

## **FRANKLIN COUNTY COMMISSIONERS MEETING AGENDA**

**LOCATION:** Franklin County Superior Courtroom

**DATE AND TIME:** February 18, 2025, at 10:00 a.m.

**The Franklin County Commissioners' meetings are open to the public.** This meeting is also available virtually via [Video Conferencing, Cloud Phone, Webinars, Chat, Virtual Events | Zoom](#). Here is the meeting ID# 492 510 0482 passcode 030621.

### **RECOGNITION:**

### **APPOINTMENTS:**

- **Sandy River Watershed Board**

### **NEW BUSINESS:**

- 1. Administrator's Report**
- 2. Treasurer's Report**
- 3. Superintendent, Christian Elkington - RSU#9 Update**
- 4. Detention Center Remodel – Bid Review**
- 5. Sheriff's Department – Bureau Highway of Safety Grant through the NHTSA**
- 6. COSSUP Grant Positions**
  - A. Programming/Re-Entry Coordinator**
  - B. Corrections Officers for Hire**
- 7. Anti-Fraternization Policy**
- 8. Probate – Office Space**
- 9. SOP – County Commissioner Meeting Ground Rules**
- 10. Salary Structure**

### **OLD BUSINESS:**

### **MISCELLANEOUS:**

**WARRANTS:** UT, County AP, TIF, and Payroll

**Executive Session 1 M.R.S. 405(6)(A) – Personnel Matter – Title 30A (82) County Administrator**

### **ADJOURNMENT:**

Meeting Packets are available to view by clicking on the link below:

[Agendas & Minutes - Franklin County, Maine \(franklincountymaine.gov\)](https://franklincountymaine.gov/agendas-minutes)

## **Amy Bernard**

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**From:** Fenwick Fowler  
**Sent:** Wednesday, February 5, 2025 9:45 AM  
**To:** Amy Bernard  
**Cc:** Bob Carlton; fenwick fowler  
**Subject:** Is this statement appropriate for our next meeting

Commissioner Fowler has requested to represent Franklin County Commissioners at future meetings of the Sandy River Watershed. Currently the group has been meeting for 6 months and exploring ways to mitigate the impact of the Sandy River flooding. Commissioner Fowler has been attending and participating in the meetings representing The Farmington Water District on which he is a board member.

Commissioner Fowler hopes to engage each commissioner in this process as the 69 mile river runs through and impacts each district. The County is a major player in responding to floods and building local capacity. Commissioner Fowler is committed to keeping the Commissioners aware of the progress and seeking support by the full board when appropriate.

**County Commissioner's Meeting  
Agenda Discussion and Analysis  
February 18, 2025**

**Appointments: None**

**Agenda Item: Clerk's Report**

- **The County is moving forward with renovating the Courthouse for the DA's Office to move into. The current cost is roughly \$50,000 (electrical, construction materials, sprinkler, and HVAC upgrades) which is being paid out of the ARPA interest.**
- **The Windows for the Courthouse are scheduled to arrive next week and will start installing in March. This project is expected to take 3 weeks.**
- **The Corrections Facility hired Elijah Roix as a full-time Corrections Officer starting on February 24<sup>th</sup>.**

**Comments:** Minutes from February 4, 2025, meeting

**Recommendation: Motion to approve and sign the February 4, 2025, minutes.**

**Treasurer's Report:** Included in the packet

**Recommendation: Motion to approve the Treasurer's Report.**

**Superintendent, Christian Elkington - RSU#9 Update**

**Comments:** Commissioner Saviello spoke with the Superintendent from RSU#9, Christian Elkington to give an update.

**Recommendations: None at this time.**

**Detention Center Remodel – Bid Review**

**Comments:** The County accepted the COSSUP grant which will provide additional services. A part of this grant has a budget for renovations to the Jail. Last month you approved going out to bid for remodeling a 27'x3' space/closet, to include moving/taking down a load bearing wall and moving it to create additional office spaces. This space is for treatment and programing for residents. We received only one bid for this project, that being from E.J. Perry Construction Co., Inc. in the amount of \$187,435.00, a copy of the bid in included in your packet.

**Recommendation: Motion to authorize the Sheriff's Office to collaborate with the only bidder, E. J. Perry, to narrow the scope of work to fit the budget.**

### **Sheriff's Department – Bureau Highway of Safety Grant through the NHTSA**

**Comments:** The Sheriff's Department is requesting to apply for a grant to purchase new printers for their cruisers. The printers currently being used are 15 years old or older. The Bureau Highway of Safety Grant will cover 80% of the cost and the County will have to pay up to 20%. They are moving towards Electronic Tickets and having printers in the cruisers are integral to that system, which is why BHS has found funding to help agencies modernize this process. The grant requires that the County pay for the printers up front and will be reimbursed once they are paid for at 80%. The grant deadline for applying for this grant is March 15, 2025. A copy of the grant explanation is included in your packet.

**Recommendations: Motion to authorize the Sheriff to apply for the Bureau Highway of Safety Grant through the NHTSA**

### **COSSUP Grant Positions**

- A. Programming/Re-Entry Coordinator**
- B. Corrections Officers for Hire**

#### **Comments:**

A. This position was approved by the Commissioners in January as part of the COSSUP Grant. The new hire will be responsible for the creation, implementation, and record keeping of the program while providing internal and external resources to our clients with the goal of reducing reoccurring visits. Alison Prior went through two interviews and a tour of the Correctional Facility before the recommendation was made to the Sheriff to hire.

B. Hayden Nile and Brianna Desjardins are two additional Correctional Officer hires under the grant.

### **Recommendations: (Two Separate Motions)**

- A. Comments: Motion to approve hiring the Programming/Re-Entry Coordinator, Alison Prior of Wilton.**
- B. Comments: Motion to approve hiring Hayden Nile and Brianna Desjardins for Corrections under the grant.**



## **Anti-Fraternization Policy**

**Comments:** We recognize that workplace relationships happen. This draft policy ensures leadership is made aware of these relationships with their department. To ensure participants of these couplings should never be in a supervisory role over the related party. A copy of the Anti-Fraternization Policy is included in your packet.

**Recommendations: Motion: to approve the Anti-Fraternization Policy.**

## **Probate – Office Space**

**Comments:** Judge Joly sent an e-mail to the Commissioners concerning Probate Court space. A copy of an e-mail sent to you is provided in your packet.

