

WALDO COUNTY COMMISSIONERS COURT SESSION)
FY 2007 BUDGET REVIEW
September 26, 2006

PRESENT: Commissioners John M. Hyk (Chairman), Charles G. Boetsch, and Amy R. Fowler. Also present was Lincolnville Citizen Robert Hammer, Communications Director Owen Smith, Deputy County Clerk Veronica Stover and County Clerk Barbara Arseneau.

J. Hyk convened the meeting at 9:00 a.m.

COMMUNICATIONS CENTER BUDGET – 1076:

Present for this review was Communications Director Owen Smith and Facilities Manager Keith Overlock.

When asked if there was anything new in the budget, O. Smith replied that there was one slight dilemma involving line 4620 Tower Sites. O. Smith said it appears that the four cement pads that the tower sits on need to be replaced because they are crumbling. Facilities Manager Keith Overlock has suggested that this would cost about \$5,000.00. They will have to be done one at a time, propped up and a new pad put down. The cost is not in this budget because O. Smith did not know if this should be in the Comm. Center budget or in another one.

J. Hyk asked what the \$22,700.00 amount in that line was for. O. Smith explained that this took care of everything else having to do with the tower, such as the rents the County pays for the tower sites, the light bill and “any and everything we do at the tower sites.”

O. Smith prefaced the next statement by saying he was “kind of against it this year,” is he did not have a price for the final build-out of the Northport site. This is the last site to finish the build-out. He just found another site; the application is out and hasn’t come back. The first site he looked at was \$350.00 per month. When asked by G. Boetsch, O. Smith confirmed that this was for the repeater and microwave system in the Lincolnville/Northport area. He has written back to them and indicated that, as a County agency, we cannot afford to pay that kind of money per month. He is dealing with another tower owner in that area. This owner has waived the application fee of \$2,000.00 because we are a County entity providing a public service. One other had wanted \$1,500.00 for the application.

J. Hyk asked if O. Smith had the equipment to put on the tower if it was available and was told yes. J. Hyk expressed his concern over this “nebulous situation.” O. Smith explained that he had been negotiating on the one tower site for the past three years and it has changed hands four times in three years, and when he finally got them pinned down, they want \$350.00 per month and the County would have to put a structure and power in there. O. Smith said that, rather than making a “wild guess,” he wanted to explain to the Commissioners why he didn’t have a “hard number” on this.

J. Hyk acknowledged that the County does have a tower that’s falling down, so that needed to be dealt with. After musing about this, J. Hyk noted that many things in the past year had been moved to the Facilities Budget. He asked how repairing the towers should be handled. G. Boetsch asked if J. Hyk was suggesting that \$5,000.00 be put in the Facilities Management budget to deal with this. J. Hyk agreed that it had to be put “somewhere.” It could be placed in the Facilities Management budget or in the Comm. Center operating budget. J. Hyk recommended that it be put in the Facilities Management budget. K. Overlock agreed with

this. (J. Hyk briefly explained to R. Hammer how the Facilities Management budget came to be so that the buildings could be managed and maintained better.)

O. Smith added that three years ago, it had been decided that anything and everything to do with towers was going to be in line 4620 Tower Sites. A. Fowler asked if this had ever been established, and J. Hyk responded that it was in the Comm. Center budget. J. Hyk commented that paying for the rent, gas and electrical was not out of the Facilities Management account because this was specialized in the Comm. Center department. O. Smith added that the goal had also been to identify what the tower sites were costing. He mentioned that in the future, it may be cheaper for the County to put up its own towers. A. Fowler thought that this was the maintenance portion of the tower, but what was being discussed now was cement work, ground work, excavation, etc. The Commissioners agreed that this should be in the Facilities Budget.

Regarding the possible new tower lease in the works, J. Hyk felt that everyone agrees that communications in the Lincolnville/Northport area need improvement, so funding needed to be put into place for this. O. Smith was asked to suggest a number. He replied, "Worst case scenario would be \$350.00 x 12 [months]." This was \$4,200.00. The Commissioners planned to put \$4,200.00 in the Comm. Center budget. After discussion, it was agreed to add this amount to line 4620.

J. Hyk asked if there were any places that money could be cut from the overall budget, and explained that he would be asking every department head the same question. O. Smith responded that he had never, nor now was coming to the Commissioners with a "fat budget," and that this was what he needed to operate the center.

A. Fowler asked what O. Smith could live with less of or do without if something were cut and J. Hyk asked what the percentage of increase was over last year's budget. G. Boetsch replied that it 1.59%. It should be less than 2% even with the increase in the tower line. When asked how he was able to keep it so low and if it was good management, O. Smith said it was good management and the travel and training budgets had been reduced. When asked how things were going with the turnover in personnel during the past year or so, O. Smith replied, "Who knows what every year is going to bring? Every year we've sat at the Board meeting and, 'You shouldn't have this expense next year, and you shouldn't have that expense next year,' and every year we have that expense. I'm probably going to lose a full-timer in October, and I'll have to replace that with a part-timer, although I am going to advertise through the network we've established, for someone else." He said this year it was training for the new computer system, and money was not put in the budget last year for that because the Board of Directors felt that they were not even sure there would be a computer system. The present budget is overdrawn in the overtime and part-time lines, and he was hopeful that this would be balanced out by funding in the full-time budget.

J. Hyk asked if there was anything in Capital Outlay this year and was told there was nothing. J. Hyk asked if O. Smith was expecting the Commissioners to fund the newly created capital reserve account for Communications. O. Smith commented that the funding discussed at the September 11, 2006 meeting was for 2006. J. Hyk asked what should be funded in 2007. O. Smith asked what the 2006 amount had been and was told \$20,000.00. He thought it would probably be safe to fund it at \$10,000.00 in 2007. The Commissioners asked for this to be noted as a "side note."

G. Boetsch expressed that he liked the fact that the capital reserve account funding was being set aside and that the budget was only about 2% more than 2006. J. Hyk reminded him that \$5,000.00 was put in the Facilities budget, but that this was still at about 2.5%. The Commissioners commended O. Smith.

When asked how the Spillman CAD system was going, O. Smith said that this was working fine and was “everything we expected and, I think, more.” A. Fowler commented that she had heard “so many raves about that new program and the class the employees took.”

R. Hammer asked about the labor costs going up about 9% in terms of personnel. After closely reviewing that part of the budget, there was some confusion about it and, with assistance from the Human Resources/Payroll Director and Deputy Treasurer, it was found that the figures for the previous year were inaccurate because one employee had been left off the list. Two new employees were hired in 2006. The difference in head count from 2006 to 2007 accounted for the increase. O. Smith said he would adjust that so it would be correct.

UNIVERSITY OF MAINE COOPERATIVE EXTENSION – 2005:

Present with the Commissioners was Richard Kersbergen and recently-elected Treasurer Rhonda Hutchins.

R. Kersbergen explained that he believed they were the only ones coming to the Commissioners with a decreased budget request. The explanation for this was that the part-time secretary will retire in three weeks and rather than finding another person, the plan is to obtain a new phone system with voicemail in the Capital Outlay for about \$4,000.00. They were looking to replace the Merlin phone system with one that does voicemail. The Commissioners felt that this was a Technology item and asked Technology Consultant Jim Arseneau, who was in the other room, to come in for this discussion. The situation was briefly explained and the Commissioners asked if this should be in the Technology budget. J. Arseneau asked R. Kersbergen if they were replacing the phone system or just getting the service. R. Kersbergen replied that they were replacing the AT&T Merlin phone system. When J. Arseneau asked which system they were looking at, R. Kersbergen said they had just requested some bids from a communications company in Knox County. The Commissioners commended R. Kersbergen for his initiative but explained that all technology items are handled under the Commissioners budget. J. Arseneau mentioned that he had sent out a request for technology items at the beginning of the 2007 budget preparation and had not been aware that the Extension was planning this change. J. Arseneau said that, ideally, the company the county has been doing a lot of business with is CTI and it would be good to see what was really needed and whether future growth needed to be factored or not.

When asked how this should proceed, J. Arseneau said he would need to see the quotes. The Commissioners informed him that this needed to be placed in the Technology budget. R. Kersbergen said that, basically, they went out and got some quotes that ranged anywhere from \$3500.00 to \$4000.00. They hadn't contracted with anyone, just obtained estimates. The Commissioners explained that this would be removed from the Extension's budget and moved to Technology.

The only changes in Contractual were increases in electricity, snow removal and sanding and office cleaning. The electricity went up 2.5%. Fuel did not go up because the price had already been contracted for. The reason the fuel was not purchased through the County was because it was propane and they contracted this themselves.

R. Kersbergen and J. Arseneau would talk and R. Kersbergen would provide the bids that he had received. The Commissioners thanked R. Kersbergen and R. Hutchins for providing an excellent budget.

WALDO COMMUNITY ACTION PARTNERS – 1080-4715:

Present for this review was Edward Murphy of WCAP. He provided some material for the Commissioners to read.

When asked if there were any changes to the budget, E. Murphy explained that there were none. By way of background, E. Murphy detailed the origin of WCAP. Originally the County housed WCAP for years, and when the County asked them to move out of the District Courthouse, it was agreed that the County would subsidize their rent. E. Murphy said WCAP has found a way to maximize the dollars received from the Towns and the County by matching federal Medicaid dollars. The \$3,500.00 the County provides actually brings in \$9, 506.00 that they can use to provide transportation for cancer and dialysis patients and that type of service to Waldo County people. During the past year they did 57,000 trips, traveled 1.6 million miles, served over 1,200 people that we serve regularly (repeat clients.) One-time riders are not counted. County money is very important to Waldo County senior citizens.

There was some confusion as to when the rest of the agencies of this budget were coming in and B. Arseneau pointed out where those agencies were later on the agenda.

As they were running ahead of schedule, B. Arseneau suggested finding out if Probate might want to come in earlier, as they had a court session planned and might want to be done sooner. The Commissioners decided to do the warrants and Correspondence.

WARRANTS:

****G. Boetsch moved, A. Fowler seconded authorizing payment of the September 26, 2006 Active/Restricted reserves in the amount of \$9,376.05. Unanimous.**

****G. Boetsch moved, A. Fowler seconded authorizing payment of the September 26, 2006 Regular warrant in the amount of \$12,607.18. Unanimous.**

MINUTES:

****G. Boetsch moved, A. Fowler seconded accepting the minutes from the August 8, 2006 County Commissioners' Session. Unanimous.**

CORRESPONDENCE:

Present for this report was County Clerk Barbara Arseneau, who reported the correspondence as follows:

1. David Lindahl has been hired in the Correctional Center on a part-time basis affective September 12, 2006 to do transports and details primarily. The hours are unknown each week.

