

FRANKLIN COUNTY COMMISSIONERS MEETING AGENDA

LOCATION: Franklin County EOC, 120 County Way, Farmington

DATE AND TIME: December 11, 2025 @ 2:00 PM.

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: None

APPOINTMENTS:

NEW BUSINESS:

- 1. December Holiday Schedule for Nonunion**
- 2. Maine PERS Adoption of the 3C Plan for Teamsters**

OLD BUSINESS:

MISCELLANEOUS:

WARRANTS: County AP, ARPA, TIF, Payroll, & UT

Executive Session: "Consultation with legal counsel concerning rights and duties of the Commissioners as a body. 1 MRS 405 (6) €."

Executive Session: 1 MRS 405 (6) €. Legal Advice

ADJOURNMENT:

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

[Agendas & Minutes - Franklin County, Maine \(franklincountymaine.gov\)](#)

**County Commissioner's Meeting
Agenda Discussion and Analysis
December 11, 2025**

RECOGNITION: None

APPOINTMENTS: None

New Business:

Administrator's Report

- We have received notice of an additional Abatement Appeal with the Town of Philips. Mr. Grundy is filling out the paperwork, and the Town has been notified of the intent to file the appeal.
- HR has been in contact with Seneca HR for Conflict Resolution Training, we are waiting for a quote.
- NCEU has filed with the Maine Labor Relations Board to arbitrate the dismissal of a Correctional Officer. Once we have a date we will communicate next steps.
- OPIOID Settlement Funds reporting notification has been sent to the County. The County must report on how the funds were used. The committee and staff will file the report.
- The County has received two quotes for weekly cleaning at the courthouse. We are waiting on a third. Once we receive this information, we will present it.
- Thomas Courtney has recently been promoted to Sergeant at the Corrections Facility.
- The annual holiday luncheon will happen on December 18th from 12-1pm at the EOC in the large conference room.
- The county has provided an offer of employment to Karen Rea for the Bookkeeper position. Her start date is December 1, 2025.

Recommendation: A. Motion to accept the Administrator's Report.

B. Motion to approve the hiring of Karen Rea as Bookkeeper.

Minutes: Provided to you prior to the Commissioner's Meeting

Recommendation: Motion to approve November 4, 2025, Minutes.

Treasurer's Report: Included in the Packet

Recommendation: Motion to accept the Treasurer's Report.

December Holiday Schedule for Nonunion

Comments: In past years, the County Commissioners have followed the State of Maine's and District Court's December holiday schedule. Staff are asking if the Board plans to continue this practice for the upcoming holiday season. The Court currently has the following schedule:

- Christmas Eve: close at 2:00 p.m. on December 24
- Christmas Day: closed December 25
- Day After Christmas: closed December 26
- New Year's Eve: close at 2:00 p.m. on December 31
- New Year's Day: closed January 1

Recommendation: Motion to approve the nonunion to follow the court's holiday schedule to include early closure on December 24th at 2 pm, closed on December 25th and December 26th, and early closure at 2PM on December 31st.

Maine PERS Adoption of the 3C Plan for Teamsters

Comments: When the Teamsters contract was ratified in early August, one of the provisions included the adoption of Maine PERS 3C plan as of January 1, 2026. Back on September 16, 2025, you may recall the Board made the motion to adopt the 3C plan under Maine PERS for Teamsters Union employees. The Maine PERS document in your flower folder needs to be signed by the Chair to finalize this change.

Recommendation: Motion: Motion to authorize the Chair to sign the agreement between the county and Maine PERS to adopt the 3C plan for Teamsters Union employees.

OLD BUSINESS:

PAM PRODAN, TREASURER – Report December 2, 2025, Franklin County Commissioners mtg

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

General Fund Operating Cash \$4,117,471.11

General Fund Payroll Cash \$95,966.63

General Fund CDARS \$0.00

ARPA Fund Cash \$580,958.01

UT General Fund Cash \$750,314.50

UT General Fund CDARS \$0.00

UT TIF Fund Cash \$2,149,991.89

UT TIF CDARS: \$2,064,155.12

Interest rates

General Fund Operating Cash 3.50% as of 10/31/2025 invested w/Intrafi Cash Service at Androscoggin Savings

ARPA Fund Cash 2.75% as of 10/31/2025 invested w/ Intrafi Cash Service at Franklin Savings

UT General Fund Cash 3.50% as of 10/31/2025 invested w/Intrafi Cash Service at Androscoggin Savings

UT TIF Fund Cash 3.50% as of 10/31/2025 invested w/Intrafi Cash Service at Androscoggin Savings

UT TIF CDARS 3.77796% as of 12/2/2025 invested at Androscoggin Savings

Town Tax Payments

The second payment of County taxes of fifty percent (50%) is due on or before February 1, 2026. A total of \$4,814,251.00 will be due. Interest will begin April 1, 2026.