**Recommendations: None at this time.**

## **SOP – County Commissioner Meeting Ground Rules**

**Comments:** Commissioner Saviello has requested that a specific set of operational/ground rules be set for the Commissioners to follow with regard to Commissioner Meetings. A copy of the Standard Operating Procedures, County Commissioner Ground Rules along with the Acknowledgement Form is provided in your packet.

**Recommendations: Motion to Approve the Standard Operating Procedures, County Commissioner Ground Rules along with Commissioners to sign the Acknowledgement Form.**

## **Salary Structure**

**Comments:** In your packet you will find three models for the proposed FY26 salary structure for nonunion. Two of the models apply a 5% COLA to nonunion positions, and one is a 3% COLA. The elected have been separated from the nonunion structure in these models. Two of the models will reduce the 13 positions under the market to 3 under market. You can further address this gap by revising the Salary Administration Policy to include credit in the form of additional steps for education and certification relevant to the position. See the attached models and additional summary for reference. If no decision is made, we will need guidance on what you would like us to present for the next meeting.

**Recommendations: None at this time.**

**Old Business: None**

**PAM PRODAN, TREASURER – Report for February 18, 2025, meeting**

**Current cash and investment (CDARS) balances from trio-web.com Ledger Detail Report**

**General Fund Operating Cash \$3,095,545.12**

**General Fund Payroll Cash \$890,393.41**

**General Fund CDARS \$1,009,266.06**

**ARPA Fund Cash \$279,945.82**

**ARPA Fund CDARS \$1,200,000.00**

**UT General Fund Cash \$242,554.88**

**UT General Fund CDARS \$1,110,192.67**

**UT TIF Fund Cash \$620,812.71**

**UT TIF CDARS: \$3,723,719.69**

**Interest rates**

General Fund Operating Cash 3.5% 1/31/2025 All invested with Intrafi Cash Service at Androscoggin Savings

General Fund CDARS 3.5% 2/18/2025 All invested at Androscoggin Savings

ARPA Fund Cash 3.36% 1/31/2025 All invested with Intrafi Cash Service at Franklin Savings

ARPA Fund CDARS 3.5% 2/18/2025 All invested at Franklin Savings

UT General Fund Cash 3.5% 1/31/2025 All invested with Intrafi Cash Service at Androscoggin Savings

UT General Fund CDARS 4.9% 2/18/2025 All invested at Androscoggin Savings

UT TIF Fund Cash 3.5% 1/31/2025 All invested with Intrafi Cash Service at Androscoggin Savings

UT TIF CDARS: 4.4% 6-month and 3.9% 4-week 2/18/2025 All invested at Androscoggin Savings

**Town Tax Payments**

For municipalities, their due date is February 1, 2025, for the second of the two county tax payments for the fiscal year ending June 30, 2025. They have a grace period until interest begins on April 1, 2025. See the next page for second tax payments received as of Friday, February 14, 2025.

**Warrants**

**AP Warrants expected for signatures at 2/4/2025 meeting:**

AP County Warrant \$207,339.43

AP UT Warrant \$11,498.16

AP TIF Warrant \$11,580.00

**Payroll Warrant**

Pay period from 1/19/2025 to 2/1/2025 \$196,046.91

## SECOND TAX PAYMENTS

All of these were received as of Friday, February 14, 2025:

AVON \$42,511.00  
CARRABASSETT VALLEY \$802,937.00  
CARTHAGE \$63,222.50  
CHESTERVILLE \$117,493.50  
DALLAS PLANTATION \$137,503.00  
EUSTIS \$180,260.00  
FARMINGTON \$534,285.00  
INDUSTRY \$105,698.50  
JAY \$343,669.50  
KINGFIELD \$138,766.50  
NEW SHARON \$102,574.50  
PHILLIPS \$84,671.00  
RANGELEY \$610,040.00  
SANDY RIVER PLANTATION \$127,954.50  
STRONG \$85,619.00  
TEMPLE \$43,424.00  
WELD \$125,006.00



## Jamie Sullivan

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**From:** Vanessa Bazylewskyj <vanessa@ejperry.com>  
**Sent:** Thursday, February 6, 2025 9:46 AM  
**To:** Jamie Sullivan  
**Cc:** Eric Perry; Alex Hatch; Tammy Dudley  
**Subject:** BID FOR THE FRANKLIN COUNTY DETENTION CENTER  
**Attachments:** Franklin County Detention Center Remodel Proposal.pdf  
  
**Importance:** High

**Caution:** This is an external email. Please take care when clicking links or opening attachments.  
When in doubt, contact your IT Department

Good morning,

Attached please find our bid proposal for the above referenced project.

Kind regards,

*Vanessa Bazylewskyj*  
*Office Manager*  
*E.J. Perry Construction Co., Inc.*  
*P.O. Box 389*  
*Hallowell, Maine 04347*  
*phone: 207-622-2259*  
*fax: 207-622-6744*  
[\*vanessa@ejperry.com\*](mailto:vanessa@ejperry.com)

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# E. J. Perry Construction Co., Inc.

February 6, 2025

Via E-mail

Franklin County Commissioners Office  
110 Main Street, Suite 3  
Farmington, Maine 04938

Re: Franklin County Detention Center Remodel

Dear Commissioners:

We herein submit our cost proposal for the above referenced project based on the site visit with Sargent Close and work discussed. The scope of work and cost are as follows:

**Scope of Work:**

- Provide supervision for the duration of the project.
- Cut three (3) 8' x 8' openings in CMU wall.
- Cut three (3) 4' x 8' openings in 8" thick concrete wall for new doors and frames.
- Install steel lintels above door openings in concrete wall.
- Install three (3) 3-0 7-0 welded hollow metal frames in new openings.
- Install new hollow metal doors, painted, with standard commercial office locksets, half glass kits, stainless steel kickplates and closers.
- Cut six (6) 1'x1' holes in the concrete slab above for fire dampers related to new ERV system.
- Core holes through the existing slab above for new mechanical equipment, electrical and data cabling.
- Construct a new 8" thick CMU wall at approximately 42 linear feet at 12' tall.
- Solid fill bond beam at top of the new CMU wall, approximately 42 linear feet.
- Core fill existing blocks with solid grout to accept ceiling ledger.
- Frame ceiling of new office space with 18 ga. 6" steel studs and attach to ledger.
- Install 5/8 plywood at top of the new ceiling framing for security purposes.
- Install 5/8 gypsum and tape coat only (roof will not be visible from ground).
- Coat all new walls with block filler and epoxy coating to match the existing color.
- Grind and remove the existing epoxy coated on floor.
- Install new VCT flooring and cove base in office spaces.
- Install new data drops and electrical outlets run through surface mount conduit for new office spaces.
- Install the new ERV unit above the drop ceiling in new office spaces.
- Install a new drop ceiling in three (3) office spaces (approximately 324 square feet total).
- Install a total of nine (9) new troffers in office spaces.