****G. Boetsch moved, A. Fowler seconded approving the hire of David Lindahl in the Correctional Center on a part-time basis effective September 12, 2006. Unanimous.**

2. Corrections Officer Jennifer Stilkey has been named to fill the permanent full-time position that recently became available at the Waldo County Correctional Facility. B. Arseneau explained that this was the result of the temporary full-time position being filled by varying employees because a full-time employee is currently overseas serving in the military. As regular full-time positions have become available, employees in this temporary full-time position have been moved into the regular full-time positions and another employee is "slid into" this position for the time being.

****A. Fowler moved, G. Boetsch seconded approving the hire of Corrections Officer Jennifer Stilkey to as regular full-time Corrections Officer effective October 1, 2006. Passed by two (J. Hyk absent from room.)**

3. Corrections Officer Seth Curra has been named to fill the temporary full-time position recently available at the Correctional Facility, effective October 1, 2006. Unanimous.

****A. Fowler moved, G. Boetsch seconded approving the hire of Seth Curra as temporary full-time Corrections Officer effective October 1, 2006. Passed by two.**

4. Amy Bither has been hired part-time for unknown hours as Corrections Officer effective September 20, 2006 at \$10.98 per hour.

****A. Fowler moved, G. Boetsch seconded approving the part-time hire of Amy Bither as Corrections Officer at \$10.98 per hour effective September 20, 2006. Passed by two.**

5. Colette Narofsky has been hired as part-time Dispatcher trainee, effective September 20, 2006.

****A. Fowler, moved, G. Boetsch seconded approving the hire of Colette Narofsky as part-time dispatcher trainee effective September 20, 2006. Passed by two.**

6. Michelle Clement has been hired as part-time Dispatcher trainee effective September 13, 2006.

****G. Boetsch moved, A. Fowler seconded approving the hire of Michelle Clement as part-time Dispatcher trainee effective September 13, 2006. Passed by two.**

7. B. Arseneau prefaced the next piece of correspondence by saying that the Sheriff's Office had recently done some "housekeeping" in terms of determining which employees, most of them read the following list of employees who are no longer employed at or who have resigned from employment at the Waldo County Correctional Facility after explaining that each year the department goes through a list to determine which part-time employees have not worked for a while and contact them to determine their status:

- Corrections Officer Jared Kronholm resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**
- Corrections Officer Ricky Myrshrall resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**
- Corrections Officer Darren Nadeau resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**
- Corrections Officer Greg Gallagher resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**
- Part-time Cook Pam Daniello resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**
- Corrections Officer Matt Richards resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**
- Corrections Officer Gerald Grierson resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**
- Corrections Officer Brian Donaghy resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**
- Corrections Officer Chris Truppa resigned.
***G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**

- Corrections Officer Philicia Kinney resigned, effective September 14, 2006.
- *G. Boetsch moved, A. Fowler seconded accepting this resignation. Passed by two.**

When asked, B. Arseneau said these might be as much as a year's worth of employee "housekeeping." Sheriff Story, who was now present, stated that, actually, this was all fairly recent and not too uncommon. "Not too many people line up for that job," he said. He indicated that this was higher than normal and that there had been about a 25% turnover this year. G. Boetsch asked where they went. S. Story said some went to other counties and many just don't like the job.

8. Communications Director Owen Smith sent notice that part-time Dispatcher Bradley Libby is no longer training as a dispatcher.

****A. Fowler moved, G. Boetsch seconded accepting this notice. Passed by two.**

JAIL VARIANCE:

Since there was additional time on the agenda between scheduled appointments, S. Story notified the Commissioners that the Jail variance had run out in January, which he had not realized, and now he has reapplied and needs a signature from one of the County Commissioners. This variance allows the Jail to maintain 32 inmates. He felt that this would be acceptable with D.O.C.

G. Boetsch wondered which would be the best financial decision – to sign it, or not sign it. S. Story cautioned him that not signing would result in paying \$100.00 per day multiplied by whatever inmate population went over the number 19. He would only be able to house 19 inmates.

****A. Fowler moved, G. Boetsch seconded signing the variance application with the State of Maine allowing leeway for 32 prisoners versus 19. Unanimous.**

9. B. Arseneau asked the Commissioners if they had received their minutes from the August 8, 2006 meeting with S.M.R.T. and they said they had.

10. The Commissioners have been invited to the first Annual E.M.A. Awards Banquet on November 28, 2006 and an R.S.V.P. is required by November 24, 2006. She asked the Commissioners to let her know what they wished to do.

11. Due to recent changes in the office with FLSA status changes, there had been a number of questions regarding how to track time and B. Arseneau had inquired of the attorney who assisted with the Personnel Policy. Basically, it is up to the Commissioners if they want an accounting to the individual department heads for any time over or under normal hours worked. She explained that this thinking was new to some of the staff. B. Arseneau had always provided an accounting to the chairman of the County Commissioners, but whichever way the Commissioners wanted to handle this was fine. The attorney did recommend that whatever was done be uniformly. J. Hyk thought it worked very well the way it is and if they wanted to take it up later, and that it never was an issue. B. Arseneau said that when it was one person, it was sort of a minor detail, but with more people involved, it was good to know the correct way to handle it. J. Hyk said to set 20 minutes aside to discuss that at the next regular meeting.

J. Hyk asked if anyone knew if Probate would be able to meet on schedule since they were holding court. B. Arseneau said he would check.

S. Story asked if the Commissioners were going to jump ahead to the Jail budget, to let him have a few minutes because he had a gentleman who would speak to them about the Restorative Justice request, if that would be in question. J. Hyk said he would not be questioning it because whatever the County could do to “cut these numbers, we’ve got to do.”

When asked about how the drug-sniffing dog was doing with training, S. Story said they had to go through several dogs before finding one that seemed to be handling the training well.

PROBATE REGISTRY BUDGET – 1070:

Present for this review were Judge Susan Longley and Register of Probate Joanne Crowley. An updated version of their budget request was submitted to the County Commissioners. J. Crowley said that the figures had not changed. There was a proposed budget with the new classification and one with the current classification. There was supplemental material for the Contractual and Commodities expenditures last year and the balances, etc. to explain increases or decreases in the 2007 requests.

G. Boetsch said that before, they had a percentage. J. Crowley said that proposal was there, also, with 3.8% increase for personnel lines.

A. Fowler asked if \$8,000.00 would be enough for Court Appointments. S. Longley responded that she was really proud of this because the Commissioners had issued a challenge and they are willing to try it another time. She realized that the Court must honor its constitutional obligations and knew the Commissioners would back this, but she described the system that involves working with the Sheriff’s Office and they have a great team and when they need help, they try to give the Sheriff’s Office enough notice to work with their time limits. Because the Probate Registry has provided the people who do co-payments detailed instructions, including reminder letters, etc. “When people know what is expected of them, they rise to the occasion, and I’m real proud of the way we’ve all pulled together and I think it’s a model for the State.” At the Probate Judge’s meeting on Saturday, she would be making a presentation because they “have not gone down this path yet.”

J. Hyk asked if there was a time in the calendar year that they know where they are at in terms of budgeting for court appointments. He pointed out that it was September and they had used most of the funding. He asked if it was realistic to suggest that there were not going to be any more court appointments this year. S. Longley responded that this was not realistic, but there is money coming in from co-payments. J. Crowley said that, to date, the Registry had been reimbursed \$5,772.00 by people who have to reimburse the Court. J. Hyk thought that this came in as revenue and did not offset this line in the Probate budget. It can’t be applied against those bills in that same year. S. Longley said that in her mind, they are hovering at \$6,500.00 in the current line and have \$1,500.00 left, which matches about ¼ of the year’s expenditures and stated that she was not worried yet. J. Crowley was not worried either. The Commissioners looked at the September 11, 2006 expenditures list and it showed that \$7,794.00 had been expended. S. Longley said that this was a \$1,000.00 payment the Court made where, when the parties come in, she saw the people in this particular case being able to pay because their counsel was being provided by the State. She saw a way to be reimbursed that amount. J. Hyk asked for clarification about the revenue coming in three years ago versus today. Three years ago, there was almost nothing coming in for revenue. Now the revenue is rising. He suggested that if the line for Court Appointments line was to stay as it is, the Judge should make sure that Budget Committee understands that while the Court Appointments are going up, there is revenue coming in that is offsetting it.

J. Hyk inquired about training. J. Crowley explained that more training was needed.

G. Boetsch noted that there were two proposals in front of them, one showing the current classification and one showing the new classification. He asked if the current class proposal was figured at 31.8%. J. Crowley confirmed that it was. G. Boetsch informed J. Crowley that the Commissioners were leaning toward a 3.8% increase for all employees across the board and “no shuffling people.” It was noted that the percentage of increase for her total budget in that case would be about a 4.07% increase. J. Crowley expressed her disappointment in this decision, but also said she understood. J. Hyk felt that the work done with Winters Associates was a good process and good experience but did not result in the outcome everyone had wanted, however, he felt the Commissioners had done a good job for the employees in this County for the last five to six years and intended to continue to do a good job. He added that he did want to put into place the new classification system because the current one is cumbersome and “out of whack.” This project is just going to take more work and more time. Once that is in place, it should be equitable across the board. “Tinkering with the current one would just be worse,” he said and this was not the year considering the “massive hemorrhaging money problems at the Jail.” The Commissioners needed to conserve so that they could focus on that problem. He apologized for the disappointment.

A. Fowler explained that this was not a decision made in haste. She had researched and studied a number of county salary surveys to make sure Waldo County was not the worst or the best, and she had found that the salaries were “kind of where we hoped we would be – not the top and not the bottom.” She also mentioned that figuring in the benefits along with the fact that a number of the offices are 35 hours per week rather than 40, the way most counties are.

The Commissioners discussed briefly whether they should vote after each budget or at the end. They decided to review the budgets one more time before voting on this.

J. Hyk briefly explained the background behind the subject of Waldo County being in the “top of the bottom one third” in terms of salaries as compared with the other Maine counties to Mr. Hammer. A. Fowler added that Waldo County compares itself to other counties. She used the example of not comparing the salaries of the Waldo County Deputies with the Maine State Police because there is “a huge difference.” J. Hyk added that the Belfast Police Dept. is paid a lot more than the County patrol division.

TECHNOLOGY BUDGET – 1020-7000:

Present for this review was James Arseneau, Technology Consultant, Sheriff Scott Story and Jail Administrator Robert Tiner.

