

**WALDO COUNTY COMMISSIONERS COURT SESSION
(SPECIAL SESSION)
APRIL 19, 2011**

PRESENT: Commissioners William D. Shorey – Chairman, Amy R. Fowler and Betty I. Johnson. Present to take minutes was County Clerk Barbara L. Arseneau.

Call to Order: Commissioner Shorey called the meeting to order at 9:00 a.m.

PAY SCALE DISCUSSION – JUDGE OF PROBATE:

Present via conference call was Judge Susan Longley. Judge Longley asked the Commissioners' to explain what they were thinking and stated that she would speak after that. Commissioner Shorey stated that the Commissioners are listening to each department and to what each department thought would be a good proposal. After hearing all and looking at the whole picture, the Commissioners will make a decision. The Judge asked about the budget timing process and it was noted that this will be during the budget process.

S. Longley stated that when she came on board, it was clear to her that a system had been established, under Commissioner Pease, and it was her impression that he very fairly looked and studied many things, and there was some minor tweaking that needed to happen. Then over the next few years, it became much more "ad hoc." It felt like "inner circle opportunities and if you weren't in the inner circle, you lost out." She asked how many employees there were and was told about 120, including part-time employees. She felt that if there was a study done, it would show the "ad hoc-ness." S. Longley said that if there was a grid, and the county clerk is calling all the other counties and asking for data, S. Longley said she felt that there should be an internal study done and she believed the data would show that there was "drifting in the system" and raises that were given that didn't fit with the system. She felt it shouldn't be that it was who had access to the Commissioners. She hoped that there would be a grid in order to see if it was an "inner circle." She felt that once there was a grid in place, she would suggest bringing Commissioner Pease in to make suggestions to the current Board of Commissioners to see if the theory she has of what is going on is the case, and then the Commissioners could "right the ship." She felt that in these political times, the only way to do this is to maneuver the COLA's. Then there could be a plan to give raises to those who didn't see the good raises. She recommended looking at the data first, and then go from there, noting that "you can't take raises back." She felt that those who were left behind could get a COLA. For those who had received raises, they could be told that they already got their raises.

Commissioner Shorey thanked the Judge for her comments. He didn't know if he could agree with the statements that the system Commissioner Pease set up was necessarily fair and whether or not Commissioner Pease had all the correct data so that everyone was actually being paid fairly. W. Shorey recommended "moving past what was perceived as unfair." He stated that the Commissioners need to hear from each department as to where they each feel they should be, and what the Commissioners needed was hear where the Judge felt her salary should be. (W. Shorey informed the Judge that EMA Director Dale Rowley was also now present.)

Judge Longley asked for clarification of what the Commissioners were expecting from her. W. Shorey said that the Commissioners are listening to all, and they are not going backwards to ask others' opinions but moving forward and making the decisions as a board.

B. Johnson affirmed that the Commissioners are listening to the departments and the department heads as to what they believe is correct and fair. She stated that as the Commissioners have listened to each department's proposals, they have heard about what is fair and what is not fair, and what needs to be done is to move forward.

A. Fowler said she appreciated what the Judge had to say and was sure that the Judge has probably found herself saying that what a previous administration did - parts of it may have been agreed with and parts may not have. A. Fowler said she felt that constructive criticism was helpful. She added that Waldo County is unique and not all counties are the same, but it was important to look at other counties that were similar, especially in these economic times.

Judge Longley said it seems, respectfully, that the Commissioners are asking them to look in a microscopic level and not a macroscopic level. She felt that it was clear that when she was hired, there was a macro approach. She said she heard what the Commissioners were saying and would respond and oblige but she expressed that each department was becoming "a silo" – a smaller focus and not Waldo County as a unit. She agreed with the Commissioners that they do not want to go back and acknowledged that what Commissioner Pease came up with was not perfect, but it was a system. It wasn't that she was oblivious that there was a least one major issue with the system. But the County was moving as a unit and not as individuals, according to that system. Her concern, if the Commissioners were open to hearing this, is that the approach is worrisome if the County is not thinking as a unit and this will not help with cohesiveness. She thought there would be concern that departments might look at another department and wonder how they proved what they did and received what they did when they themselves did not.