**Lump Sum Total:                      \$187,435.00**

**Clarifications:**

- The pricing above includes a \$25,000 allowance for electrical work.
- The pricing above includes a 10-hour budget to produce basic CAD drawings.
- The pricing above assumes a locally controlled thermostat unit for the new ERV unit.
- The pricing above assumes the CMU sections beneath existing concrete beams are not load bearing and can be removed. The general contractor's structural engineer is to confirm (costs included).
- The pricing above assumes the condensate pipe can drain within 10' of the new office space.
- If air conditioning is desired, pricing can be provided for a mini-split system.

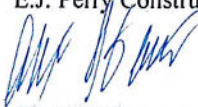
P.O. Box 389 • Hallowell, Maine 04347  
Phone (207) 622-2259 • Fax (207) 622-6744 • [www.ejperry.com](http://www.ejperry.com)

**Exclusions:**

- Excludes any work not mentioned above.
- Excludes all fire alarm and security system work.
- Excludes all sprinkler work.
- Excludes furnishing and installation of office furniture.

If you have any questions or concerns, please do not hesitate to contact the undersigned.

Sincerely,  
E.J. Perry Construction Co., Inc.



Alex Hatch  
Estimator

## Jamie Sullivan

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**From:** David Rackliffe  
**Sent:** Friday, February 7, 2025 7:27 AM  
**To:** Jamie Sullivan  
**Subject:** Fw: Cruiser printer BHS grant

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Jamie,

Below is the grant info that I asked to be on the agenda for at the next Commissioner's meeting. Gerry has done a great job working on this. The BHS grant will cover 80% of the cost and the county will have to pick up 20%. These printers are needed as most of ours are 15 years old or older. We have moved towards Electronic Tickets and having printers in the cruisers are integral to that system, which is why BHS (Bureau of Highway Safety) has found funding to help agencies modernize this process.

The grant does require that the County pay for the printers up front and will be reimbursed once they are paid for at 80%. The grant deadline is approaching. We can wait until after July 1 to buy these, but we need to commit to the grant, if approved sooner than that.

Please let me know if you have any questions.

Thank you,

David

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**From:** Gerald Maccione <GMaccione@franklincountymaine.gov>  
**Sent:** Wednesday, February 5, 2025 3:10 PM  
**To:** David Rackliffe <DRackliffe@franklincountymaine.gov>  
**Cc:** Ryan Close <RClose@franklincountymaine.gov>; Austin Couture <ACouture@franklincountymaine.gov>; Jesse Clement <JClement@franklincountymaine.gov>; Brandon Sholan <BSholan@franklincountymaine.gov>  
**Subject:** Cruiser printer BHS grant

Lt,

Here is a quick overview of the BHS grant through NHTSA to brief the commissioners and add to the agenda.

**Opening Date 02/01/2025**

**Closing Date 03/15/2025**

Grant will fund \$600.00 towards each unit, will not pay for shipping/install however this can be included to offset the 'match' amount for the SO providing funds IE our 20%.

**OVERVIEW/CALL TO ACTION**



Franklin County was formed on May 9th, 1838, from portions of neighboring counties. The county has a total area of 1,743 square miles with a population of 30,830 people. Franklin County hosts some of the northernmost parts of the Appalachian Mountain range with terrain including many lakes and ponds. Franklin County is known for its remote forests and often attracts individuals seeking tranquility through outdoor recreation activities. The towns without a police department, unorganized towns, and territories are covered by the Sheriff's Office.

Franklin County borders Canada and hosts the Route 2 corridor. There is an influx of drivers passing through Franklin County to Canada, or to northern destination towns including Carrabassett Valley, Rangeley and Farmington.

The Sheriff's Office has observed a rise in crashes over the past few years with a total of 962 crashes between the years 2021-2023. (Data obtained from Maine DOT)

2021 - 277 crashes

2022 - 335 crashes

2023 - 350 crashes

Data shows a rise in crashes in the winter months, during the week, between the hours of 3:00PM-7:00PM in 50MPH zones. 746 of 962 crashes were male operators with the majority between the ages of 25-59. The most types of crashes for the past three years were either car deer collisions or vehicles going off the road due to snowy or poor road conditions.

Trends were observed of driver actions at the time of the crash with a rise in driving too fast for conditions, not stated, ran off roadway or no contributing actions.

The sections of areas that experienced the most crashes were Main Street in Sandy River Plantation, Farmington Road in Strong, Carrabassett Drive in Carrabassett Valley, Rangeley Road in Phillips, New Vineyard Road in New Vineyard, W Mills Road in Industry, Saddle back Mountain Road in Dallas Plantation, and Carthage Road in Carthage.

Additionally,

The Franklin County Sheriff's Office consists of 21 sworn personnel, 22 cruisers with 15 routinely conducting traffic enforcement.

**Breakdown of our quote:**

(9) printers @ \$459.38 each = \$4134.38

(9) USB connector cables @ \$21.88 each = \$196.88

(9) power cords @ \$23.63 each = 212.67

(9) six packs of paper rolls @ \$65.63 each = \$590.63

Subtotal = \$5134.56

Shipping = \$126.00

**Total = \$5260.56**

80%---20% grant

**Funded = 4208.45**

**S.O provides = 1052.11**

## **Anti-Fraternization Policy**

### **I. Purpose**

The purpose of this policy is to establish guidelines regarding fraternization of employees of Franklin County (the "County").

### **II. Policy**

It is the policy of the County to encourage limited fraternization of employees throughout its organizational structure.