J. Arseneau submitted the Technology spreadsheet that had been updated. As these have been hard to follow along with in the past, J. Arseneau had numbered the items and the supplemental explanation matched the numbers for each item. Originally the figure had been \$230,000.00, which was a 12% increase, but there was one big project that had come up at the last minute. There has been a request to research the cost of moving the District Attorney’s Office across the hall. The cost just in cabling for the data side of this project is about \$18,000.00. One of the issues is, in order to move the State Department and the D.A.’s office around, the State wiring on the State side would have to be moved to the D.A.’s office is now, and the State wired all the D.A.’s office into the wall that currently separates the office. This would have to be taken down. He really did not recommend the project. There would be “coring” that would have to take place, not to mention the costs that are in the Facilities Management budget for that portion of the work. The Commissioners felt that this move should not take place.

The Commissioners reminded J. Arseneau to add the U. of M. Cooperative Extension's telephone system in the Technology budget. J. Hyk looked at the figures for Technology in Capital Outlay. There was discussion about why this was so much higher than the previous year. J. Arseneau wondered if the Reserve account money was added in there, but that was not the case. It was finally realized that the additional expense in Capital Outlay was due to the cost of a possible Jail Referendum.

J. Arseneau reviewed the items one by one on the Technology spreadsheet. He also explained that there were additional cameras needed for the Jail because Seacoast Security had not done a thorough walk-through for the cameras and had only put in 22 cameras when 32 cameras were needed due to blind spots, etc. A change order was put in and the additional cameras were installed. The original intent of the monitors that the camera images are viewed on was to be flat screen because with sixteen pictures on one screen, it has to be fairly large. A flat screen 27" T.V. costs a lot more than what was left over in funding after the additional cameras were installed. For under \$100,000.00, the County was able to get 5 T.V. screens, but now there is this wall of monitors that sits in the control room. "Right now, it's a stop-gap, but we really need to put in flat screens because they need more desk space." R. Tiner confirmed that the counter space was "bad enough, because we have so little in there," but when you sit there, it not convenient to try to view it, which is a concern. J. Arseneau also mentioned that there is enough money in there to mount the spot-monitors, which allows them to zoom in on a specific camera, they could put those up above the work surface altogether. J. Hyk commented that it appeared that there was a waste of money because instead of doing this right the first time, it was being done correctly the second time. J. Arseneau said he felt what really happened was when Seacoast came up to prepare their bid, they did not really listen to what was requested, and he believed a thorough walk-through had not been done. After installation, adjustments had to be made. R. Tiner said the additional cameras have been "fantastic" and now the only issue is the monitors' situation.

A. Fowler highly supported this, largely due to what she had learned from watching several other counties that are going through serious problems due to accusations but are being saved a great deal of money in court because of having the cameras in place.

J. Arseneau reminded the Commissioners that he had hoped to hold the budget to \$205,000.00, but this additional amount, plus the D.A.'s move had put the Technology over this amount. The other request is that Deeds would like to use some accounting software, so that is in the Technology budget.

Details on remote service support and internet fall-back connections were briefly explained.

J. Arseneau mentioned the proposed move for the District Attorney's Office and said he understood the reasoning behind the request in terms of access to the offices and having them all on one side. The Commissioners remarked that the D.A.'s Office had a good argument and it would be ideal, and if it could be done for a great deal less, they would do it, but the price tag associated with it is too high. J. Hyk felt putting that kind of money into that old building made no sense.

J. Arseneau reviewed the requests for the Technology Reserve. He reminded the Commissioners that the Probate Docket System project originally was estimated at costing about \$200,000.00 at the most, but it looks as though the whole project will be under \$60,000.00, so an additional \$30,000.00 needs to be funded in the Technology Reserve for 2007. There was some question about whether or not the first \$30,000.00 had been funded in 2007. The 2006 budget was checked and \$30,000.00 had been allocated by the Budget Committee in the Technology Reserve along with \$60,000.00, for a total of \$90,000.00. After this final

\$30,000.00 in 2007, there will be approximately \$5,000.00-\$6,000.00-per-year maintenance fee to keep this docket system going.

J. Hyk asked how much money should be funded in the 2007 Technology Reserve. J. Arseneau responded that it should be \$90,000.00 again this year, because the game plan has been to fund that reserve \$60,000.00 each year so that every three to five years there would be enough to upgrade the various computers. The other \$30,000.00 was for the Probate Docket System. After that, the Probate amount will drop to \$5,000.00-\$6,000.00. So far it had been stretched from 3 years, to five years for upgrades.

R. Hammer asked about the figures for the Capital Outlay and asked if those figures were all “new money” for the list of Technology items. He had difficulty comparing to the previous year, so B. Arseneau said she would print off a copy of last year’s Technology budget page for him after the meeting.

There was brief confusion about the total of Capital Outlay being so much higher than in 2006. B. Arseneau explained that the difference was the \$50,000.00 additional for a proposed Jail Referendum. The Commissioners requested that the County Clerk move the Jail Referendum money be moved from Capital Outlay to Contractual, below, the TABOR Referendum line. S. Story asked if the 2003 Jail referendum had been funded from the County Planning reserve. B. Arseneau said some of the planning had been, but part of it also came out of the Commissioners’ office supply line, printing line, etc. It was scattered among of number of line items and it was so hard to track, that B. Arseneau had thought it should be lumped under one line this year. It was agreed to move it to Contractual, so it would not be confused with Technology.

The Commissioners decided that they would need to have one more meeting to review the Budget and then pass it on to the Budget Committee.

SHERIFF’S BUDGET – 1075:

Present for this review was Sheriff Scott Story, Jail Administrator and Robert Tiner.

S. Story informed the Commissioners that the Sheriff’s proposed 2007 budget was 3.98% higher than the 2006 budget. He explained that there were no new employees being added, some reductions in lines had been made, and he was asking for three new cruisers. Radios and video cameras have been caught up as of last year. There are enough spare parts, such as light bars from other cruisers, to refurbish the new cruisers, which meant only about \$8,000.00 would be required to outfit the new cruisers, which was a substantial reduction from 2006. He is requesting three bulletproof vests instead of 4, because they are caught up.

S. Story requested that the Commissioners cut the \$3,850.00 in the CSH line. G. Boetsch asked if that should not remain because of “feathering out of CSH” into Spillman. S. Story complained that he could not get CSH to return their phone calls and was very frustrated. J. Arseneau was called back into the room for questions. J. Arseneau confirmed that Communications Director Owen Smith had been in contact with them and J. Arseneau had recommended to O. Smith was not to renew the licensing with them, but money should be set aside for running the box until the data is extracted and it is turned off this year. Money should be available in case there were any problems early in 2007. J. Hyk suggested cutting this. J. Arseneau recalled that this funding was split into three budgets – the Sheriff, Jail and Comm. Center. He suggested leaving some in one of the budgets, rather than budgeting the full amount. It was noted that there was \$5,000.00 in the Comm. Center budget for CSH. The Commissioners recommended cutting \$3,850.00 from the Sheriff’s budget.

S. Story reported that overtime is going to be higher, but part-time would be down as a reflection of experience in 2006. (J. Hyk briefly filled R. Hammer in on the background of firearms – most of them were owned by the individual deputies, but now the County had purchased its own firearms. G. Boetsch commented that he had gone out to train with the patrol division this spring, and he felt that they were terribly under-gunned. S. Story assured the Commissioners that the arsenal was quite sufficient and was handled with extreme care and caution.

The rest of the budget was briefly reviewed as accepted with the reduction in the CSH line.

R. Hammer inquired about the over-time going up about “2/3’s of a headcount,” and made the point that this amounted to about 2/3 of another full-time officer. Adding a little more would allow for another full-time officer.

S. Story explained that as a result of court time, training, sending an officer to Islesboro resulted in the increased over-time budget, and further explained that if another full-time officer was hired, that officer is not as flexible as the over-time money, which allowed an employee to be used as needed. B. Arseneau pointed out that there was the cost of benefits for a full-time employee to consider as well.

JAIL BUDGET – 1050:

S. Story started out by saying that the \$3,850.00 for CSH could be cut immediately and then there were three items for the Commissioners’ consideration:

1. He was asking for two cages for transport vans because they need transport vehicles. The vans are not secure and the cages are a cheaper alternative than buying another cruiser.
2. Another transport officer is being requested because a “ton” of over-time and part-time was spent, in fact enough to have funded another full-time position, after calculations were done. The current transport officer is working 50-60 hours per week. If this position is funded, the over-time and part-time funding being requested will work. If this position is not funded, more funding will have to be put into the over-time and part-time lines.

J. Hyk explained that the increase in fuel, mileage and personnel in this budget are a result of the inmate population increasing. R. Hammer asked why this was happening and wondered if there wasn’t something else that could be done. He referenced a Sheriff in Arizona who “does some crazy things and is always making the news,” but is saving a ton of money. S. Story mentioned that Waldo County is utilizing VOA, etc. but asked R. Hammer to keep in mind that while the Sheriff in Arizona uses tents for the inmates, here in Waldo County, it’s too chilly to use them and that Sheriff is doing a lot of other things out there that “on the short end might save money, but in the long end, it might not necessarily.”

3. The Volunteers of America (VOA) contract, which saved the County \$290,000.00-plus the first year, according to R. Tiner’s figures, and this year-end it was well over \$300,000.00 that has been saved in County expenditures because of their supervision. S. Story said 19 inmates were out of the jail between pretrial and post conviction that Waldo County was not paying for and S. Story said this program is working. The contract for 2007 is \$62,392.00. J. Hyk asked why that number wasn’t broken out into two different programs – the VOA and the one the Sheriff wanted to start. S. Story said it could be, if they wished. The other program, Restorative Justice Deferred Disposition, is \$35,000.00. This is similar to VOA, however, this group works with victims and there is less supervision and more “mentoring.” They are dealing with “a little bit different client that VOA and the projections are that this will easily pay for itself, as well. When asked if he had any other counties to compare it to, S. Story acknowledged that this is quite new. Restorative Justice is something Waldo County has been doing with juveniles and also with the

re-entry program and it has resulted in an “extremely low recidivism rate on the people that go through these programs.” J. Hyk felt that this was a “no-brainer.”

The remainder of the budget was reviewed line-by-line. S. Story explained that some of the lines were difficult to predict, but went by previous years’ experience. S. Story reported that each meal costs about \$1.20 per meal and commented that it was “an awesome meal” for \$1.20.