B. Johnson said that the Commissioners were looking to hear what each department believed was fair so that when the Commissioners looked at the whole; it would be a fair system. She believed the only way for the Commissioners to try and make this a fair system was to hear from others in order to hear what they believe is a fair salary. Hearing all the departments, even the history and what happened in the past, it was helpful. She noted that the Judge's position appeared to be somewhat of a part-time one and it is helpful to hear what the Judge felt that her position does.

W. Shorey said, "frankly and positively," that it is a complex problem that the Commissioners have to figure out and the system from before had a flaw. He stated that both he and Commissioner Johnson have had an opportunity to sit in the Judge's courtroom. He commented that they are impressed with what goes on in the courtroom, how it is managed, the money that the Judge has been bringing in, and they feel that they have a little better understanding of what her position does. He reiterated that the Commissioners are trying to have a complete understanding of what the departments do so that they can try to develop what they need to do.

The Judge said she now understood "her marching orders." The Commissioners thanked her for meeting with them by telephone.

PAYSCALE PROPOSALS – APPOINTED/FLSA EXEMPT EMPLOYEES:

Present for this discussion was Communications Director Owen Smith, Facilities Manager Keith Nealley, EMA Director Dale Rowley and Human Resources/Payroll Director Michelle Wadsworth.

O. Smith started by saying that he wasn't sure what system the Judge was referring to, as most of the Communications Center employees are part of a union. The flaw he had seen for Appointed and FLSA-

Exempt pay scales was that these only had two pay steps; at year 7 and year 15, whereas the other scales for hourly employees had many steps.

K. Nealley said he believed that the system the Judge was referring to was the previous Commissioners' goal of Waldo County employees being paid at "the top of the bottom third of all Maine Counties."

O. Smith said he now recalled that but added that he had never felt that was very ambitious.

W. Shorey stated, "We have to stop saying, 'so-and-so got this or that four years ago.' Maybe not everyone needs a bushel of apples or a bushel of pears." He explained that this is why the Commissioners have been going back to the departments and that the Commissioners are glad that some departments were coming in as groups to present their ideas. He emphasized that the Commissioners are "not trying to micro-manage this but to hear everyone out."

A. Fowler agreed that it really doesn't matter what the previous administration did; the current administration must deal with this. She reported that there have been several meetings of the Pay Scale Committee and there was very open, frank discussion. She noted that the Judge was invited to those sessions and did not attend. She felt that people should come to the table and state what they believed was fair.

M. Wadsworth said that she just realized the Judge did not receive a copy of the state-wide county salary survey, which was handed out at one of those pay scale meetings, so she would send it out to everyone in electronic format as well and would be sure to include the Judge in that mailing.

B. Johnson said she had hoped people would make proposals to all the Commissioners as a board, not individually. That way all can understand how each department works. It is not for the purpose of the Commissioners' micromanaging hours, etc. She emphasized the importance of the Commissioners hearing from each department.

D. Rowley said his first two goals were as follows:

1. To have a department pay scale. There have been FLSA-exempt pay scales and several others. He believed there should be one scale for each entire department instead of looking all over the place for different scales for the positions within that department.
2. To have a pay scale that had steps and a COLA. He stated that the Budget Committee sometimes thinks that the step increases are enough. His Deputy was on that type of pay scale, which had more frequent pay steps than the 7-year and 15-year pay scale step system he was on, which meant her position's pay was catching up to his.

As the spokesman of this group, D. Rowley explained that this group is advocating that everyone be on departmental pay scales that use the same format with the same number of pay steps, and not a step every year. D. Rowley stated that the next step is to determine what they believe are the right salaries on that pay scale. He was asking that his salary for 2012 be what it would have been on the current scale. The scale that this group is proposing is both pay step and COLA. The steps would be approximately every three-to four years. If the Commissioners wished to put COLA's on top of that, that would be their decision. The entire scale would go up with any COLA.