### **III. Procedures**

- a. The County understands that social relationships may develop between employees from time to time. Although consensual relationships are a matter of personal choice and privacy between the employees involved, any adverse effect that such relationships may have in the workplace will not be tolerated. A relationship will be considered to have an adverse effect in the workplace if:
  - i. The employees involved have a direct or indirect reporting relationship at work; or
  - ii. It unreasonably interferes with or materially or adversely affects either employee's work performance, objectivity, judgment, professionalism, business reputation or ability to conduct themselves in an appropriate business manner; or
  - iii. It unreasonably interferes with or materially and adversely affects the work environment of other employees; or
  - iv. It results in sexual harassment.
- b. Supervisors and Subordinates
  - i. Supervisors are prohibited from engaging in an intimate, dating, or romantic relationship with any subordinate employee of the County.
- c. Notification to County
  - i. In the event that two County employees are engaged in an intimate, dating, or romantic relationship, the employees are required to report this relationship to the Human Resources Director immediately. Once reported, the County will determine whether action is necessary to ensure effective County operations, and/or whether the existence of the



relationship is in conflict with the provisions of this policy, and/or any other applicable rules and regulations promulgated by the County.

#### **IV. Enforcement**

All employees are expected to adhere to his policy. Any violations may result in corrective action up to and including termination. Employees with concerns about this Policy should contact the Director of Human Resources to discuss further.

DRAFT

## Jamie Sullivan

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**From:** Margot Joly  
**Sent:** Thursday, January 30, 2025 12:24 PM  
**To:** Bob Carlton; Fenwick Fowler; Jeffrey Gilbert; Thomas Skolfield; Thomas Saviello  
**Cc:** Jamie Sullivan  
**Subject:** space needs

Commissioners Carlton, Fowler, Gilbert, Saviello and Skolfield,

It occurred to me that while there is a discussion regarding creating space at the county courthouse building for the district attorney's office that perhaps the dilemma of the probate space can be addressed. As you know we have two full-time people and two part-time people sharing a small space that also serves as my courtroom and chambers. Perhaps looking at the whole picture – the space needs of all departments – will yield some ideas about how best to distribute the various departments.

I look forward to meeting with you either as a Board at a regular Commissioners' meeting or any one of you who wishes to be the liaison with Register Jordan and I for this discussion.

Sincerely,

Judge Margot Joly

# **STANDARD OPERATING PROCEDURE (SOP)**

## **County Commissioners Meeting Ground Rules**

**Effective Date:**

**Prepared By:**

**Approved By:**

### **1. Purpose**

The purpose of this SOP is to establish clear and consistent guidelines for conducting County Commissioners' meetings to ensure order, respect, and efficiency in the decision-making process.

### **2. Scope**

This SOP applies to all individuals participating in a County Commissioners meeting, including Commissioners, staff, and members of the public.

### **3. Definitions**

- **Chairperson:** The Commissioner presiding over the meeting.
- **Public Comment Period:** A designated time for members of the public to address the Commissioners on agenda or non-agenda items.
- **Agenda Items:** The specific topics or matters that will be discussed during the meeting.
- **Executive Sessions:** Topics that are appropriate to discuss outside of the public forum.

### **4. Procedure**

#### **4.1 Agenda Setting**

- Suggested Agenda items shall be presented to the Administrator by Thursday the week before each meeting.
- Receipt of the suggested Agenda items is to be acknowledged.
- If a requested Agenda item is not included, a reason will be provided to the member(s) as to why it was not included.

## **4.2 Respectful Communication**

- All participants must communicate respectfully, addressing each other with professionalism.
- When speaking, participants must address the Chairperson and wait to be recognized before making comments.
- Interruptions are prohibited unless directed by the Chairperson.
- Disruptive behavior, including shouting, side conversations, or interfering with the meeting, will not be tolerated.
- Attendees causing disruptions may be asked to leave the meeting at the discretion of the Chairperson.
- Proper decorum is expected to be maintained and will be enforced by the Chair at all times.

## **4.3 Staying on Topic**

- Meetings are to begin with reciting the Pledge of Allegiance.
- All discussions must remain relevant to the agenda items.
- The agenda must be followed unless a specific request is made at the beginning of the meeting. A vote must be taken.
- Any concerns or matters not on the agenda should be addressed during the Public Comment period.

## **4.4 Time Management**

- Notify administration if you anticipate being late or missing a meeting within 24 hours or as soon as reasonably possible.
- Meetings are to begin on time.
- The Chairperson will call for a motion to table or extend discussion if necessary.
- There will be a 15-to-30-minute break if the meetings go over two hours as designated by the Chair, unless there is a unanimous consent to continue.

## **4.5 Public Comment Procedures**

- Members of the public may speak only during the designated Public Comment period.
- Speakers must identify themselves by name and residing town.
- Public comments must remain on-topic and within the designated time limit.
- Personal attacks or inappropriate language are not permitted.

#### **4.6 Decision Making**

- Commissioners will engage in respectful dialogue regarding each agenda item.
- A motion must be made, seconded, and voted upon for decisions to be made.
- If further deliberation is necessary, the item may be tabled or postponed.

#### **4.7 Conflicts of Interest**

- Commissioners are required to disclose any potential conflicts of interest prior to discussion or voting on an agenda item.
- Disclosures will be recorded in the meeting minutes.

#### **4.8 Voting Procedures**

- Votes will be taken following the discussion of an agenda item.
- The Chairperson will call for a motion, a second, and a vote.
- The results of the vote will be recorded and included in the meeting minutes.
- Executive sessions will be captured by vote at time of entry, exit, and any actions taken.

#### **4.9 Recording the Meeting**

- All meetings will be recorded for the purpose of accurate minutes.
- Attendees must refrain from interrupting the recording process.

#### **4.10 Legal and Ethical Standards**

- Commissioners and all meeting participants must comply with applicable laws, ethical standards, and county policies during the meeting.

### **5. Responsibilities**

- **Chairperson:** Responsible for enforcing these ground rules, managing the agenda, and ensuring that the meeting is conducted respectfully and efficiently.
- **Commissioners:** Responsible for adhering to these ground rules and participating respectfully in the meeting.
- **Public:** Responsible for adhering to the time limits and conduct guidelines during public comment periods.

## 6. Records

- **Meeting Minutes:** All meetings will be documented through official meeting minutes, which will include decisions, votes, and public comments.
- **Agendas and Minutes:** will be available to the public on the county's website and at the Commissioners' Office.
- **Recording:** A recording of the meeting will be made available to the public upon request.