When asked what he thought the 2006 inmate board would amount to, S. Story thought if the Jail continued on the same track, it should end up roughly at about \$500,000.00 to \$525,000.00. He was planning \$700,000.00 for 2007 because he guessed that there would be a large number of invoices coming in 2007 that were from 2006, which occurred last year. About \$100,000.00 of that estimate was for 2006 bills. The remaining \$600,000.00 was base on what was going on this year. It was his best guess and the Jail population was one of the things he had the least control over. R. Tiner added that D.O.C. projects every year that the inmate population will be rising and this has been the case. As soon as Superior Court comes back in session, this could spike again before the end of the year. J. Hyk told Mr. Hammer that there are only certain things the Commissioners can do by law to address this financially. There is a process for using surplus, but it is unlikely that there will be very much money. There is also a provision of \$100,000.00 total from the Contingency fund to address this cost. After that, the Commissioners cannot do anything. R. Hammer thought the law should be changed and the Commissioners told him that was a legislative issue. J. Hyk continued that if the inmate numbers continue to rise, at a certain point, the Commissioners will have to go to the budget committee and tell them that there is no more money this year and no legal way to pay the inmate boarding bills and that it will have to be paid out of 2007 funding.

R. Hammer said he was having difficulty tracking the budgetary changes from 2006 to 2007. B. Arseneau was instructed to give a copy of the Appropriations sheet for Mr. Hammer, showing him the previous two years’ expenditures. S. Story mentioned that it actually could be worse than it is, if VOA and other Community Corrections programs weren’t being used, the cost would easily be over \$1,000,000.00. (There were a few questions from one of the journalists regarding Contingency.) J. Hyk lamented, “This is how you keep County government weak: Give ‘em no money, no power and put the State’s problems on them.” S. Story hoped that the \$100,000.00 buffer that he had put in the 2007 budget would alleviate the need to use Contingency money in 2006.

There was brief discussion on Mr. Hammer’s part regarding the way the current law passed by the State legislature requiring incarceration for certain crimes and when there isn’t jail space, there are other fees for transporting and boarding, it becomes an issue of the legislature passing law and “we are stuck at the County level” trying to implement these. J. Hyk added that the State takes 90 cents on every dollar of real estate activity here in the County. S. Story remarked that every ticket written by his officers for traffic offenses or every fine collected in court from the work the County law enforcement takes, a very minute amount comes back into the County. Mr. Hammer wondered why someone didn’t go to the State level and try to change this.

A. Fowler asked if there were any increases in personnel salaries that were over 3.8% and S. Story replied that there were not, other than typical pay step increases.

JANITORIAL BIDS:

Present with the Commissioners was Facilities Manager Keith Overlock, Becky Woods of Community Cleaning and Sheriff Scott Story.

K. Overlock opened and read bids for janitorial service for 2007 and 2008 as follows:

1. Robert Gilpatrick & Brenda Dodge submitted a bid for two years for a total of \$72,160.00, or at \$36,080.00 per year.
2. Paul Dostie of Handyman Services submitted a bid for two years at a total of \$47,830.00, broken down at \$23,620.00 for 2007 and \$24,210.00 for 2008. Liability insurance certificate was also submitted.
3. Community Cleaning submitted a bid for two years, broken down at \$37,476.20 per year. Liability insurance certificate and a supplies list were also submitted.
4. Highlander Cleaning submitted a bid for the District and Superior Courthouses at \$27,600.00 for 2007 and \$28,800.00 for 2008. An additional fee of \$500.00 per month would be charged to clean the Communications Center in 2007 and \$600.00 per month to clean it in 2008. The totals came to \$33,600.00 for 2007 and \$36,000.00 for 2008.

The Commissioners asked K. Overlock how much the County was currently paying for janitorial services. For both courthouses the total was \$24,180.00 per year.

J. Hyk asked if there was any way out of the contract if the service was not acceptable and K. Overlock stated that the specification document allowed 30 days notice. A. Fowler expressed concern over the fact that Dostie's bid was so much lower than the others. She asked if K. Overlock knew anything about the applicants and if there were any references. He responded that he was very familiar with Community Cleaning and that they were very professional and he knew a little about Dostie's background. Dostie had worked in Knox County and both Assistant D. A. Eric Walker and Deputy D.A. Leane Zainea were familiar with him.

J. Hyk felt that the Commissioners had the responsibility to go with the lowest bid, and if it doesn't work, they will cease it and go to the next bidder, rather than going out to bid.

Deputy District Attorney Leane Zainea was now present and the Commissioners asked if she could provide any insight regarding Mr. Dostie's cleaning at the Knox County Courthouse. L. Zainea said she would prefer not to say anything because she didn't remember, as it had been a number of years. She thought E. Walker might know. As for the current cleanliness of the Knox County Courthouse, L. Zainea commented that it was not well kept, but "filthy." K. Overlock stated that Mr. Dostie had said he had quit because he disagreed with the way some of the work was being done. S. Story asked what the specs were and was told that they were very detailed.

S. Story stated that he would not recommend hiring someone without checking references. J. Hyk reminded him that the 30-days was the "out" if the service was not acceptable. B. Arseneau mentioned that notification had been sent out that background checks would be done, and they have been done. V. Stover mentioned for the Commissioners' consideration that Mr. Dostie lives in Rockland, so if there is an emergency, he will have to travel 45 minutes. The Commissioners thanked her for pointing this out, and hoped it would not be a problem.

J. Hyk recommended that the Board take the lowest bid and hold to the performance standards. G. Boetsch agreed.

****G. Boetsch moved, A. Fowler seconded accepting Handyman Services bid for at a total of \$47,830.00, broken down at \$23,620.00 for 2007 and \$24,210.00 for 2008. Unanimous.**

FACILITIES BUDGET – 1030:

K. Overlock explained the requests for the personnel line. The salary for the Facilities Manager position, as compared with other counties, was quite low. In order to bring it closer to the top of the bottom one-third of other Maine counties, he was asking that the salary be raised to \$35,000.00. He also explained that there was a great need for a part-time employee to assist him with the work. A. Fowler said that she had reviewed many of the positions, and apologized that she had not reviewed the comparisons for his position. B. Arseneau had a chart available. The Commissioners briefly reviewed a comparison study of all salaries of the other Maine County Building and Facilities Supervisors. The Waldo County position was at the second to the bottom. G. Boetsch said he knew the argument was not to let the buildings “fall apart,” but felt that some of the work was contracted out, but did acknowledge that there was nobody to stand in for Keith when he was absent. He stated that with the budget constraints the way they are, he would be against a part-time assistant. A. Fowler said her first thought was that the Commissioners were “nailing everybody down” on any pay increases this year and were just sticking with the 3.8% cost of living. She would have no problem with that, but acknowledged that the Facilities Management position was still the second lowest paid in the State. She felt it was a good idea to have the part-time assistant, but she also realized what K. Overlock was saying. He explained that the two “go hand-in-hand,” and explained that the money in line 4633, which \$80.00 per day for coverage for vacation and sick leave, would no longer be needed if the part-time employee was hired. The Commissioners felt this was a valued argument. K. Overlock further explained that this had not been working really well because the fill-in didn’t really know the boiler systems, etc. and the County has paid out unnecessary money in repairs. He felt the County would be much better served by having a part-time employee who really knew the facilities. B. Arseneau asked if she could comment, and said she agreed with him, because when he is absent, a lot the issues fall on the staff if someone filling in does not know how to deal with things. G. Boetsch said that wasn’t hard. B. Arseneau explained that they had to take out a manual, try to find the right vendor and, as Keith had already mentioned, at times it was a simple matter and money was paid for contractor assistance that wasn’t really necessary. J. Hyk agreed with B. Arseneau, saying that he “had a tendency to receive some of these calls about problems with the buildings” and he felt that the County needed a part-time assistant. A. Fowler agreed. J. Hyk further explained that when Keith isn’t there, “all the Department Heads, with, perhaps the exception of the Sheriff, are calling Barbara and if she’s not sure what should be done, then she’s calling me, and then she can’t get me, and it’s just not a good system.” He added that all the buildings are not new, have problems and have idiosyncrasies. J. Hyk also thought it might take some time to get the Facilities Manager’s salary where it should be, and he felt that K. Overlock was doing a good job and was not being properly compensated as he is not at the top of the bottom third in salary, but did not know how to do this all at one time. He didn’t know what to do, but felt if line 4633 is removed, this part-time employee isn’t really costing the County \$12,000.00 in salary.

A. Fowler said her first thought had been to “nail Keith back to a 3.8% cost of living, not that she was slamming him down or anything,” and that she liked the idea of the assistant. She wondered if any other lines could be reduced. K. Overlock said there was one. She felt that most every other position was at the top of the bottom third and noted, again, that this position was second to the bottom. She would support an increase to the salary above the 3.8% and would try to explain it to the Budget Committee. She wasn’t sure how much. She wondered with times being hard and money being tight if just giving him a second set of hands would be enough.

J. Hyk illustrated how he usually negotiates with someone who has asked for a loan, that he would offer to give them half of what was in his pocket. K. Overlock was at \$31,000.00 in 2006 and was asking for \$35,000.00. He suggested giving half of it this year, explain to the Budget Committee that they were trying to bring this salary up, and give another half next year. He still would not be where he should be, but would be better than where he currently is. K. Overlock said he would appreciate this and that the only reason he had recommended \$35,000.00 was because he had been making that as a dispatcher and he felt now he had far more responsibility than he did as a dispatcher because he is in charge of a department.

G. Boetsch said the only trouble with this was that the Commissioners had stated at the beginning of the meeting that everyone was only getting 3.8% and nobody was going to be “tweaked.” J. Hyk said, “All those people ARE at the top of the bottom third.” G. Boetsch argued that the Commissioners said they were not going to give ANYBODY more than the 3.8% increase. This had been told to the Probate Department.

A. Fowler asked if anyone was willing to take a pay decrease, because if she was going to continue to ask Keith to continue working “at the lowest level that there is,” then this needed to be addressed. G. Boetsch reiterated that the Commissioners made a statement that “3.8% would be given to everybody in the County, period. We didn’t say there were going to be any exceptions in our departments.” J. Hyk said that maybe the Commissioners should be flexible and reasonable and G. Boetsch retorted that “Joanne will be back for the flexibility.” J. Hyk said he wasn’t going to worry about that because the Probate salaries were at the top of the bottom third. He would be changing his mind because the Facilities position was down at the bottom. B. Arseneau mentioned that, truthfully, there were some County positions that were above the top of the bottom third, if they were to go through and look. A. Fowler said she had looked for that and highlighted. G. Boetsch said, “You’re jumping right back into the boiling pot. We were clean-cut and now you’ve opened up a can of worms.” J. Hyk felt that they were trying to do the right thing by the taxpayers and the employees. A. Fowler said she could see where Greg was going, but if they looked at all the other departments that the Commissioners had told were not going increase above the cost of living, “they are already there or above the top of the bottom third. If they can show me that they are that much below, then I would have to go back and hammer theirs around too.” A. Fowler said she had also observed that a number of Waldo County’s offices work 35 hours whereas some of the other counties work 40 hours per week.

