

FRANKLIN COUNTY COMMISSIONERS MEETING AGENDA

LOCATION: Franklin County EOC, 120 County Way, Farmington

DATE AND TIME: January 20, 2026 @ 1:00 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: Communications Employee of the Quarter

APPOINTMENTS:

NEW BUSINESS:

1. Administrator's Report
2. Minutes
3. Treasurer's Report
4. Wentworth Partners & Associates - RFP process for Quick Stream Bridge
5. LD 2124 discussion
6. UT Road Inventory
7. Review of Bank Requisitions from July to December and Monthly Expense Reports

OLD BUSINESS:

1. Inclement Weather Policy – Revision

MISCELLANEOUS:

WARRANTS: County AP, ARPA, Payroll, & UT

WORKSHOP:

1. Salary Structure
2. Treasurer – Elected verses Appointed
3. Charter

ADJOURNMENT:

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

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

**County Commissioner's Meeting
Agenda Discussion and Analysis
January 20, 2026**

RECOGNITION: Communications – Employee of the Quarter

APPOINTMENTS:

New Business:

Administrator's Report

- Testimony for LD2009 was submitted on behalf of the Commissioners on January 14, 2026.
- The HR Consulting contract and RCCM contract (cleaning services) are currently in review with legal.
- The county has made an offer of employment to Mackenzie McInnis and Thomas Robinson for a Corrections Officer position. He is starting on January 26th.
- The county has gone out to bid for training services specifically for conflict resolution and DISC assessment. The deadline to bid is January 30th at 4pm.
- Maine PERS recently audited a past employee and discovered a credit to the county in the amount of \$2,164.09 for overpayment. The county will apply a portion of this credit to cover Lorna Nichols service years, as discussed in the last meeting. We will no longer need to use ARPA interest to cover the \$636.56.

Recommendation: Motion to accept the Administrator's Report.

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

Recommendation: Motion to approve January 6th Minutes.

Treasurer's Report: Included in the Packet

Recommendation: Motion to accept the Treasurer's Report.

Wentworth Partners & Associates – RFP process for Quick Stream Bridge

Comments: Steve Govoni is here to discuss the Quick Stream Bridge RFP and project execution.

Recommendation: None at this time.

LD 2124 Discussion

Comments: There is a bill in the legislature to increase the state's share of the real estate transfer tax. The Commissioners need to determine if they support this bill or would like to submit testimony to the state.

Recommendation: None at this time.

UT Road Inventory

Comments: Robert Lightbody will be presenting the UT road inventory.

Recommendations: None at this time

Review of Bank Requisitions from July to December and Monthly Expense Reports

Comments: In your packet there are the monthly bank reconciliations for the period of July to December for review. It was recommended by the auditors to review and sign the monthly reconciliations. Going forward we will present these each month.

Recommendations: Motion to approve the monthly bank reconciliations for the period of July to December 2025.

OLD BUSINESS:

Inclement Weather Policy – Revision

Comments: Revisions were made to the Inclement Weather Policy per discussion during the January 6, 2026, Commissioner Meeting.

Recommendation: Motion to approve the revised Inclement Weather Policy to include the added media outlets and designee language.

MISCELLANEOUS:

WORKSHOP:

- 1. Salary Structure**
- 2. Treasurer – Elected verses Appointed**
- 3. Charter**



132nd MAINE LEGISLATURE

SECOND REGULAR SESSION-2026

Legislative Document

No. 2124

H.P. 1439

House of Representatives, January 7, 2026

An Act to Support Emergency Shelter Funding Using Revenue from the Real Estate Transfer Tax

Approved for introduction by a majority of the Legislative Council pursuant to Joint Rule 203.

Reference to the Committee on Taxation suggested and ordered printed.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative GATTINE of Westbrook.
Cosponsored by Senator TALBOT ROSS of Cumberland and
Representatives: Speaker FECTEAU of Biddeford, GERE of Kennebunkport, RANA of
Bangor, ROEDER of Bangor, SAYRE of Kennebunk, Senators: CURRY of Waldo, President
DAUGHTRY of Cumberland, ROTUNDO of Androscoggin.