## 7. Miscellaneous

- Business casual attire will be required at all meetings.
- Time will be set aside at the end of each meeting to provide feedback on what went well, what improvements might be considered and possible Agenda items for the next meeting.
- Staff that are not on the agenda do not need to attend the meetings.

## 8. Revision History

Version	Date	Description of Change	Approved By
1.0			Franklin County Commissioners

This SOP provides a structured approach to ensuring that meetings are conducted professionally and with respect to all participants.



**Acknowledgment of Standard Operating Procedure  
County Commissioners Meeting Ground Rules**

We, the undersigned, acknowledge that we have received, read, and understand the Ground/Operations Rules governing the County Commissioners' meetings. We agree to comply with the guidelines and procedures outlined in these rules, attached hereto.

By signing below, we affirm our commitment to conduct the business of the County Commissioners in accordance with these rules to promote efficiency, respect, and transparency.

Date: \_\_\_\_\_

\_\_\_\_\_  
Bob Carlton  
Franklin County Commissioner

Date: \_\_\_\_\_

\_\_\_\_\_  
Thomas Saviello  
Franklin County Commissioner

Date: \_\_\_\_\_

\_\_\_\_\_  
Thomas Skolfield  
Franklin County Commissioner

Date: \_\_\_\_\_

\_\_\_\_\_  
Jeff Gilbert  
Franklin County Commissioner

Date: \_\_\_\_\_

\_\_\_\_\_  
Fen Fowler  
Franklin County Commissioner

## Here is a breakdown of the updates/changes to the salary structure for each model:

### Highlights:

- Currently, 13 employees of 29 nonunion employees, including 5 elected (excluding Commissioners), are under the market average using 2024 data.
- Using the latest data for **2025**, applying the 3% COLA with a rebalance to the structure (Model #3) leaves 3 positions under the market average.

### Model #1 with a 5% increase (Elected Officials separate)

- Applied a 5% COLA to the current salary structure. Employees on Step 15 receive COLA only.
- Part-time elected received 5% COLA.
- **Total Cost to the county is \$136,876.61**
  - Cost to the county for nonunion (excluding elected) is **\$ 106,812.25**
  - Elected cost to the county at 5% COLA is **\$30,064.36**
  - County Administrator is included at 5% COLA.
  - Historically, the Registers of Probate and Deeds are calculated at a rate multiplied by 32.5 hours per week. This is how they are calculated here.
  - Five positions are still under market using this model.

### Model #2 with a 5% Increase (Elected Officials separate)

- Rebalanced the structure, building from \$1.50 up to \$3.00 per grade to balance out the increase between grades. The current structure, which has evolved from a study done in 2018, included ranges between 3-20%, averaging 11% between grades without any consistent method throughout.
- **Total cost to the county is \$209,253.28**
  - Cost to the county for nonunion (excluding elected) **\$ 179,188.92**
  - Elected cost to the county is **\$30,064.36**
  - County Administrator is included at a 5% COLA.
  - All elected under this model are receiving 5% COLA and 1.5% for each year.
  - The remaining elected, including the Probate Judge and Register, Treasurer, and Sheriff are below market, so their salary has been adjusted to the average market rate under this model.
  - The Chief is being compensated at a higher rate than the Sheriff under this model. You would have to do something differently for the Sheriff.
  - Still have two positions under market with this option.

### **Model #3 with a 3% Increase (Elected Officials separate)**

- Rebalanced the structure, building from \$1.50 up to \$3.00 per grade to balance out the increase between grades. The current structure, which has evolved from a study done in 2018, included ranges between 3-20%, averaging 11% between grades without any consistent method throughout.
- **Total cost of \$ 157,419.56**
  - Cost to the county for nonunion (excluding elected) **\$128,528.06**
  - Elected cost to the county is **\$28,891.50**
  - County Administrator is included at a 3% COLA.
  - Deeds under this model will receive 3% COLA and 1.5% for the last year of the term. This position is above the market.
  - The remaining elected, including the Probate Judge and Register, Treasurer, and Sheriff are below market, so their salary has been adjusted to the average market rate under this model.