G. Boetsch suggested that the motion be made, but he would be voting against the part-time position and against any salary increases above 3.8% for anybody in the County. A. Fowler asked if he would be happy with just 3.8% for the Facilities Manager and then allow the part-time position and G. Boetsch clarified that he would be “shooting both of them down.”

****A. Fowler moved that the Commissioners make an exception to the rule for this. She added that she would argue to bring the Facilities Manager position up by \$2,000.00 to \$33,000.00.**

B. Arseneau asked for clarification of the motion, because she wasn’t sure if there was one motion or two on the floor.

****A. Fowler clarified her motion to be, “to increase the Facilities Manager’s position to include or reflect the 3.8% cost of living increase, plus the \$2,000.00 increase.**

K. Overlock told the Commissioners they could knock it down to just the \$2,000.00, not the cost of living included and said he understood what the County was going through and he would settle for \$33,000.00.

The Commissioners wondered which would be better for him, the 3.8% or the \$2,000.00. The math was quickly figured. Just the 3.8% was \$32,178.00. With the \$2,000.000 it would be \$33,000.00.

****A. Fowler rescinded her motion.**

J. Hyk asked which K. Overlock wanted more, the part-time assistant or the increase. K. Overlock said the money would make his personal life easier, but here, it had been tough. A number of people have been displeased with his not getting to their needs or wants. J. Hyk asked how one guy could be on all these projects and at all these buildings at the same time. B. Arseneau said trying to do all of that on top of managing the department was a tough juggling act. K. Overlock explained how much time he had recently been spending dealing with the lengthy installation of the District Courthouse boiler system. He spent a few minutes describing some of the problems with the boiler system. G. Boetsch said he felt the discussion was getting off track. A. Fowler said she didn't feel they were off track, but were trying to establish which way to go on this. B. Arseneau told the Commissioners that an assistant has been needed for some years now and many times she has received calls from other departments requesting Facilities assistance, and numerous times those calling had commented that he really could use an assistant in his department due to the work load.

****J. Hyk moved that the Commissioners include in the budget the part-time person and that the Commissioners bring the Facilities Manager Salary up to \$33,000.00. A. Fowler seconded. No discussion. Passed by two, opposed by G. Boetsch.**

J. Hyk asked K. Overlock if there were any other lines that could be reduced. K. Overlock said line 4610 of Superior Court could be cut \$10,000.00 because this had been funded for the possible move of the D.A.'s Department, which the Commissioners had decided not to do as of this morning. He explained that the rest of the lines were funded as closely as possible. The recent increase in electricity expenses was briefly discussed. The rates have increased dramatically this year. Mr. Hammer briefly discussed this expenditure along with some of the other lines and whether enough had been funded or not. K. Overlock explained his reasons, explained some preventive repairs that had been made to roofs and plumbing and that some would not be as high as last year.

A. Fowler wondered if the funding for 4628 could be reduced and wondered if inmates could be used to do cleaning. K. Overlock said that this had not been funded last year and he had found it necessary to hire someone to clean the floors and the carpet in the Jail because they were so filthy. This figure is to keep up these floors and even the office once a month, perhaps, with special grade cleaning equipment. R. Hammer said the inmates should clean their own jail. K. Overlock explained that the Jail didn't have the proper equipment and A. Fowler agreed that there were some things the County could not make inmates do for labor. B. Arseneau explained that sometimes the inmates end up in lockdown for disciplinary reasons and then the work cannot be done.

K. Overlock related that when the County changed from the way things did work to now having a Facilities Manager, the Jail started shifting a lot of work onto him, traditionally, inmates had been doing. Things had been straightened out a little bit and now they were back trying to have the inmate population do a lot more work.

The Commissioners looked briefly at the Cleaning line and wondered if some could be shaved off. The Commissioners asked K. Overlock to "fine tune" his budget and come back to them.

K. Overlock mentioned one final expenditure issue. The equipment room in the Communications Center is so overheated that they have been fighting ever since to find a solution. Kienow's Refrigeration came up with a proposal of over \$9,000.00. Instead, they are going to try something else this winter, out of this year's budget, which was to put an air handler in that room specifically and dump cold air into it over the winter months, which would save on the air conditioner that is there. During next year's hot season it will be a problem again. J. Hyk told him to add that to the 2007 budget. When asked, K. Overlock said the architect had been involved in these discussions.

(A bit later, K. Overlock asked the Commissioners if the Tower Maintenance of \$5,000.00 was definitely being removed from the Communications Center Budget and put in the Facilities Budget and the Commissioners confirmed that.)

EASTERN MAINE DEVELOPMENT CORPORATION – 1080-4716:

Present for discussion was Christopher Shrum, who submitted some material for the Commissioners to review. He explained that EMDC as a regional economic development corporation serves Knox, Waldo, Hancock, Penobscot, Piscataquis and Washington Counties. Since its inception back in the late 1960's, the counties have always been a primary source of support. When EMDC was first established, the counties were contributing about \$160,000.00 per year. Those dollars, even today, are used as discretionary money to match Federal money. There is about \$100,000.00 in Federal money that they received and it requires a dollar-for-dollar match, which has to be non-federal funds. Typically the County funds and a grant received annually from the Department of Economic and Community Development at about \$80,000.00. In this current administration, they have chosen not to fund the regional entities, so in order to match federal funds, EMDC is looking for full participation from the Counties and seeking other monies.

EMDC has a long track-record and history here in Waldo County. He submitted a list of projects being worked on during the last 6-8 months. EMDC received a \$300,000.00 grant for Brooks for housing, some down-town marketing money for the City of Belfast, he was responsible for helping secure \$200,000 for the library in Belfast, and over \$1,000,000.00 in housing rehab in Stockton Springs and the Town Office in Searsport. There is a long history of success in Waldo County. Waldo County was the only county out of the six that has not contributed to Eastern Maine Development over that past few years. He would like to see if this could be changed. Knox County was funding them at a fairly low level and in the last two years has made a significant increase and EMDC has a full-time person in Knox who also does work here in Waldo County. Piscataquis County made a major investment to establish the Piscataquis County Economic Development Commission, which has been self-sustaining over the last couple of years.

C. Shrum stated that when he visited the Waldo County Commissioners in August, the possibility of linking some funding to specific tasks, such as grant-writing, was discussed. He would love to explore this and stated that there is a wealth of experience, knowledge and expertise and if there is anything specific, such as grant-writing or other tasks that funding would be contingent on, he would be happy to explore that.

A. Fowler agreed that EMDC was a fine organization and she was familiar with a lot of their work, but looking at last year's figures and 2006's figures, if the commissioners did not cut this out of the budget, the Budget Committee certainly would. She explained that Waldo County has been blessed with some extremely competent grant-writers, including the EMA Director and the former Archivist/Grant-writer. She felt that she could only suggest that this request for funding be turned down.

C. Shrum reminded the Commissioners that EMDC does more than grant-writing: business attraction such as MBNA property reuse, and that this is really an investment in the County's future. He knew the budget was tight but referred the Commissioners to Piscataquis County, which has much more economic distress than Waldo County, has made an investment in economic development and this is paying off for them.

G. Boetsch reminded all of L.D.1 and that without funding any of the reserves, the budget was way over that and were "breaking the governor's law by 6 to 7%.

J. Hyk reminded C. Shrum that it was the Budget Committee that doesn't like this, he felt that EMDC did a good job and he, personally, saw the value in "seed money."

****A. Fowler moved, G. Boetsch seconded to unfortunately turn down EMDC's request for \$10,000.00. Passed by two, J. Hyk opposed.**

The Commissioners reminded C. Shrum that he could bring this back before the Budget Committee if he so desired.

R. Hammer asked B. Arseneau how the budget meetings would be scheduled and she explained that until the Commissioners were done reviewing and adjusting the budget, it could not be passed on to the Budget Committee. Once the Commissioners were finished, she would contact the 2006 Budget Committee Chairman and set up the first meeting. After that, the Budget Committee would establish its own schedule.

(LUNCH BREAK)

The Commissioners thanked Deputy County Clerk Veronica Stover for putting on a wonderful lunch.

CORRESPONDENCE:

Present for this discussion was County Clerk Barbara Arseneau and Deputy County Clerk Veronica Stover.

1. B. Arseneau mentioned that she had mailed to the Commissioners copies of a letter from Register of Probate Joanne Crowley regarding records imaging dated September 19, 2006. The Commissioners confirmed receipt of this.

2. B. Arseneau reminded the Commissioners that she had also mailed them copies of the meeting notes from Denis Jud of SMRT during the August 8, 2006 Commissioners meeting. The Commissioners recalled seeing these and thought they were well done.

3. EMA Director Dale Rowley had sent notice of the Local Partnerships Emergency Preparedness: A Waldo County-wide Tabletop Exercise on October 25, 2006 at the Belfast Armory in Belfast from 9:00 a.m. to 3:00 p.m. The Commissioners said they would try to attend and requested that B. Arseneau attend. Others in the office were encouraged to attend as well, as long as someone remained behind to keep the office open.

4. Prexar Internet service will be upgrading their service and maintenance will occur 10:00 p.m. Saturday September 30th to 2:00 a.m. Sunday October 1, as well as from 10:00 p.m. October 7th to 2:00 a.m. October 8th. Mail services may be suspended during those hours.

5. A notice had been sent to the Commissioners that there will be a Maine State Communications Network Municipal and County Information Meeting on both Monday October 2, 2006 in Bangor from 9:00 a.m. to 12:00 p.m. and Wednesday October 4, 2006 in Lewiston from 9:00 a.m. to 12:00 p.m. The Commissioners requested that Communications Director Owen Smith be notified. B. Arseneau said she already had notified both him and Jim Arseneau and O. Smith planned to attend. The Commissioners informed B. Arseneau that none of them could attend.

6. Elizabeth Hieronymus sent an email detailing the schedule of events surrounding the lighting of the tree at the Superior Courthouse. The Commissioners asked B. Arseneau to determine if the electrical wiring had been set up from City Hall. She was also told to notify the Facilities Manager to see if he had any issues or concerns.