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C. CASH MANAGEMENT

Compliance Requirements

Grants and Cooperative Agreements

All Non-Federal Entities

Non-federal entities must establish written procedures to implement the requirements of 2 CFR section 200.305 (2 CFR section 200.302(b)(6)).

States

US Department of the Treasury (Treasury) regulations at 31 CFR Part 205 implement the Cash Management Improvement Act of 1990 (CMIA), as amended (Pub. L. No. 101-453; 31 USC 6501 et seq.). Subpart A of those regulations requires state recipients to enter into Treasury-State Agreements that prescribe specific methods of drawing down federal funds (funding techniques) for federal programs listed in the Assistance Listing (Catalog of federal Domestic Assistance) that meet the funding threshold for a major federal assistance program under the CMIA. Treasury-State Agreements also specify the terms and conditions under which an interest liability would be incurred. Programs not covered by a Treasury-State Agreement are subject to procedures prescribed by Treasury in Subpart B of 31 CFR Part 205 (Subpart B), which at 31 CFR section 205.33(a) include the requirement for a state to minimize the time between the drawdown of federal funds and their disbursement for federal program purposes.

Non-Federal Entities Other Than States

Non-federal entities must minimize the time elapsing between the transfer of funds from the US Treasury or pass-through entity and disbursement by the non-federal entity for direct program or project costs and the proportionate share of allowable indirect costs, whether the payment is made by electronic funds transfer, or issuance or redemption of checks, warrants, or payment by other means (2 CFR section 200.305(b)).

What constitutes minimized elapsed time for funds transfer will depend on what payment system/method a non-federal entity uses. For example:

- The US Department of Health and Human Service (HHS) processes its financial transactions with non-federal entities through HHS's Program Support Center (PCS), which uses the Payment Management System (PMS). Usually, payments from PMS process overnight and the funds would be available in a non-federal entity's account the next business day. HHS also processes payments through same day wires (mostly state governments).
- Federal agencies, such as the US Department of Commerce, and US Department of the Interior, use the US Treasury's Automated Standard Application for Payments (ASAP) system for grant and cooperative agreement payments. Non-federal entities can use the ASAP on-line process to request and receive same-day payment.

insurance, or other similar activities or funds for purposes other than to meet the operating liabilities, including interest on debt, of the fund.

- b. Test that all users of services are billed in a consistent manner.
- c. Test that billing rates exclude unallowable costs, in accordance with 2 CFR Part 200.
- d. Test, where activities are not accounted for in separate funds, that billing rates (or charges) are developed based on actual costs and were adjusted to eliminate profits.
- e. For NPOs that have self-insurance and certain types of fringe benefit programs (e.g., pension funds), ascertain if independent actuarial studies appropriate for such activities are performed at least biennially and that current period costs were allocated based on an appropriate study which is not over two years old.



FRANKLIN COUNTY Commissioners' Monthly Financial Review Sign-Off

July 2025

The County Commissioners have reviewed and accepted the following monthly financial reports.

- Cash and CDARS Balances Report
- Bank Reconciliations
 - County General Fund Checking – ASB **4875 and **4904
 - County General Fund Payroll – BSB **3766
 - ARPA Fund – FSB **7016 & **7024
 - Deeds Surcharge – ASB **4752 & **4816
 - Probate Surcharge – ASB **4787 & **4840
 - UT General Fund Checking – ABS **3321 & **3356
 - UT TIF – ASB **6839 & **6898
 - UT TIF CDARS - IntraFi
- Summary Budget-to-Actual Reports
 - General Fund
 - Jail Fund
 - Unorganized Territory

District 1 Tom Saviello

District 2 Fen Fowler

District 3 Tom Skolfield

District 4 Bob Carlton

District 5 Jeff Gilbert

Franklin County and Franklin County Unorganized Territory
Cash and CDARS Balances
As of July 31, 2025