D. Rowley explained that the non-exempt scales had been fairly consistent. The scale established by Commissioner Berry included steps every year as a means of doing away with COLA's. D. Rowley stated his belief that this system would not work. Speaking on behalf of the group, D. Rowley submitted a pay scale for the EMA Department by way of example, which also added a position on it. This was an example

of the format and structure that Facilities, Communications Center and Commissioners Staff have agreed on. The years between steps and the percentages were all the same. The only thing that would change is the job titles and the actual pay for each of the positions.

O. Smith confirmed that the vast majority of the County's employees were on this type of scale and stated that even the City of Belfast had a similar scale. He believed it was "very logical and longevity-based."

K. Nealley reminded the Commissioners that this group is exempt from overtime and are considered salaried employees, but are actually treated as hourly in some ways. He explained that the exempt employees are not paid comp time. The Facilities Technician is paid time and one-half for anything over 40 hours worked each week but, as an exempt employee, the Facilities Manager does not get paid at time-and-one-half. He illustrated as follows: "If I work 45 hours one week, the following week I might work 35 hours." K. Nealley submitted his pay scale, which mirrored the EMA's pay scale.

D. Rowley said that if the Commissioners were comfortable with the format for these departments, then there would need to be discussion about actual pay. He stated that he didn't believe people have really been arguing about what people are being paid, but more that someone got a higher COLA increase than someone else.

B. Johnson said that the comments have been that people felt that there were inequities such as someone who has only worked five years received a raise and someone else worked seven years and got less of a raise. She believed a uniform process and structure would eliminate that problem.

D. Rowley agreed that a uniform structure would be fairer.

W. Shorey said that the group's proposed scale system was not a bad concept, but stated that it isn't possible to have a completely uniform system. He illustrated with the following example: "If an employee is at the 8-year-level now, going up to the 12-year-level, if you watch the news about corn, gas, etc., 1.4% is not going to do it for you." He stated that he didn't mind if people were grouped in a system; if the Sheriff and the others have a different system, fine. But at least if everyone had the opportunity to speak about the system they would prefer and all had their "day in court," as the Commissioners look at all of these, "there will be some merit as to where they will take the County."

B. Johnson said she felt very strongly that it was fine that the different departments have different pay scales. As for the steps, she felt it was important that everyone have the same pay step system – it should be uniform across all the departments. She believed that it should be carefully reviewed for longevity. She felt all departments should be handled the same way for longevity.

O. Smith said he knew that Patrol and Communications were on this scale, but was not sure about Probate, Deeds and District Attorney's Office employees. M. Wadsworth responded that those departments were also on that structure of scale. O. Smith restated that the vast majority had been on this type of scale, it was familiar and Belfast had also used it. He said that he understood that the new scale that created pay steps annually without COLA's just wasn't going to work. He felt that COLA's are not increases; they are "keeping up."

D. Rowley confirmed that prices have gone up significantly, especially in house sales.

W. Shorey noted that when the County goes to budget hearings with the Budget Committee and the committee looks at pay steps and COLA's, they consider it double raises rather than recognizing that the COLA is so that people can still buy what they bought last year.

D. Rowley said he was making \$17,000.00 per year when he started as a Lieutenant in the Air National Guard in 1988. Now the starting pay is \$40,000.00 and he believed that position's buying power was no different than it was back then at \$17,000.00.

B. Johnson stated that the word "COLA" should not be abbreviated – it should be stated outright, "Cost of Living Allowance." She noted that some go by what Social Security has set. W. Shorey said the problem with Social Security is that it does not include food and fuel, so it just isn't realistic.

D. Rowley said he was in favor of a few years in between steps because it encourages people to stay. "When you have invested time, energy and funds in someone, you want to keep them. Smaller increases every year do not have the same impact as a retention tool." B. Johnson agreed that step increases every year was "a little overboard."