## Model #1 includes 5% Increase

COLA I/O5	Year 0-12 Month		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15															
	Begin	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15																
Grade 10																																
	\$	68,228.16	\$	70,240.89	\$	72,313.00	\$	74,446.23	\$	76,642.39	\$	78,903.34	\$	81,230.99	\$	83,627.31	\$	86,094.31	\$	88,634.10	\$	91,248.80	\$	93,940.64	\$	96,711.89	\$	99,564.89	\$	102,502.06	\$	105,525.87
Hourly	\$	32.80	\$	33.77	\$	34.77	\$	35.79	\$	36.85	\$	37.93	\$	39.05	\$	40.21	\$	41.39	\$	42.61	\$	43.87	\$	45.16	\$	46.50	\$	47.87	\$	49.28	\$	50.73
Grade 9																																
	\$	62,331.36	\$	64,170.14	\$	66,063.15	\$	68,012.02	\$	70,018.37	\$	72,083.91	\$	74,210.39	\$	76,399.60	\$	78,653.38	\$	80,973.66	\$	83,362.38	\$	85,821.57	\$	88,353.31	\$	90,959.73	\$	93,643.04	\$	96,405.51
Hourly	\$	29.97	\$	30.85	\$	31.76	\$	32.70	\$	33.66	\$	34.66	\$	35.68	\$	36.73	\$	37.81	\$	38.93	\$	40.08	\$	41.26	\$	42.48	\$	43.73	\$	45.02	\$	46.35
Grade 8																																
	\$	57,832.32	\$	59,538.37	\$	61,294.76	\$	63,102.95	\$	64,964.49	\$	66,880.94	\$	68,853.93	\$	70,885.12	\$	72,976.23	\$	75,129.03	\$	77,345.33	\$	79,627.02	\$	81,976.02	\$	84,394.31	\$	86,883.94	\$	89,447.02
Hourly	\$	27.80	\$	28.62	\$	29.47	\$	30.34	\$	31.23	\$	32.15	\$	33.10	\$	34.08	\$	35.08	\$	36.12	\$	37.19	\$	38.28	\$	39.41	\$	40.57	\$	41.77	\$	43.00
Grade 7																																
	\$	49,008.96	\$	50,454.72	\$	51,943.14	\$	53,475.46	\$	55,052.99	\$	56,677.05	\$	58,349.02	\$	60,070.32	\$	61,842.39	\$	63,666.74	\$	65,544.91	\$	67,478.49	\$	69,469.10	\$	71,518.44	\$	73,628.24	\$	75,800.27
Hourly	\$	23.56	\$	24.26	\$	24.97	\$	25.71	\$	26.47	\$	27.25	\$	28.05	\$	28.88	\$	29.73	\$	30.61	\$	31.51	\$	32.44	\$	33.40	\$	34.38	\$	35.40	\$	36.44
Grade 6																																
	\$	47,676.72	\$	49,083.18	\$	50,531.14	\$	52,021.81	\$	53,556.45	\$	55,136.36	\$	56,762.89	\$	58,437.39	\$	60,161.30	\$	61,936.05	\$	63,763.17	\$	65,644.18	\$	67,580.68	\$	69,574.31	\$	71,626.76	\$	73,739.75
Hourly	\$	22.82	\$	23.60	\$	24.29	\$	25.01	\$	25.75	\$	26.51	\$	27.29	\$	28.09	\$	28.92	\$	29.78	\$	30.66	\$	31.56	\$	32.49	\$	33.45	\$	34.44	\$	35.45
Grade 5																																
	\$	45,820.32	\$	47,172.02	\$	48,563.59	\$	49,996.22	\$	51,471.11	\$	52,989.51	\$	54,552.70	\$	56,162.00	\$	57,818.78	\$	59,524.43	\$	61,280.41	\$	63,086.18	\$	64,949.28	\$	66,865.28	\$	68,837.81	\$	70,868.52
Hourly	\$	22.03	\$	22.68	\$	23.35	\$	24.04	\$	24.75	\$	25.48	\$	26.23	\$	27.00	\$	27.80	\$	28.62	\$	29.46	\$	30.33	\$	31.23	\$	32.15	\$	33.10	\$	34.07
Grade 4																																
	\$	36,931.44	\$	38,020.92	\$	39,142.53	\$	40,287.24	\$	41,486.01	\$	42,709.85	\$	43,969.79	\$	45,266.89	\$	46,602.27	\$	47,977.03	\$	49,392.36	\$	50,849.43	\$	52,349.49	\$	53,893.80	\$	55,483.67	\$	57,120.43
Hourly	\$	17.76	\$	18.28	\$	18.82	\$	19.37	\$	19.95	\$	20.53	\$	21.14	\$	21.76	\$	22.40	\$	23.07	\$	23.75	\$	24.45	\$	25.17	\$	25.91	\$	26.67	\$	27.46
Grade 3																																
	\$	33,961.20	\$	34,963.06	\$	35,994.47	\$	37,056.30	\$	38,149.46	\$	39,274.87	\$	40,433.48	\$	41,626.27	\$	42,854.24	\$	44,118.44	\$	45,419.94	\$	46,759.83	\$	48,139.24	\$	49,559.35	\$	51,021.35	\$	52,526.48
Hourly	\$	16.33	\$	16.81	\$	17.31	\$	17.82	\$	18.34	\$	18.88	\$	19.44	\$	20.01	\$	20.60	\$	21.21	\$	21.84	\$	22.48	\$	23.14	\$	23.83	\$	24.53	\$	25.25



5% COLA Model #1 and #2

COLA	Year 1	Year 2	Year 3	Year 4
1.065	Step 1	Step 2	Step 3	Step 4
	<b>Commissioners</b>			
	2025	2026	2027	2028
Salary	\$ 12,000.00			
	<b>Judge</b>			
	2023	2024	2025	2026
Salary	\$ 37,243.96	\$ 37,243.96	\$ 38,361.18	\$ 45,965.00
	<b>Treasurer</b>			
	2023	2024	2025	2026
Salary	\$ 18,000.06	\$ 18,000.06	\$ 18,540.08	\$ 22,419.00
	<b>Register of Deeds</b>			
	2023	2024	2025	2026
Salary	\$ 55,279.90	\$ 56,936.10	\$ 58,643.00	\$ 62,454.80
	<b>Register of Probate</b>			
	2025	2026	2027	2028
Salary	\$ 55,330.60	\$ 59,842.90	\$ 63,732.69	\$ 67,875.31
	<b>Sheriff</b>			
	2025	2026	2027	2028
Salary	\$ 97,632.08	\$ 107,889.60	\$ 114,902.42	\$ 122,371.08