Acct Num	Description	Bank	Bank Acct #	Balance
G 01-1000-00	County Operational Checking	Androscoggin Bank	4752 & 4816	\$ 2,036,382.67
G 01-1001-00	County Payroll Checking	Bangor Savings Bank	3766	33,693.29
G 01-1105-00	County General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL GENERAL FUND				2,070,075.96
G 11-1001-00	ARPA Checking	Franklin Savings Bank	7016 & 7024	1,280,713.12
G 72-1000-00	Deeds Surcharge Checking	Androscoggin Bank	4752 & 4816	188,746.29
G 77-1000-00	Probate Surcharge Checking	Androscoggin Bank	4787 & 4840	43,382.86
TOTAL FRANKLIN COUNTY BANK AND CDARS ACCOUNTS				3,582,918.23
G 15-1010-00	UT General Fund Checking	Androscoggin Bank	3321 & 3356	1,561,587.63
G 15-1051-00	UT General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL UT GENERAL FUND				1,561,587.63
G 16-1014-00	UT TIF Fund Checking	Androscoggin Bank	6839 & 6898	1,622,181.36
G 16-1053-00	UT TIF Fund CDARS	Androscoggin Bank	Varies	2,044,593.39
TOTAL UT TIF FUND				3,666,774.75
TOTAL UNORGANIZED TERRITORY BANK AND CDARS ACCOUNTS				5,228,362.38
TOTAL ALL BANK AND CDARS ACCOUNTS				\$ 8,811,280.61

Franklin County**Bank Reconciliation****Androscoggin Savings Bank General Fund Operating Accounts **4875 and **4904****July 2025****Balance per Bank**

7/31/2025	Gen Fund	ASB 4875 Checking	\$	150,000.00	
7/31/2025	Gen Fund	ASB 4904 Sweep		<u>2,735,093.36</u>	\$ 2,885,093.36

Deposits in Transit

7/31/2025	G 0111	ICON - July		85.00	
7/31/2025	G 0111	ICON - July		132.00	
7/31/2025	G 0111	ICON - July		<u>161.00</u>	
					378.00

Outstanding Checks and Withdrawals

5/20/2025	32206	01084 - Victoria Cavallaro	(14.48)	
6/30/2025	32353	01056 - Sarah Caton	(58.38)	
7/15/2025	32372	00017 - Alternative Correctional Healthcare	(31,136.02)	
7/15/2025	32391	00931 - Transco Business Technologies	(6,000.00)	
7/15/2025	32399	01112 - J. F. Scott Construction Co	(407,628.74)	
7/29/2025	32435	00087 - Charm Tex	(169.80)	
7/29/2025	32436	00793 - Shredding on Site, Inc	(39.57)	
7/29/2025	32437	00909 - Brad Timberlake	(435.96)	
7/29/2025	32438	00931 - Transco Business Technologies	(59.27)	
7/29/2025	32439	01209 - Northeast Rescue Systems	(16,443.00)	
7/29/2025	32440	01222 - Maine Judicial Branch of Transcript	(50.00)	
7/29/2025	32442	00018 - Amazon Capital Services	(1,895.22)	
7/29/2025	32443	00082 - CentralSquare Technologies, LLC	(153,781.04)	
7/29/2025	32444	00093 - Central Maine Power	(9,583.92)	
7/29/2025	32445	00103 - CN Brown Company	(3,059.03)	
7/29/2025	32446	00120 - Community Concepts, Inc	(1,267.20)	
7/29/2025	32447	00128 - Consolidated Communications	(2,106.46)	
7/29/2025	32448	00169 - Dead River Company	(381.57)	
7/29/2025	32449	00176 - Design Specialties Inc	(120.00)	
7/29/2025	32450	00208 - Eastern Fire	(250.00)	
7/29/2025	32451	00230 - eScribers LLC	(1,185.00)	
7/29/2025	32452	00245 - Farmington Farmers Union	(370.52)	
7/29/2025	32453	00307 - Frost Detailing	(150.00)	
7/29/2025	32454	00330 - Great Works Internet	(2,654.18)	
7/29/2025	32455	00336 - Tom Hagerstrom	(60.00)	
7/29/2025	32456	00362 - Hight Chevrolet	(105.89)	
7/29/2025	32457	00410 - Jensen Baird	(180.00)	

Franklin County**Bank Reconciliation****Androscoggin Savings Bank General Fund Operating Accounts **4875 and **4904****July 2025**