D. Rowley said the next step will be "what do I think I'm worth." He said he knew some employees were paid at the middle, some are higher than the middle and some still are at the "top of the bottom third." He felt that the uniform pay scale was the first step and then the rest would need to follow.

M. Wadsworth submitted the scale for the County Clerk, Deputy Clerk and the H.R., explaining that she had looked at the averages of the other counties for the same positions. She explained that the County Clerk would be put in for 2012 at the same rate she would be paid at this fall at 13-year, which would now be 12-year on new scale. Regarding the Deputy County Clerk's pay, M. Wadsworth stated that it had not occurred to the County Clerk to recommend hiring the Deputy County Clerk at the one-year level on the pay scale back when the Deputy County Clerk had already worked nearly a whole year in that position as part-time, which has been a common practice in a number of departments. The recommendation for 2012 was to move the Deputy County Clerk one year ahead on the scale to account for that previous experience. Regarding the H.R./Payroll Director position, M. Wadsworth said she had not included Cumberland County in the averages for obvious reasons. Because her length of service in this position was the same as most of the other counties, she tried to put the salary at the average of those counties.

O. Smith said he believed that it was the most important thing was to try and put people on the same pay scale. Most were already on it, and he believed it is a good system. He noted that the state-wide county survey is a lot of work and thanked M. Wadsworth for doing that study. This was an improvement especially since it now includes average years of service. He illustrated with some examples of communications directors, their background and their experience and commented that "if you don't know the players, you don't know the whole story."

W. Shorey asked A. Fowler if she had any questions and she replied that she did not.

W. Shorey asked if anyone was aware that Penobscot County has had approximately 6% budget increases every year, and the administrator said that they were the best running county in the state of Maine. Penobscot County has enjoyed these types of increases for the last nine years. A. Fowler noted that Penobscot County had received \$500,000.00 for the proposed Communications Center, which was not happening any time soon, so they were able to increase their cap.

W. Shorey stated that these individual presentations have been very educational for the County Commissioners. B. Johnson agreed, stating that it helps to understand what each ones' concept is.

O. Smith said he tried not to delve into anyone else's department. He stated that he did not pretend to know how they functioned and what their work entails and that it would be "idiotic for him to comment on what they should be making."

W. Shorey said that the Commissioners have learned a great deal, illustrating with sitting in on Probate Court. He commented that it may be considered a part-time job, but the size of the files shows that more time than meets the eye has to be put into the preparation for the court sessions. He had hoped that the Judge would say more about what she does.

A. Fowler stated that the EMA Director brings in thousands of dollars, the Judge brings in money through restitution, and this is part of their job.

W. Shorey noted that Facilities Manager Keith Nealley has done well working with the State in getting funding for projects. The Commissioners agreed that people should take pride in their jobs and even do things that are not necessarily in their job description.

W. Shorey concluded his comments by stating that it was important that the departments have their say and that they should be part of the process.

O. Smith stated that it should be "fundamental fairness." If people feel that they have been treated fundamentally fairly, they "should not covet" what other people make. "If you feel that you have been treated fairly, you can get past some of these squabbles about one person getting more of a raise than another. There have been complaints about what dispatchers make, but those who have made the complaints have never applied for this job," he added.

It was generally agreed that the pay scales meetings were "painful." The consensus was that there is a difference between what each department does.

A. Fowler, looking at the scale proposed by K. Nealley, asked what he was using for a figure for 2011. After briefly examining the scale, K. Nealley said he realized that he had put in Washington's number by mistake and would correct that. A. Fowler also asked about the County Clerk and H.R. figures, as they were different than on the scale. M. Wadsworth explained that this showed two rates during the course of the year, based on the date of hire, so they were not rounded up.