## Model #2 Includes a 5% Increase and Rebalance of Grades

COLA I-05	Year 0-12 Months		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15
	Begin	Step 1	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 15	Step 15
Grade 10	\$	73,273.20	\$ 75,434.76	\$ 77,660.08	\$ 79,951.06	\$ 82,309.61	\$ 84,737.75	\$ 87,237.51	\$ 89,811.02	\$ 92,460.44	\$ 95,188.03	\$ 97,996.07	\$ 100,886.96	\$ 103,863.12	\$ 106,927.08	\$ 110,081.43	\$ 113,328.83
	\$	35.23	\$ 36.27	\$ 37.34	\$ 38.44	\$ 39.57	\$ 40.74	\$ 41.94	\$ 43.18	\$ 44.45	\$ 45.76	\$ 47.11	\$ 48.50	\$ 49.93	\$ 51.41	\$ 52.92	\$ 54.49
	Deputy Chief, Human Resources Director/Deputy County Administrator/Deputy UT Manager																
Grade 9	\$	66,721.20	\$ 68,889.48	\$ 70,715.81	\$ 72,801.93	\$ 74,949.59	\$ 77,160.60	\$ 79,436.84	\$ 81,780.23	\$ 84,192.74	\$ 86,676.43	\$ 89,233.38	\$ 91,865.77	\$ 94,575.81	\$ 97,365.79	\$ 100,238.09	\$ 103,195.11
	\$	32.08	\$ 33.02	\$ 34.00	\$ 35.00	\$ 36.03	\$ 37.10	\$ 38.19	\$ 39.32	\$ 40.48	\$ 41.67	\$ 42.90	\$ 44.17	\$ 45.47	\$ 46.81	\$ 48.19	\$ 49.61
	Jail Admin., EMA Director, IT Director, Lieutenant, Communications Director																
Grade 8	\$	60,715.20	\$ 62,506.30	\$ 64,350.23	\$ 66,248.57	\$ 68,202.90	\$ 70,214.88	\$ 72,286.22	\$ 74,418.67	\$ 76,614.02	\$ 78,874.13	\$ 81,200.92	\$ 83,596.35	\$ 86,062.44	\$ 88,601.28	\$ 91,215.02	\$ 93,905.86
	\$	29.19	\$ 30.05	\$ 30.94	\$ 31.85	\$ 32.79	\$ 33.76	\$ 34.75	\$ 35.78	\$ 36.83	\$ 37.92	\$ 39.04	\$ 40.19	\$ 41.38	\$ 42.60	\$ 43.85	\$ 45.15
	Assistant Jail Admin., EMA Deputy Director, IT Specialist																
Grade 7	\$	55,255.20	\$ 56,885.23	\$ 58,563.34	\$ 60,290.96	\$ 62,069.54	\$ 63,900.60	\$ 65,785.66	\$ 67,726.34	\$ 69,724.27	\$ 71,781.13	\$ 73,898.68	\$ 75,078.69	\$ 78,323.01	\$ 80,633.54	\$ 83,012.23	\$ 85,461.09
	\$	26.57	\$ 27.35	\$ 28.16	\$ 28.99	\$ 29.84	\$ 30.72	\$ 31.63	\$ 32.56	\$ 33.52	\$ 34.51	\$ 35.53	\$ 36.58	\$ 37.66	\$ 38.77	\$ 39.91	\$ 41.09
	Office Administrator, Facilities Mgr., Food Service Supervisor, Bookkeeper																
Grade 6	\$	49,795.20	\$ 51,264.16	\$ 52,776.45	\$ 54,333.36	\$ 55,936.19	\$ 57,586.31	\$ 59,285.10	\$ 61,034.01	\$ 62,834.52	\$ 64,688.14	\$ 66,596.44	\$ 68,561.03	\$ 70,583.58	\$ 72,665.80	\$ 74,809.44	\$ 77,016.32
	\$	23.94	\$ 24.65	\$ 25.37	\$ 26.12	\$ 26.89	\$ 27.69	\$ 28.50	\$ 29.34	\$ 30.21	\$ 31.10	\$ 32.02	\$ 32.96	\$ 33.93	\$ 34.94	\$ 35.97	\$ 37.03
	Probate Deputy, Deeds Deputy, Administrative Assistant, Trial Assistant II																
Grade 5	\$	45,427.20	\$ 46,767.30	\$ 48,146.94	\$ 49,567.27	\$ 51,029.51	\$ 52,534.88	\$ 54,084.66	\$ 55,680.15	\$ 57,322.72	\$ 59,013.74	\$ 60,754.64	\$ 62,546.91	\$ 64,392.04	\$ 66,291.60	\$ 68,247.21	\$ 70,260.50
	\$	21.84	\$ 22.48	\$ 23.15	\$ 23.83	\$ 24.53	\$ 25.26	\$ 26.00	\$ 26.77	\$ 27.56	\$ 28.37	\$ 29.21	\$ 30.07	\$ 30.96	\$ 31.87	\$ 32.81	\$ 33.78
	Secretary, Trial Assistant I, Part-time Dispatcher, Custodian																
Grade 4	\$	41,059.20	\$ 42,270.45	\$ 43,517.42	\$ 44,801.19	\$ 46,122.82	\$ 47,483.45	\$ 48,884.21	\$ 50,326.29	\$ 51,810.92	\$ 53,339.34	\$ 54,912.85	\$ 56,532.78	\$ 58,200.50	\$ 59,917.41	\$ 61,684.98	\$ 63,504.68
	\$	19.74	\$ 20.32	\$ 20.92	\$ 21.54	\$ 22.17	\$ 22.83	\$ 23.50	\$ 24.20	\$ 24.91	\$ 25.64	\$ 26.40	\$ 27.18	\$ 27.98	\$ 28.81	\$ 29.66	\$ 30.53
	Part-time Custodian																
Grade 3	\$	37,237.20	\$ 38,335.70	\$ 39,466.60	\$ 40,630.87	\$ 41,829.48	\$ 43,063.45	\$ 44,333.82	\$ 45,641.66	\$ 46,988.09	\$ 48,374.24	\$ 49,801.28	\$ 51,270.42	\$ 52,782.90	\$ 54,339.99	\$ 55,943.02	\$ 57,593.34
	\$	17.90	\$ 18.43	\$ 18.97	\$ 19.53	\$ 20.11	\$ 20.70	\$ 21.31	\$ 21.94	\$ 22.59	\$ 23.26	\$ 23.94	\$ 24.65	\$ 25.38	\$ 26.12	\$ 26.90	\$ 27.69



5% COLA Model #1 and #2

COLA	Year 1	Year 2	Year 3	Year 4
1.065	Step 1	Step 2	Step 3	Step 4
	<b>Commissioners</b>			
	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Salary</b>	\$ 12,000.00			
	<b>Judge</b>			
	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Salary</b>	\$ 37,243.96	\$ 37,243.96	\$ 38,361.18	\$ 45,965.00
	<b>Treasurer</b>			
	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Salary</b>	\$ 18,000.06	\$ 18,000.06	\$ 18,540.08	\$ 22,419.00
	<b>Register of Deeds</b>			
	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Salary</b>	\$ 55,279.90	\$ 56,936.10	\$ 58,643.00	\$ 62,454.80
	<b>Register of Probate</b>			
	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Salary</b>	\$ 55,330.60	\$ 59,842.90	\$ 63,732.69	\$ 67,875.31
	<b>Sheriff</b>			
	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Salary</b>	\$ 97,632.08	\$ 107,889.60	\$ 114,902.42	\$ 122,371.08