7. As Sheriff Story had not brought it up himself, B. Arseneau was pleased to share with the Commissioners that the Sheriff's Department had earned a \$1,000.00 safe driving award at the MCCA Annual Convention on September 15th. The Commissioners were very pleased with the safe driving records of the Waldo County deputies and commended them for this. A. Fowler said she had been there at the presentation and was very proud of the deputies.

8. B. Arseneau said the County had been receiving correspondence from Maine Power Options regarding electrical rates and an upcoming electricity offer. The market had dropped a bit and this is a good time to consider locking in at a fixed rate for electricity supply. The Facilities Manager had a copy, was aware of this and was handling it.

9. B. Arseneau reminded the Commissioners that they needed to consider whether or not they would be changing the lease amount for District Court, as the lease agreement was up in June of 2007. The Commissioners agreed that they would need to consider this to determine anticipated revenue.

COMMISSIONERS BUDGET – 1020:

Present with the Commissioners were County Clerk Barbara Arseneau and Deputy County Clerk Veronica Stover.

The Commissioners asked what was up or down significantly. B. Arseneau responded that Liability Insurance was the highest potential increase at an estimate of 30%. Hopefully it won't be that much, but this is what she was told to estimate. The Commissioners briefly explained the County Risk Pool to Mr. Hammer. Journalist Peter Tabor asked a few questions.

A. Fowler asked B. Arseneau why the advertising line had been reduced and wondered if any advertising for a referendum would be needed from this line. B. Arseneau explained that the cost for referendum advertising was included in the lump line amount for each referendum. The Commissioners continued to look at contractual items and recognized that the increase was largely due to Liability Insurance and the TABOR referendum funding. Dues were reduced now that the Commissioners are no longer enrolled with NACo, but now there are MACo dues anticipated.

J. Hyk felt that, after reviewing how high the Commissioners budget would be, it was best to remove the Jail referendum costs right off the budget. "I'm at the point," he declared, "that I'm not ready to build a jail in this county until every selectman is on his knees." The other Commissioners were in complete agreement.

Under Commodities, the statues/periodicals line was reduced because B. Arseneau was going to try to obtain the statues online rather than purchasing the volumes.

The front page was reviewed. The personnel line was briefly discussed. B. Arseneau said she wasn't sure how to handle the increase that had been requested for the Human Resources/Payroll Director. The Commissioners explained that they were going to stick to the 3.8% for all employees with the exception of the Facilities Manager. B. Arseneau explained that she had provided a chart showing other counties' salaries for Human Resources types of positions. She had spoken with Michelle and both realized that with budget constraints, it would be impossible to bring this salary all the way up to the top of the bottom third. It is now at the bottom and even if the increase requested was granted, it would still be at the bottom of all the counties. B. Arseneau acknowledged that there were only a few counties that had this position and each of those counties combined the position with other job functions, for example, in one county the County Clerk acts as Clerk and Human Resources. In Kennebec County, the Deputy Administrator also serves as H.R. Cumberland County has an H.R. position, but that figure had been thrown out because Cumberland is never used as comparison with Waldo County positions. Aroostook County is the only county with an H.R. position and wondered why the Commissioners did not often use Aroostook to compare, and asked for clarification for that reason. G. Boetsch said they always throw out Cumberland and Aroostook. B. Arseneau explained that because there were such a limited number of counties with this position, she had looked at Aroostook. Aroostook's position has only been established one year longer than Waldo County's. A. Fowler stated that the other offices work 40 hours. B. Arseneau explained that when she did a comparison of the counties, she factored that in and broke all the salaries down to what they were actually being paid per hour, so it would be a true comparison. In this case, Waldo County was by far at the bottom. G. Boetsch said he did not want to go above the 3.8% increase. A. Fowler agreed. B. Arseneau asked if the Commissioners would be willing to increase it to a smaller amount because it is so much lower than the other counties. G. Boetsch said that the argument from the other departments would be that the Commissioners take care of their own and not the others. "So far, we've taken care of one of our own." A. Fowler disagreed saying that the Facilities Manager was not "one of their own." J. Hyk said he was not interested in changing this position beyond 3.8%. A. Fowler agreed.

When asked if there was anything further to discuss on the Commissioners budget, the only item that came up was funding the Technology Reserve. B. Arseneau explained that this was not part of the operating budget but were shown separately on the front page of the entire County budget.

J. Hyk asked why the Commissioners' budget had been so high for 2007. B. Arseneau explained that it was because of the Jail referendum, the TABOR (Tax Payers Bill of Rights) referendum that had to be factored in just in case that passed in November, the Liability Insurance and the request to bring the H.R. position higher, even though it would still remain at the bottom. With removing the Jail referendum and reducing the H.R. position to 3.8%, it was going to be less. The Commissioners asked Deputy Treasurer Karen Trussell to figure what the Commissioners would be if both the referendums were removed and the H.R. salary was reduced. B. Arseneau reminded them that the TABOR referendum still had to remain. The Commissioners asked to see what it would look like if the TABOR referendum failed and the Commissioners would not have to include it. K. Trussell ran the figures and found that the budget had an error and the TABOR referendum amount had not been added to the total in the first place. B. Arseneau apologized and figured out that the spreadsheet total had not included the cell that this figure was in.

RECORDS PRESERVATION BUDGET – 2040:

B. Arseneau had conferred with former County Archivist Cheryl Coats of DRG Specialty Services as requested by Commissioner Hyk. C. Coats was helpful in explaining what work had been done and what was left to do. B. Arseneau told the Commissioners she was only able to get over to the Archive about twice a month at this point. B. Arseneau said that the County has microfilm and there would be some microfilming to do periodically in-house. She and V. Stover had been taught to do this.

This budget was a great deal smaller than last year. J. Hyk asked if there was anything that could be cut. B. Arseneau said that it was pared down as much as it could be and still maintain the records. J. Hyk told her to be ready to answer any questions about this budget and B. Arseneau said she would refer to the breakdown.

G. Boetsch commented that this budget was right in line with the Commissioners' original goal in the first place, and J. Hyk agreed, as long as it didn't go backward to nothing being done, which had been the problem before.

A. Fowler said that this had been reduced from \$24,000.00 in 2006 to \$3,300.00, which was great.

GRANT WRITING BUDGET – 2050:

Also at Commissioner Hyk's request, B. Arseneau had contacted C. Coats to see if she would continue to do grant writing for the County of Waldo. The Commissioners opted to hold off on reviewing this further until after they had talked with EMA Director Dale Rowley, who has successfully written a number of grants.

WALDO COUNTY SOIL & WATER -

Present with the Commissioners was Kym Sanderson of Waldo County Soil & Water. The Commissioners briefly reviewed the budget request, and as it was not an increase, they praised the group and agreed to accept it as submitted.

EMA BUDGET – 1010:

Present for this review was EMA Director Dale Rowley. D. Rowley explained the decrease in the personnel line from 2006. The reason was because there were two part-time employees, who together were getting paid more than the new full-time employee. The Commissioners asked D. Rowley to explain his salary by means of an asterisk at the bottom of the page, because the Budget Committee would be wondering why the salary was different than what was budgeted last year. The Commissioners said to remind them that he had forgone the benefits in order to have the salary. J. Hyk said, what had happened, was the Budget Committee had passed the budget before they had actually hired him. When J. Hyk went to the Budget Committee for more money, he asked for the amount he thought was going to do the job, but when we started negotiating with D. Rowley, it wasn't enough. G. Boetsch said he understood; he just wanted it to be clear on the budget. As long as it was on paper, that's all that mattered. J. Hyk commented that, in the end, it was a net savings to the County, plus there was grant funding that he had brought in. D. Rowley explained that the EMA program had brought in \$264,000.00. He was able to get back the \$7,000.00 that the State took back from the County because it wasn't spent back in 2003, and then \$47,000.00 is coming in from the EMA performance grant, and when asked, D. Rowley explained that \$160,000.00 of that was brought in as a result of the grant written and sent in by Cheryl Coats. D. Rowley also had pleaded for reimbursement for the SERT program and they gave the County the global phone, \$10,000.00 for planning, \$8,000.00 in free new shelter cots, \$1,500.00 for weather radios for all the schools, and LEPC has brought in miscellaneous. A. Fowler suggested that this information be ready for the Budget Committee.

J. Hyk asked D. Rowley if he was a certified EMA Director and was told he was. When asked how many others there were in the State, D. Rowley responded that there are two active ones – York County’s Bob Bohlmann and himself. There have only been three who have ever achieved it, and the third was Bob Bohlmann’s Deputy who has since retired.

The Commissioners reviewed the remainder of the budget. A new copier is needed, so it was determined to lease rather than purchase and it will be maintained by the company. Advertising was not used this year, so he did not see any need to request it. Postage was high this year, because more was being mailed out than in previous years. D. Rowley had budgeted accordingly for 2007. Printing is normally done in-house, so he was requesting no money for that.

D. Rowley asked if he could combine his various supply lines, but at \$200.00 lease because they would be easier to read on the budget that way. He also requested that he be allowed to combine the numerous categories of other supplies because there really was no need to be separated out. The same total amount would be required for 2007.

Under Capital Outlay, he was requesting to build a small building to house the trailers in. There is already one problem in that the Trailer-mounted generator filled up with water from rain, which didn’t seem possible, or someone stuck a hose into the intake and filled it with water. Either there is no security or no way to protect it completely. To replace that generator cost \$17,000.00. The Comm. Trailer has \$10,000.00 of equipment in it and Knox County has \$20,000.00 and no trailer, so they are going to put that in Waldo County’s trailer. There will be a written agreement for this arrangement. A. Fowler asked if they were willing to kick in any money for the building. D. Rowley did not believe so, but said they would help install the equipment into the trailer. He thought the Guard would build it for us, so that is why he only figured materials rather than including labor. The budget was only a 4.8% increase.

GRANT WRITING BUDGET – 2050, CONTINUED:

J. Hyk asked D. Rowley about grant writing. The former grant writer now lives out of state. The Commissioners realized that looking for grants outside of his EMA realm was not his responsibility. The Commissioners were trying to make a decision regarding hunting for grant writing for the County. There was a question as to how to continue with grant writing and whether the County should keep C. Coats on. He asked if D. Rowley had any thoughts on the matter. The grant writing request was for \$11,000.00. D. Rowley said most grant writers asked for a fee up front and some get a percentage. He commented that if he had received a percentage for the grants he’d written, he would be a rich man. J. Hyk mentioned that D. Rowley was in a different world however, because there were a lot of grants for the stuff D. Rowley does, but did not think there were a lot of grants for other things. D. Rowley said he had done a Community Development Grant, as well. Thorndike had a new firehouse and new truck as a result. J. Hyk said it is all in the same world. J. Hyk said he was not expecting D. Rowley to be the County’s general grant writer. A. Fowler asked if money should be kept in the grant writing budget or what his thoughts were. D. Rowley thought that some money should be set aside, although maybe not quite \$11,000.00. J. Hyk said he could always fund more from Contingency if necessary. D. Rowley suggested EMDC, but J. Hyk said they had “just whacked that budget.” D. Rowley also suggested Kennebec Valley Council of Governments.