BRIEF VOLUNTARY RESPONSE ACTION PROGRAM (VRAP) REPORT:

EMA Director D. Rowley briefly commented on a letter sent to him from S. W. Cole Engineering dated April 15, 2011 referencing the reported results of the Voluntary Response Action Program (VRAP) the County had participated in. S. W. Cole referenced the "No Action Assurance" Letter dated September 10, 2010 issued by the Department of Environmental Protection regarding the vapor smell that had been reported by a neighbor. D. Rowley explained that the noticeable odors have been reduced and confirmed that ongoing water treatment is in process with the sump in the back storage room. Water drains in there, and is covered by a board. It then goes out toward the street. He explained that it is only hazardous "if you worked there every day right over that point." He further explained that it was measured at the very worst spot and that is why it came back with such a high reading per million. Also, in the spring, it has historically been much worse. There must have been a tiny leak, so the propane smell was getting pushed out. The County is no longer adding to the supply and no longer using that line. It was the underground line near the "underdrain" that was leaking a little. He was pleased to report that this issue has now gone away and no further complaints about odors have been made since the mitigation measures have been implemented.

COMMUNICATIONS CENTER NEW HIRES:

O. Smith recommended hiring Christopher Therien, who is currently a part-time dispatcher, as a full-time dispatcher. An ad for this position was sent out, an oral board was performed last week and all agreed that he should be awarded the position. O. Smith reported that C. Therien's enthusiasm for the job has been excellent.

****A. Fowler moved, B. Johnson seconded to approve the hire of Christopher Therien as full-time dispatcher. Unanimous.**

O. Smith also recommended hiring Sulien Shay as full-time dispatcher, commenting that those who performed the Oral Board also highly recommended her.

****B. Johnson moved, A. Fowler seconded to approve the hire Sulien Shay as full-time Dispatcher.**

Discussion: W. Shorey asked if she was living in Old Town and O. Smith said she would be moving to Newburgh and felt the commute was not too bad. **Unanimous.**

APPOINTMENT TO MIDCOAST ECONOMIC DISTRICT:

A. Fowler explained to the Commissioners that the County belongs to the Eastern Maine Economic District. There are four or five towns that don't want to be in Eastern Maine. These towns are Lincolnville, Searsmont, Belmont, Northport and Islesboro. Roger Moody, Commissioner of Knox County has asked if one of the Waldo County Commissioners would be willing to serve on the Transitional Executive Committee of the Midcoast Economic Development District.

****A. Fowler moved, W. Shorey seconded to appoint Betty Johnson to serve on this committee for the Midcoast Economic Development District (MCEDD). Unanimous.**

MISCELLANEOUS COMMISSIONERS BUSINESS:

1. **MILEAGE SHEETS:** B. Johnson noted that the last mileage submission ended on March 25, 2011. The start date for the month trial of the new mileage sheet is March 26, 2011. The next due date for invoices to be on the warrant is April 22nd. Rather than put it on that warrant, she suggested running the mileage sheet until May 6th. This will get it on a good monthly schedule from one month to the next.

2. **BOARD OF ASSESSMENT REVIEW COURSE AT MAINE MUNICIPAL ASSOCIATION:**
B. Arseneau reminded all that she had registered A. Fowler, W. Shorey and herself for this course scheduled on May 12, 2011 from 4:00 to 7:00 p.m. and that Commissioner Johnson had registered herself under the Town of Lincolnville. A. Fowler stated that she wanted the record to show that this would be the only Board of Assessment Review course she will be taking.

3. **COUNTY COMMITTEES SERVED BY COMMISSIONERS:** B. Johnson said she had noticed that she is not on any committees with the County Departments that are very active; she is on boards that are out and around the county. She intends to concentrate her interest on EMA. W. Shorey said that he believed that if each Commissioners focused on various things, it worked best. He stated for the record that between the building, the unions and the garden, he could not take on anything else. B. Johnson said she is a strong believer of liaison connections and that the department knows that, through this channel, they have "an ear." She did not think it was micromanaging – it was letting them know that there would be someone interested and who can relay this back. She didn't know if it needed to be spelled out or not. The reason she has attended some of the EMA meetings is because she knows A. Fowler is way on top of the Reentry meetings, etc. Her interest is the EMA and she would like to focus on this. She will be talking with EMA Director Dale Rowley to let him know that this is her interest. W. Shorey felt that, in general, the departments should feel they are welcome to speak to all the Commissioners as a Board. B. Johnson agreed but clarified that if it was between meetings, perhaps one Commissioner could serve as the liaison between meetings.