7/29/2025	32458	00468 - Liberty Firearms Academy	(4,250.00)
7/29/2025	32459	00491 - Maine Chief's Of Police Assoc	(400.00)
7/29/2025	32460	00515 - Maine Municipal Employees Health	(106,543.36)
7/29/2025	32461	00555 - McKesson Medical Surgical	(335.59)
7/29/2025	32462	00580 - Motor Supply Farmington	(21.48)
7/29/2025	32463	00602 - NCEU	(832.00)
7/29/2025	32464	00684 - PowerDMS, Inc	(8,603.67)
7/29/2025	32465	00711 - Randy Keach Auto	(221.95)
7/29/2025	32466	00793 - Shredding on Site, Inc	(32.40)
7/29/2025	32467	00846 - Treasurer, State of Maine	(1,430.58)
7/29/2025	32468	00847 - Treasurer, State of Maine	(373.89)
7/29/2025	32469	00876 - Sysco Northern New England	(3,341.18)
7/29/2025	32470	00877 - Systems Engineering, Inc	(10,576.81)
7/29/2025	32471	00887 - Teamster Local 340	(713.00)
7/29/2025	32472	00904 - Thomson Reuters West	(704.00)
7/29/2025	32473	00929 - Training Technologies International	(4,830.00)
7/29/2025	32474	00931 - Transco Business Technologies	(481.40)
7/29/2025	32475	00933 - Tree Line Landscape, Inc	(994.50)
7/29/2025	32476	00935 - Tri County EMS	(48.00)
7/29/2025	32477	00942 - ULINE	(798.25)
7/29/2025	32478	00956 - UScellular	(1,169.95)
7/29/2025	32479	00973 - WB Mason Co, Inc	(4,033.97)
7/29/2025	32480	01008 - Xerox Financial Services	(242.33)
7/29/2025	32481	01023 - Allegiant Care	(8,487.00)
7/29/2025	32482	01031 - Black Bear Graphics	(137.00)
7/29/2025	32483	01081 - Island Tech Services	(705.00)
7/29/2025	32484	01082 - Haywood Associates In	(5,701.59)
7/29/2025	32485	01100 - Dirigo Software LLC	(229.00)
7/29/2025	32486	01109 - Bailey Brothers Inc	(60.79)
7/29/2025	32487	01145 - Andwell Health Partners	(30,000.00)
7/29/2025	32488	01163 - BlueCosmo	(77.25)
7/29/2025	32489	01196 - United States Postal Service	(356.00)
7/29/2025	32490	01218 - Libby O'Brien Kingsley & Champion	(196.00)
7/29/2025	32491	01225 - Konopka & Sons	(7,070.46)
7/29/2025	32492	01226 - Bernstein Shur	(320.00)
7/29/2025	32493	01227 - Berry Fruit Farms	(1,558.70)
7/29/2025	32494	01228 - Jeffrey Brann	(92.92)
7/29/2025	32495	01229 - Snowman Group	(1,111.72)
7/29/2025	32496	01230 - P.A.C.C.	(125.00)

Franklin County
Bank Reconciliation
Androscoggin Savings Bank General Fund Operating Accounts **4875 and **4904
July 2025

7/29/2025	32497	00493 - Maine County Commissioners Assoc	(2,696.70)	(849,088.69)
Adjusted Bank Balance				2,036,382.67
Balance per Books				2,036,382.67
Variance				\$ -

Notes

Franklin County
Bank Reconciliation
Bangor Savings Bank Operating Account and Repurchase Accounts - **3766
July 2025

Balance per Bank

7/31/2025	Gen Fund	BSB 3766 Checking	\$	-	
7/31/2025	Gen Fund	BSB 3766 Repurchase		<u>33,382.49</u>	
					\$ 33,382.49

Deposits in Transit

7/28/2025	W 0054	07/28/2028 Cash		3.00	
7/29/2025	W 0057	07/29/2025 Cash		278.80	
7/31/2025	W 0059	07/30/2025 Cash		24.00	
7/31/2025	W 0061	07/31/2025 Cash		<u>5.00</u>	
					310.80

Outstanding Checks and Withdrawals

<u>-</u>	<u>-</u>
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Adjusted Bank Balance 33,693.29