B. Arseneau read what C. Coats had submitted regarding the grant writing proposed budget. The research amount stayed the same because the four hours a week worked very well and allows for research as well as evaluation time. The writing amount was reduced because of not knowing what the Department Heads’

yearly plans. B. Arseneau explained that she had given C. Coats a few suggestions, but apparently C. Coats had not heard back from any of the other departments. Therefore, C. Coats could not do proactive grant writing. C. Coats had stated, for example, that if she knew what training the Sheriff or EMA departments were scheduling in 2007, she could have been watching in 2006 for and applying for grants for 2007 training. C. Coats added, "The Government loves to fund training." C. Coats had left \$800.00 in the travel line in case she needed to come to Belfast to work on a large grant proposal in person.

D. Rowley wondered if somebody in the Sheriff's Department went after their own grants. J. Hyk thought some things, such as guns, vests, etc. but not necessarily training. G. Boetsch wondered about the man from EMDC who had offered to work with the County on specific things. A. Fowler commented that he had wanted \$10,000.00. G. Boetsch thought the Commissioners should bring him back in, and give EMDC \$5,000.00 and have him look for Waldo County Grants. J. Hyk said he didn't want to have to supervise this man and tell him which grants he should go after. He pointed out that there was already money that had been invested in Cheryl Coats because the County had helped train her and felt that cutting her loose completely was a mistake, but if that's what the other two Commissioners wanted, fine. To do nothing, however, isn't right. G. Boetsch said he wanted to go back to EMDC. D. Rowley thought the department heads could look for their own grants pertaining to their own departments. Other than that, the Commissioners would only be responsible for community developing grants. He had never worked one for the County and supposed that they could apply for one. B. Arseneau said that she had tried in the past to apply for CDBG grants and was told the County didn't meet the criteria, but she also had tried to apply for various records preservation grants and had been told the County didn't meet the criteria whereas Cheryl had found a way in that B. Arseneau did not know about. She commented that there's a knack to this and knowledge and it hasn't worked with the departments at this point. D. Rowley pointed out that you never take their word for it that that it can't be done. He commented that it is a close-knit group and you have to find a way to break in. B. Arseneau said she didn't know how to fight the way in.

J. Hyk recommended having B. Arseneau get back in touch with C. Coats and see if this budget could be reduced. D. Rowley suggested paying by the job. J. Hyk continued that it might be best just to get the number down, and reminded everyone that they were not going to be able to find just anybody to do this job, it wasn't going to happen. He thought it made sense to reduce the budget, but still have C. Coats looking and still have her available. He repeated that doing nothing was wrong.

G. Boetsch wanted to know what had been produced this year. B. Arseneau said she really wasn't sure which had been records preservation or if there had been any others and J. Hyk thought there may not have been anything other than records preservation. B. Arseneau said she would have to check with the Treasurer's department and A. Fowler thought that there was nearly \$11,000.00 for something. B. Arseneau said she would research this.

A. Fowler said she wished each of the department heads would take initiative like D. Rowley and try to find grants for their departments, even if they aren't capable for writing a grant. J. Hyk asked who would be looking for infrastructure on the new property. B. Arseneau said she had sent word to Cheryl asking her to look for things like that, that this was the priority of the Commissioners office. A. Fowler wondered about the new Technology for Probate and wondered if this could be useful. B. Arseneau explained that this was a docket system.

The Commissioners agreed to leave the Grant Writing budget as it was until B. Arseneau talked with Cheryl Coats.

TREASURER'S BUDGET – 1025:

Present for this review was Treasurer David Parkman and Deputy Treasurer Karen Trussell. The Commissioners introduced them to Mr. Hammer.

D. Parkman stated that they had given up on one of their dues, and went up in postage, but otherwise everything was the same as last year. J. Hyk said it was up 4.8%, so it wasn't the same as last year, but not much more. A. Fowler asked how much the postage had gone up and why. K. Trussell explained that this would be a little overdrawn this year because she did not factor more mail going out; she had factored the same as 2005. A. Fowler asked if postage for the referendum was figured in here or the Referendum line of the Commissioners budget. K. Trussell replied that she had not put it in the Treasurer's budget; A. Fowler confirmed with B. Arseneau that it was in the Referendum line. A. Fowler stated that postage was going up again this year. Nobody had been aware of that. J. Hyk suggested that this be confirmed. (Later K. Trussell called the post office and learned that it was not expected to go up.) When asked why the postage had been high in 2006, K. Trussell said that because the 2004 audit was so late, there were two audit mailings this year. The current overdraft is 14.06 and the end of the year is not here yet.

AUDIT BUDGET – 1090:

When asked who this year's auditor was, D. Parkman stated it is Harold Blake. When asked if he was more satisfied than last year, he said, "almost." The audit still hasn't been received yet. One good thing is that there is no long term contract, so it will be year by year and not being stuck in the same rut. K. Trussell said it was recommended to switch auditors at least every three years.

DEBT SERVICE – 1095:

J. Hyk asked how long the Communications Center bond was for and was told 10-years. D. Parkman said that it decreased every year and this was really very little debt.

INTEREST – 2000:

D. Parkman had figured interest at \$35,000.00. The interest is for the T.A.N. and since last year this ran a little over, because more money was being borrowed this year and because interest rates have gone up, \$35,000.00 should suffice. Basically, we start going into debt in early February and stay working with borrowed money until this time of year. As of today, the property tax has been received from Unity at \$135,000.00. There are three others. Palermo was first, then Monroe and Swanville. This is actually early as compared with some years. Interest on the property tax is not charged until December 1st, if it hasn't been paid to the County. Including Unity's payment the total so far collected has been \$580,000.00. The Commissioners were happy to hear this.

D. Parkman summarized by saying that interest is basically in the air at this point and they will see what it ends up being after the town's pay. Hopefully, any adjustment in this budget would be known before the Public Hearing.

EMPLOYEE BENEFITS – 2025:

This budget is up 2.96%, which is not that bad. J. Hyk asked if anyone wanted to comment on the benefits. R. Hammer asked if there were any unfunded obligations, such as retirement or other commitments that are not funded. J. Hyk explained that the only retirement is Maine State Retirement.

The Deferred Comp Plan was briefly explained to Mr. Hammer. It was put into place by a previous board of Commissioners who mistakenly thought that they were getting out of Maine State Retirement. It is still

being kept on even though the County is enrolled with MSRS because some people are not eligible to enroll with MSRS, so this gives them a different type of opportunity and there is a maximum of \$600.00 matched to the employee contribution.

D. Parkman asked if he could bring up another point of business. A memo has been received from the Sheriff's Office asking permission to take some overtime from the Sheriff's Department and put it over into the Jail. D. Parkman and K. Trussell had talked about it, and it would be so much work for them and even more so for the payroll company and he felt that this mistake should be lived with. What had happened was that the Sheriff's Office had made mistakes in coding. It was taken out of Sheriff's overtime when it should have been taken out of three different accounts, and it goes back to January. Now that it was being found out this late in the year, it was too difficult. If it is left as it is, apparently they want to shift some of the Sheriff's overdraft to the Jail, which is already overdrawn, too. The Commissioners did not think that could be done. Because these were two different departments and it would involve redoing quarterly reports and a lot of work on the payroll end. J. Hyk thought this would have to be dealt with in a different way. D. Parkman recommended just leaving it the way it was.

The Commissioners thanked D. Parkman for his hard work.

Mr. Hammer mentioned that he had to leave. There was brief discussion of the budget process, how the budget would be adjusted with the Commissioners recommendations and then sent to the Budget Committee. The Commissioners told Mr. Hammer to give his address to Veronica and she would send him an updated budget. Mr. Hammer said he had enjoyed the meeting and the Commissioners told him they had enjoyed his input and questions.

REGISTRY OF DEEDS BUDGET – 1065:

Present for the review was Register of Deeds Deloris Page. G. Boetsch commented that "this was their little money maker." He noted that this budget was up 5.46%. 3.8% of that would be the salary, so there could not have been much of a change.

D. Page said the only line she increased was the microfilming line. It is because of the internet, because they have to pay so much per month. She submitted an Internet Transaction sheet. It cost \$6,000.00 for 8 months, but in return the income from this was \$16,744.23 or a profit of \$10,774.23. It is definitely bringing in money.

J. Hyk said he had spoken with Norris Staples, a local Surveyor, who said Hancock County has been doing this a long time and he likes how they do it. There is free access and he pays for the copies. He felt that this was a much better system. D. Page explained that Hancock started out with Johnson's system and he took over Hancock records and Register of Deeds and the Commissioners had to buy the rights to those Deeds back and he had put in on the Internet as part of his thing and claimed them as his own. Waldo County has ACS and this is how they like to do it. Waldo County still has the rights, and the Towns have free access. It is only the private users such as realtors, abstractors, title companies, attorneys, etc. pay for user fees. The last report she had, she had 29 subscribers.

J. Hyk inquired about Personnel Services and if the salaries shown were more than a 3.8% increase. D. Page said she was trying to reclassify her people and this is why it is up a little higher and she has four employees she would like to give this reclassification to. She mentioned that she has kept her Capital Outlay down and the rest of her budget down and this would be a good time to do it for her.

G. Boetsch explained that, unfortunately, at the beginning of the meeting that morning, the Commissioners had decided that they were going to stick with the 3.8% raise. D. Page asked for clarification as to whether or not they were going to reclassify anybody. A. Fowler said they were still looking at reclassifying. D. Page said that her personnel lines were requesting no more than the 3.8%, but a reclassification to a different class or level. G. Boetsch said he now understood and what the Commissioners meant to say was that they are not going to be reclassifying anybody. They were going by the same type of pay scale as last year and increasing everyone's pay by 3.8%. They hoped to use the Winters' wage scale idea, the skeleton of it, but this year, it would just be 3.8% above last year. J. Hyk said that was pretty much everybody. J. Hyk said they would like to do it, but there is a serious problem with the Jail. He mentioned that everyone is doing a pretty good job with the salaries and that the Commissioners, over the past five years, have done everything they can. They would like to do the reclassification structure as soon as they can, but it cannot be this year. It also has to be comprehensive – the whole thing. G. Boetsch explained that with the constraints put on by LD 1, right now the entire budget is at 11% and last year, LD 1 allowed them 4.8% over the cap. This doesn't even include funding the Reserves, so this was another reason they were being a "little tough."