EXECUTIVE SESSION:

W. Shorey requested a brief Executive Session to discuss condition or use of real property as permitted by M.R.S.A. Title 1, § 405-6(C).

****A. Fowler moved, B. Johnson seconded to enter Executive Session at 11:08 a.m. according to M.R.S.A. Title 1, § 405-6(C) for the purpose of discussing condition or use of real County property.**

****A. Fowler moved, B. Johnson seconded to exit Executive Session at 11:30 a.m. Unanimous.**
No action taken.

MEPERS UPDATE:

Present for this discussion with the Commissioners was Human Resources/Payroll Director Michelle Wadsworth and Deputy Treasurer Karen Trussell. M. Wadsworth reported that starting in July of this year, MainePers will be increasing its rates as follows: For the AC Plan, the County's match will increase from 3.5% to 5% and for the Special Plan 2C (for the Sheriff's Deputies), the County's match will increase from 5% to 6.3%. M. Wadsworth said that she had asked this question back when the Jail was being separated out from the County. A. Fowler asked for this to be broken out. M. Wadsworth said that this would require a study, which would have to be funded. K. Trussell explained that the benchmark was "if the Jail went away, what expenses would go away" and this expense was still going to be there. She noted that the Sheriff's Deputies' six-year service buyback portion will be ending the same time, in three years, as the County's. The Commissioners were reminded that an eligible employee recently requested inclusion in Special Plan 2C and that the Commissioners have been considering this. With just the rate increases being imposed by MainePers in July, the additional cost monthly is projected to overdraw the current budgeted amount by \$9,000.00. If the employee's request is granted, this budget will be considerably more overdrawn.

W. Shorey said that he felt that the County is going to have a very, very hard time staying in the black this year. On top of this all, union negotiations have been settled for one union and another union has not been settled yet.

K. Trussell reminded the Commissioners that the IUAAL will go up again in January. When asked what she thought the budget would be able to take, K. Trussell said she was very concerned because this budget already is very tight, there are lines that are already overdrawn, others that are anticipated to be overdrawn and the MainePers line is one of those that definitely will be.

W. Shorey wondered if the County should set up a Reserve Account to put \$30,000.00, for example, which could be used for unexpected retirements and changeovers. There was some discussion on the unknown legal parameters and the proper process to do this. The Commissioners took no action at this time.

BRIEF TREASURER'S REPORT:

Present with the Commissioners was Deputy Treasurer Karen Trussell, who reported the following:

1. The County received a refund check from CAREMARK RX Inc. in the amount of \$149.49.
2. **WARRANT CORRECTION:** A correction had to be made to the January 6, 2011 General Fund Payroll Warrant because it was discovered that the payroll company had taken out taxes from 2010 this year. This changed the payroll amount from \$114,053.19 to \$114,093.44, which changed the total warrant amount from \$166,482.15 to \$166,522.40.

****B. Johnson moved, A. Fowler seconded to change the authorized payment of the total amount of the January 11, 2011 General Fund and January 6, 2011 Payroll Warrant from \$166,482.15 to \$166,522.40. Unanimous.**

3. MOVING CORRECTIONS FUNDS:

K. Trussell reminded the Commissioner that their intention was to move about \$100,000.00 from the Corrections Reserve into another appropriate reserve account in order to use it for Corrections-related construction in the new EOC/Sheriff's Building. A. Fowler felt it would be more appropriate to put this money into a Re-entry Capital Improvement Plan Reserve.