Warrants

AP Warrants for signatures 12/2/2025 (warrants not finalized at the time of this writing)

AP County Warrant \$309,769.53

AP UT Warrant \$151,899.12

AP ARPA Warrant \$10,776.85

Payroll Warrant \$236,215.83 11/26/2025

November 25, 2025

TIFFANY BAKER, HR DIRECTOR, DEPUTY COUNTY ADMINISTRATOR
FRANKLIN COUNTY
120 COUNTY WAY STE 4
FARMINGTON ME 04938

Re: Amended Agreement between Franklin County and Maine Public Employees Retirement System (MainePERS)

Dear Tiffany Baker:

This is to acknowledge the action taken on September 16, 2025 by the County Commissioners, whereby Franklin County voted to adopt Special Plan 3C for its eligible, full-time, Teamsters Union dispatchers for future service only. The effective date of the change is January 1, 2026.

Attached is an Amended Agreement for participation in the Consolidated Plan. Please have the document signed and dated and return it to my attention via email attachment so that I receive it by no later than December 31, 2025 for a January 1, 2026 effective date. Upon receipt of the signed document, a copy of the fully executed Amended Agreement will be forwarded to the County.

If you have any questions regarding the implementation of this Amended Agreement, please let me know.

Sincerely,



Deanna Doyle
PLD Plan Administrator
Service Programs Division

Attachments: Amended Agreement

Cc: Employer Record, P0102

AMENDED AGREEMENT BETWEEN
THE MAINE PUBLIC EMPLOYEES' RETIREMENT SYSTEM
AND
FRANKLIN COUNTY

**FOR PARTICIPATION IN THE DEFINED BENEFIT PLAN UNDER THE
CONSOLIDATED PLAN FOR PARTICIPATING LOCAL DISTRICTS ("The Plan")**

This Agreement is an Amendment to all previous Agreements entered into between the Maine Public Employees Retirement System and Franklin County (P0102) (hereinafter the "PLD"), a "participating local district" as defined by Section 1, Subsection 7 of Chapter 803 of the Rules of the Board of Trustees of the Maine Public Employees Retirement System (hereinafter the "MainePERS Rules") and 5 M.R.S. Section 17001, Subsection 27, for the purpose of providing for the participation of the PLD's employees in the defined benefit plan (also known as "The Plan" and defined by Section 1, Subsection 8 of Chapter 803 of the MainePERS Rules) of the Consolidated Retirement Plan established by Chapter 803 of the MainePERS Rules in accordance with 5 M.R.S., Chapter 427.

1. Election to Change Service Retirement Plan

The PLD, by resolution or order of its executive body dated September 16, 2025, elects to change its Service Retirement Plan as allowed by Section 2, Subsection 7 of chapter 803 for its eligible Teamsters Union Local #340 dispatchers.

2. Plan Change

The PLD elects to adopt Special Plan 3C as described in Chapter 803, Section 8, Subsection 5 for its eligible Teamsters Union Local #340 dispatchers who regularly work full-time and who are not seasonal or temporary for service accrued after December 31, 2025. Service accrued by these dispatchers before January 1, 2026 remains under Regular Plan AC as described in Chapter 803, Section 7, Subsection 1.

3. Date of Change

The effective date of this change is January 1, 2026.

4. Other Plan Information

The PLD continues to offer Special Plan 3C as described in Chapter 803, Section 8, Subsection 5 to its law enforcement officers who regularly work full-time and who are not seasonal or temporary; and

The PLD continues to offer Special Plan 2C as described in Chapter 803, Section 8, Subsection 3 to its corrections employees who regularly work full-time and who are not seasonal or temporary; and

The PLD continues to offer Regular Plan AC as described in Chapter 803, Section 7, Subsection 1 to its elected/appointed officials and all other employees who regularly work full-time and who are not seasonal or temporary; and

All other employees, including part-time, seasonal and temporary employees, are excluded from participating in The Plan.

The PLD provides limited open enrollment to its eligible, non-participating employees with optional membership who initially declined to participate in MainePERS in accordance with the provisions of 5 M.R.S. §18252-C as allowed by Section 3, Subsection 2 (I) of Chapter 803 and in accordance with Section 15, Subsection 4 of Chapter 803.

5. Compliance with Statutes and MainePERS Rules

The PLD and the Maine Public Employees Retirement System agree to continue to comply with all requirements of 5 M.R.S., Part 20, and of the MainePERS Rules that are applicable to The Plan.

FRANKLIN COUNTY

Signatures of PLD Authorized
Representatives

Bob Carlton
Commissioner Chair, Franklin County

Date Signed

**MAINE PUBLIC EMPLOYEES
RETIREMENT SYSTEM**

Signature of the Chief Executive Officer
or the Chief Executive Officer's Designee

Deanna Doyle,
PLD Plan Administrator

Date Signed

For MainePERS Office Use Only:

Franklin County

Employer Code: P0102

Effective Date of this Agreement: January 1, 2026