J. Hyk said that this would bring the personnel line down a bit. D. Page said it would be about \$7,000.00 less. Contractual services were briefly reviewed. Other than the microfilming, nothing was increased.

The Commissioners thanked D. Page for doing a good job. A. Fowler was confused about the pay increases still being somewhat high. It turned out to be regular pay step increases due to length of employment for some of the staff.

DISTRICT ATTORNEY'S BUDGET – 1015:

Present for this discussion was District Attorney Geoffrey Rushlau and Deputy District Attorney Leane Zainea.

G. Rushlau explained that funding request for lab tests had gone down and the total contractual had a slight decrease. The Commodities were the same.

The Commissioners noted that the District Attorney's Offices was requesting telephone headsets for their staff and asked for this to be run through the technology budget. J. Hyk said he would contact J. Arseneau to add it to his budget and confirm the estimates. L. Zainea said this pricing was based on what had been implemented in Knox County.

G. Boetsch started the discussion by stating that the \$300.00 for an air conditioner will need to be cut because the proposed move for the District Attorney's office will not be happening. The Commissioners had been told that it would be \$18,000.00 just for wiring. L. Zainea thought that was strange because there already were lines over on the other side and thought they would be able to tie in with those and use them. A. Fowler explained that they had done wiring into the walls and it was complicated. It had been researched. Everyone had thought that this would be much simpler, but there was much more involved than that. The Commissioners suggested that they speak with Jim Arseneau about the figures.

G. Rushlau asked if the Court system would continue for its handicap accessibility and other plans to improve their space. The Commissioners believed so. A. Fowler thought that the air conditioner would still need to be kept in the budget, since there was not going to be a move.

G. Rushlau explained that they had provided several different personnel figures based on whether or not any of the positions are reclassified. L. Zainea had been an active participant in the entire pay study, and he had observed it from afar, but he knew that this was something that the Commissioners have discussed in great detail. Whether or not these changes occur are entirely up to the Commissioners and he realized this would make a difference in the budget either way.

G. Boetsch explained that the Commissioners, earlier in the day, had decided to go with last year's pay scale and 3.8% across the board and that was it. L. Zainea asked, "So no reclassifications?" G. Boetsch replied that there would be no "shaking around to different classes or anything like that." J. Hyk said that they had looked at all the numbers and he felt that the process, as chaotic as it was, was still a good thing to do. They found out a great deal. One of the things they found out was that the Commissioners want the other system of classification – where everything is dealt with at the same time and equitably. The Commissioners want "the good system, but what we have it the bad one and we're going to keep it for this year because, as hard as we tried, we ran out of time to adopt a new system and then when we looked at some of the things proposed for the new system, they weren't right. Some people were going to less than they should and some people were going to get more than they should, and that was not going to be good for us. We want to go that system, but it didn't get done this year." Additionally, he explained that there was a Jail inmate situation that was totally out of control. He felt that the pay situation has improved substantially and at least they were getting something every year. He commented, "Is it what it ought to be? Probably not. But I can tell you this; most of the people you wanted pay raises for are at or near the top of the bottom third, according to all the salary surveys of the counties."

L. Zainea said that when the Commissioners were looking at certain positions throughout the State on a county-by-county basis, particularly in the support staff positions, their responsibilities and duties differ from county to county so while we might fall at the top of the bottom one-third, but some of our folks are doing more than that what their comparable individuals are.

A. Fowler stated that she had looked at many surveys and had noticed that some of the offices work 35 hours, some work 40; some offer more benefits or less, so the only reason she could "sleep well" with this decision was Waldo County could be worse. In all honesty, at least the Commissioners are trying everything they can. She would like to see if there was a way that one department was implemented and then another year, another department could receive a raise. She wondered if that was possible.

J. Hyk stated that last year, the Budget Committee "became personally abusive and aggressive with people." He added that about five years ago, when he came into office, every roof of every County building leaked. There have been substantial budget increases because they had to "just to keep the doors open," plus they had given people a little more money every year. He explained that this year, "the Commissioners are done having their heads chopped off. We're taking a budget to the Budget Committee that's pared down tight in every department, with the exception of the Jail, which is up about 27%." Since it is one-third of the budget, that is a great deal of money. He felt that the question of salaries and personnel and benefits are going to come up again this year. J. Hyk said he planned on telling the Budget Committee that this year the Commissioners could not address the classification issue, but plan on something being done next year. Yes, Winters Associates was hired this year, and it was not a waste of money. He hoped that if they know that ahead of time, that will help the Commissioners get it done.

G. Boetsch reminded all about LD 1 and the fact that the first draft of the budget is 11.28% increase right now without the reserves being funded. This is going to make it difficult. G. Rushlau commented that this was largely due to the Jail increases, which was something over which the Commissioners had no control.

L. Zainea asked, since they would not be moving the District Attorney's offices, her concern was that people can walk directly into their offices. She wondered if there was some way that they could have half-doors or Dutch doors in. B. Arseneau was to mention this to the Facilities Manager and ask him to figure this for the 2007 budgets. The number of doors needed was discussed. A. Fowler said that just sitting here by the window today, watching some of the people coming in for court, she had seen a man walk into the courthouse with a large Barlow-style knife and wondered how he got through security and realized there is no security. G. Rushlau wondered if these should be a full-door with a closed bottom and a plexi-glass top. L. Zainea thought that would be great. Even the Advocate would need one as well. J. Hyk told L. Zainea to explain her ideas to K. Overlock as well.

L. Zainea asked, out of curiosity, if everyone was going to be subject to the 3.8% and no-reclassifications. The Commissioners confirmed that it was 3.8% and not reclassifications. She asked if there was going to be additional staff. G. Boetsch said there would be a new transportation assistant to assist the current transportation officer and the Facilities Manager is getting a part-time assistant. A. Fowler explained that because of \$12,400.00 being cut from the budget, the assistant could be afforded at \$12,000.00.

Assistant District Attorney Eric Walker stepped in briefly and the Commissioners asked him if he could provide any background reference for the hire of Mr. Dostie of Handyman Services. E. Walker provided a very positive reference in terms of Mr. Dostie being a very nice man. It has been a number of years since Mr. Dostie had been working in the Rockland Courthouse. A. Fowler wondered what he had been doing for the past twelve years. He believed he had been working maintaining summer camps and that sort, but wasn't sure. He told the Commissioners they might ask Mr. Dostie that question.

When asked if the D.A.'s office could perform background checks. G. Rushlau said they could, but those revealed everything, including non-prosecuted cases, whereas an employment check is only convictions. This would be more than what the County Commissioners would be allowed to get. J. Hyk asked if was legal for the Commissioners to ask the D.A.'s office to do this. G. Rushlau said they could, but would not reveal anything other than prosecuted cases. The Commissioners said that since this person would be cleaning their offices, they might want to "whisper in someone's ear" if they knew it was a bad decision.

L. Zainea said that the bid contracts should indicate that applicants are subject to a background check. B. Arseneau asked if she had to run this by an attorney or if she could just add it on. The Commissioners instructed her just to add it on.

****A. Fowler moved, J. Hyk seconded entering Executive Session at 3:00 p.m. for a legal matter according to Title 1, 405 subsection F. Unanimous.**

****A. Fowler moved, G. Boetsch seconded exiting Executive Session at 3:07 p.m.**

TIME AND TIDE RC & D BUDGET – 1080-4718

Present for this discussion was Deb Nichols and Carl Perry. J. Hyk explained that the Commissioners have been meeting since 9:00 a.m. and said that the Commissioners were going to have to say no. He explained the Budget Committee is not going to pass this budget anyway. J. Hyk said he would give them the money

in a minute because he felt all the things they do are good, and understood the seed money concept, but the Budget Committee will not go for it.

The history has been that Budget Committee has cut this request for the past few years. A. Fowler agreed that this was a good program, but the County also has a grant writer that actively seeks grants for the County. J. Hyk clarified that it was more environmental stuff that this group does. The Jail budget issues were briefly discussed.

C. Perry asked if there was any current program in place for the inmates to perform work outside the jail. The Commissioners briefly described the V.O.A. and Restorative Justice program. B. Arseneau asked if C. Perry was thinking of Kennebec County and the gardening project they have their inmates doing. C. Perry said yes and explained that they helped set up the garden project there. It helps save them about \$10,000.00 per year. A. Fowler was familiar with it and knew it was about 35 acres of garden. J. Hyk explained that the garden for Waldo County was quite tiny.

C. Perry said he might have some contacts that could provide more space for a gardening project. J. Hyk explained that the County has 100 acres of property. A jail can't be built on it at this point, but the County owns it.

J. Hyk suggested that C. Perry and D. Nichols go discuss this with the Waldo County Sheriff. J. Hyk asked if the Kennebec garden was on their Jail property sight and was told no, they have to travel out to the property, have a tractor and other equipment via grant funds. J. Hyk telephoned the Sheriff's office to see if he could meet with C. Perry and D. Nichols. The Sheriff has left for the day and Chief Deputy Keating was also unavailable.

The Commissioners thought that this might be worth pursuing. C. Perry explained that one of the counsel members is a master gardener and went to the Kennebec Jail and helped train some of the officers.

J. Hyk called Sheriff Story on the phone and asked if he would be willing to meet with the Time & Tide folks. S. Story would meet with them on Thursday, any time after 7:00 a.m. He told S. Story that they would contact him. C. Perry clarified that they did not set up the program but assisted in training with the gardening itself.

The Commissioners spoke a while longer with C. Perry and D. Nichols about some of the details including the 100 acres property. Time & Tide also sponsored the "Women in the Woods" program. A forester could possibly assist with that. They also instructed B. Arseneau to get statistics from Kennebec Administrator Bob Devlin.

There was some discussion of the Budget Committee possibly being more receptive to a program that involved possible savings in the Correctional Facility.

The Commissioners decided to take no action on this budget today, and could always decide at another meeting.

The Commissioners explained the current Jail issues and stated that anything Time & Tide could offer to assist with that would be good.

C. Perry said that he was at the Kennebec County last year and learned that it had saved them \$10,000.00. It is now at the stage that it is even more productive. He said that they were willing to find someone who could be a project spearhead, and if it didn't work out this year, try again next year. He would go back and discuss this with his manager.

NEXT MEETING:

The next Commissioners Court Session will be October 10, 2006.

****G. Boetsch moved, A. Fowler seconded adjourning the meeting at 3:30 p.m. Unanimous.**

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