****A. Fowler moved, B. Johnson seconded to take \$100,000.00 from the Correctional Fund Balance and move it to the Waldo County Correctional Facility Capital Improvement Reserve which is being created. Unanimous.**

CORRESPONDENCE:

1. Sheriff Story sent a memo to the Commissioners regarding Corrections Officer Seth Curra date of hire to fill the position at the Maine Coastal Regional Reentry Center. When this was originally presented to and approved by the Commissioners during their April 11, 2011 court session, the date of hire was undetermined. The date of hire will now be May 8, 2011. The Commissioners noted this for the record.

2. At the end of March, Bob Howe of MCCA was still looking for co-sponsors for the BOC bill. A. Fowler reported that two co-sponsors have already been found.

3. B. Arseneau spoke to the Commissioners briefly about a Freedom of Access Request she had received in which a citizen had requested that she, as the custodian of the record, certify that there were no road records for a town road. B. Arseneau stated that she was not at all comfortable certifying that record did not exist when she could not state that for a fact. The Commissioners agreed and recommended that she only certify County Commissioners' records that do exist.

4. A website has requested adding a link for the County's website to theirs. The Commissioners briefly discussed that permitting this link would run the risk of a lot of non-essential mail that is really out of the realm of County services and would require more time on the part of the staff in the County Commissioners' Office to sort through and respond to. The Commissioners agreed that they were not interested in permitting this link.

****B. Johnson moved, A. Fowler seconded to recess for lunch at 12:28 p.m. Unanimous.**

(Lunch Break)

****W. Shorey reconvened the court session at 2:00 p.m. in the Waldo Count Probate Courtroom.**

EOC/SHERIFF'S BUILDING BID PROPOSALS OPENING:

Present with the Commissioners for the submission of bid proposals for the new EOC/Sheriff's Building was Matthew Carter of WBRC, EMA Director Dale Rowley and numerous bidders including Les Evans of Langford & Low, Laura Beardette with PM Construction, Joe Preston with Blane/Casey, Heather Hooper with Catalanos Construction, Stacey Morrison with Ganneston Construction, Walter Shannon with Nickerson and O'Day, Inc., Dean Colwell with Bowman Construction, Peter Hendrich with Benchmark, Craig Nichols with Nichols Construction, LLC, Elwin Littlefield with E.W.Littlefield, and Mike Cassidy with the Penobscot Company. Also present were Sheriff Scott Story, Chief Deputy Robert Keating and Facilities Manager Keith Nealley.

M. Carter introduced himself and stated that bids would be opened, read aloud, and a decision on awarding the bid would be made at a later date. D. Rowley was asked to open and read the bids, which were received from the following contractors:

1. Blane/Casey Contractors
2. Langford and Low
3. PM Construction
4. E.W. Littlefield, Inc. & Sons
5. Catalanos
6. Nichols Construction
7. Penobscot Company
8. Nickerson and O'Day
9. Benchmark
10. McCormick & Associates
11. Ganneston Construction
12. Bowman Constructors
13. Maine Coast Construction

M. Carter explained that the bids would be reviewed shortly WBRC will shortly be sending a listing of who the winner is.

The Commissioners moved back over to their conference room to finish their court session. B. Johnson asked how the bidding process would proceed from here. W. Shorey explained that the electrical quotes and HVAC quotes were so similar because the bidding companies were obviously using the same sub contractor. He felt that likely one General will get this bid. The reason this was broken down like this was in case the County had to break things out separately. W. Shorey said that in speaking with the engineers, it was noted that most of the bids were very, very close, which is good news because it demonstrates few errors and that everyone was bidding low.

When asked, W. Shorey explained that Mr. Carter of WBRC and EMA Director Dale Rowley will look closely at the figures, along with Commissioner Shorey. A spreadsheet will be developed.

NEXT COURT SESSION:

The next Commissioners Court Session was a special session scheduled on May 3, 2011, which was later rescheduled to April 26, 2011.

****B. Johnson moved, A. Fowler seconded to adjourn the Court Session at 3:02 p.m. Unanimous.**

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