### Model #3 Includes 3% Increase and Rebalance of Grades

COLA	Year 0-12 Months Begin	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15			
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15			
Grade 10								County Administrator											
Salary Hourly	\$	71,877.52	\$ 73,997.91	\$ 76,180.85	\$ 78,428.18	\$ 80,741.81	\$ 83,123.69	\$ 85,575.84	\$ 88,100.33	\$ 90,699.29	\$ 93,374.92	\$ 96,129.48	\$ 98,965.30	\$ 101,884.78	\$ 104,890.38	\$ 107,984.64	\$ 111,170.19		
	\$	34.56	\$ 35.58	\$ 36.63	\$ 37.71	\$ 38.82	\$ 39.96	\$ 41.14	\$ 42.36	\$ 43.61	\$ 44.89	\$ 46.22	\$ 47.58	\$ 48.98	\$ 50.43	\$ 51.92	\$ 53.45		
Grade 9 Salary Hourly	\$	65,450.32	\$ 67,381.10	\$ 69,368.85	\$ 71,415.23	\$ 73,521.98	\$ 75,690.88	\$ 77,923.76	\$ 80,222.51	\$ 82,589.07	\$ 85,025.45	\$ 87,533.70	\$ 90,115.94	\$ 92,774.36	\$ 95,511.21	\$ 98,328.79	\$ 101,229.43		
	\$	31.47	\$ 32.39	\$ 33.35	\$ 34.33	\$ 35.35	\$ 36.39	\$ 37.46	\$ 38.57	\$ 39.71	\$ 40.88	\$ 42.08	\$ 43.32	\$ 44.60	\$ 45.92	\$ 47.27	\$ 48.67		
Grade 8 Salary Hourly	\$	59,558.72	\$ 61,315.70	\$ 63,124.52	\$ 64,986.69	\$ 66,903.80	\$ 68,877.46	\$ 70,909.34	\$ 73,001.17	\$ 75,154.70	\$ 77,371.77	\$ 79,654.23	\$ 82,004.03	\$ 84,423.15	\$ 86,913.64	\$ 89,477.59	\$ 92,117.18		
	\$	28.63	\$ 29.48	\$ 30.35	\$ 31.24	\$ 32.17	\$ 33.11	\$ 34.09	\$ 35.10	\$ 36.13	\$ 37.20	\$ 38.30	\$ 39.43	\$ 40.59	\$ 41.79	\$ 43.02	\$ 44.29		
Grade 7 Salary Hourly	\$	54,202.72	\$ 55,801.70	\$ 57,447.85	\$ 59,142.56	\$ 60,887.27	\$ 62,683.44	\$ 64,532.60	\$ 66,436.32	\$ 68,396.19	\$ 70,413.87	\$ 72,491.08	\$ 74,629.57	\$ 76,831.14	\$ 79,097.66	\$ 81,431.04	\$ 83,833.26		
	\$	26.06	\$ 26.83	\$ 27.62	\$ 28.43	\$ 29.27	\$ 30.14	\$ 31.03	\$ 31.94	\$ 32.88	\$ 33.85	\$ 34.85	\$ 35.88	\$ 36.94	\$ 38.03	\$ 39.15	\$ 40.30		
Grade 6 Salary Hourly	\$	48,846.72	\$ 50,287.70	\$ 51,771.19	\$ 53,298.44	\$ 54,870.74	\$ 56,489.43	\$ 58,155.86	\$ 59,871.46	\$ 61,637.67	\$ 63,455.98	\$ 65,327.93	\$ 67,255.11	\$ 69,238.13	\$ 71,281.69	\$ 73,384.50	\$ 75,549.34		
	\$	23.48	\$ 24.18	\$ 24.89	\$ 25.62	\$ 26.38	\$ 27.16	\$ 27.96	\$ 28.78	\$ 29.63	\$ 30.51	\$ 31.41	\$ 32.33	\$ 33.29	\$ 34.27	\$ 35.28	\$ 36.32		
Grade 5 Salary Hourly	\$	44,561.92	\$ 45,876.50	\$ 47,229.85	\$ 48,623.13	\$ 50,057.52	\$ 51,534.21	\$ 53,054.47	\$ 54,619.58	\$ 56,230.86	\$ 57,889.67	\$ 59,597.41	\$ 61,355.54	\$ 63,165.52	\$ 65,028.91	\$ 66,947.26	\$ 68,922.20		
	\$	21.42	\$ 22.06	\$ 22.71	\$ 23.38	\$ 24.07	\$ 24.78	\$ 25.51	\$ 26.26	\$ 27.03	\$ 27.83	\$ 28.65	\$ 29.50	\$ 30.37	\$ 31.26	\$ 32.19	\$ 33.14		
Grade 4 Salary Hourly	\$	40,277.12	\$ 41,465.30	\$ 42,688.52	\$ 43,947.83	\$ 45,244.29	\$ 46,579.00	\$ 47,953.08	\$ 49,367.70	\$ 50,824.04	\$ 52,323.35	\$ 53,866.89	\$ 55,455.97	\$ 57,091.92	\$ 58,776.13	\$ 60,510.02	\$ 62,295.07		
	\$	19.36	\$ 19.94	\$ 20.52	\$ 21.13	\$ 21.75	\$ 22.39	\$ 23.05	\$ 23.73	\$ 24.43	\$ 25.16	\$ 25.90	\$ 26.66	\$ 27.45	\$ 28.26	\$ 29.09	\$ 29.95		
Grade 3 Salary Hourly	\$	36,527.92	\$ 37,605.49	\$ 38,714.86	\$ 39,856.94	\$ 41,032.72	\$ 42,243.19	\$ 43,489.36	\$ 44,772.30	\$ 46,093.08	\$ 47,452.83	\$ 48,852.69	\$ 50,293.84	\$ 51,777.51	\$ 53,304.95	\$ 54,877.44	\$ 56,496.33		
	\$	17.56	\$ 18.08	\$ 18.61	\$ 19.16	\$ 19.73	\$ 20.31	\$ 20.91	\$ 21.53	\$ 22.16	\$ 22.81	\$ 23.49	\$ 24.18	\$ 24.89	\$ 25.63	\$ 26.38	\$ 27.16		



# Model #3 Elected Positions 3% COLA

COLA	Year 1	Year 2	Year 3	Year 4
1.045	Step 1	Step 2	Step 3	Step 4
	<b>Commissioners</b>			
	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Salary</b>	\$ 12,000.00			
	<b>Judge</b>			
	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Salary</b>	\$ 37,243.96	\$ 37,243.96	\$ 38,361.18	\$ 45,965.00
	<b>Treasurer</b>			
	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Salary</b>	\$ 18,000.06	\$ 18,000.06	\$ 18,540.08	\$ 22,419.00
	<b>Register of Deeds</b>			
	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
<b>Salary</b>	\$ 55,279.90	\$ 56,936.10	\$ 58,643.00	\$ 61,281.94
	<b>Register of Probate</b>			
	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Salary</b>	\$ 55,330.60	\$ 59,842.90	\$ 62,535.83	\$ 65,349.94
	<b>Sheriff</b>			
	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>
<b>Salary</b>	\$ 97,632.08	\$ 107,889.60	\$ 112,744.63	\$ 117,818.14