionally the Commissioners will purchase a retirement gift for an employee to acknowledge years worked at the County.

B. Sneed: Peter and I get, for the entire 2025 total, \$1,290,150.00. The only explanation involved in this particular line is what Bill just gave regarding building up the health insurance pool.

****B. Sneed moved to fund as requested, J. Bennett seconded. **Unanimous.**

RESERVE BUDGET 2045

B. Sneed: Who wants to tell the new folks what Employment Security and Severance are?

K. Trussell: Employment Security is unemployment paid directly to the Maine Department of Labor. Severance is for when an employee ends employment. Any time they have saved up is paid to them. According to the auditors last year, \$250,000.00 is what we should have. If something should happen and everyone is done, the County needs to be able to pay him or her.

W. Shorey: The auditors recommended that \$25,000.00 should be in each account each year because the uncompensated balance account was a quarter million dollars out of whack. It's a much-needed thing for us to do every year.

D. Parkman: The reserves are about \$375,000.000 in round figures. We started out the season at about \$500,000.00. Prior to this, quite a lot got used on the Sheriff's/EMA building. I would like to see the reserves increased by \$50,000.00.

B. Sneed: I think we'll have plenty of money as soon as we sell your 100 acres!

W. Shorey: (*jokingly*) We can only sell 90 acres because our Treasurer, Mr. Parkman, wants to keep 10 acres.

B. Sneed: In some seriousness, I know you guys were hoping to sell some, or all, of that. If the 100 acres ever sold, where would the money go?

D. Parkman: Reserves.

W. Shorey: The land would likely be sold as soon as the market will allow and also the County has been working on a grant for the old Sheriff's office. If we have a stroke of luck, we may be able to come up with \$40,000.00 - \$500,000.00 selling those two pieces of property over the next two years.

****B. Sneed moved to fund Reserves at \$50,000.00, R. Desmaris seconded. **Unanimous.**

A. Fowler: I have total cumulative cuts at \$123,164.00.

****B. Sneed moved, J. Bennett seconded to adjourn at 8:02 p.m. **Unanimous.**

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