Balance per Books 33,693.29

Variance \$ -

Notes

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Franklin County
Bank Reconciliation
Franklin Savings Bank ARPA Accounts **7016 and **7024
July 2025

Balance per Bank

7/31/2025	ARPA Fund	FSB 7016 Checking	\$	100,000.00	
7/31/2025	ARPA Fund	FSB 7024 Sweep		<u>1,208,235.12</u>	
					\$ 1,308,235.12

Deposits in Transit

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Outstanding Checks and Withdrawals

7/15/2025	1106	01051 - Adrenaline Electric	(1,522.00)	
7/29/2025	1108	00531 - Maine Timber Mats	(10,000.00)	
7/29/2025	1109	01051 - Adrenaline Electric	<u>(16,000.00)</u>	
				<u>(27,522.00)</u>

Adjusted Bank Balance	1,280,713.12
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Balance per Books	<u>1,280,713.12</u>
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Variance	\$ <u>-</u>
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Notes

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Franklin County
Bank Reconciliation
Androscoggin Savings Bank Deeds Surcharge Accounts **4752 and **4816
July 2025

Balance per Bank				
7/31/2025	Deeds Pres	ASB 4752 Checking	\$	-
7/31/2025	Deeds Pres	ASB 4816 ICS		<u>188,746.29</u>
				\$ 188,746.29
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				188,746.29
Balance per Books				<u>188,746.29</u>
Variance				\$ <u>-</u>

Notes

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Franklin County
Bank Reconciliation
Androscoggin Savings Bank Probate Surcharge Accounts **4787 and **4840
July 2025

Balance per Bank					
7/31/2025	Probate Pres	ASB 4787 Checking	\$	-	
7/31/2025	Probate Pres	ASB 4840 Sweep		<u>43,382.86</u>	
					\$ 43,382.86
Deposits in Transit					
				<u>-</u>	
					-
Outstanding Checks and Withdrawals					
				<u>-</u>	
					<u>-</u>
Adjusted Bank Balance					43,382.86
Balance per Books					<u>43,382.86</u>
Variance					<u>\$ -</u>

Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT General Fund - Operating Checking
July 2025

Balance per Bank

7/31/2025	Gen Fund	Andro Bank **3321	\$	-	
7/31/2025	Gen Fund	Andro Bank **3356		<u>1,586,567.05</u>	\$ 1,586,567.05

Deposits in Transit

-	
<u>-</u>	-

Outstanding Checks and Withdrawals

6/5/2025	50317	00236 - Expenet Technologies, LLC	(899.00)	
6/30/2025	50325	00975 - Webster Library	(3,000.00)	
7/15/2025	50329	00925 - Town of Rangeley	(18,027.47)	
7/29/2025	50336	00093 - Central Maine Power	(52.95)	
7/29/2025	50338	00484 - Madrid Cemetery Association	<u>(3,000.00)</u>	
				<u>(24,979.42)</u>

Adjusted Bank Balance	1,561,587.63
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Balance per Books	<u>1,561,587.63</u>
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Variance	\$ <u>-</u>
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Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT TIF Fund - Operating Checking
July 2025

Balance per Bank					
7/31/2025	TIF Fund	Andro Bank **6839	\$	-	
7/31/2025	TIF Fund	Andro Bank **6898		<u>1,763,181.36</u>	
					\$ 1,763,181.36
Deposits in Transit				<u>-</u>	
Outstanding Checks and Withdrawals					
7/29/2025	1037	00331 - Greater Franklin Development Cou		<u>(141,000.00)</u>	
					<u>(141,000.00)</u>
Adjusted Bank Balance					1,622,181.36
Balance per Books					<u>1,622,181.36</u>
Variance					<u>\$ -</u>

Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT TIF CDARS
July 2025

Balance per Bank				
7/31/2025	TIF Fund	Andro Bank **8385	\$ 2,044,593.39	
				\$ 2,044,593.39
Deposits in Transit				
			-	-
Outstanding Checks and Withdrawals				
			-	-
Adjusted Bank Balance				2,044,593.39
Balance per Books				2,044,593.39
Variance				\$ -

Notes

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Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through July 31, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County General Fund				
Property taxes	\$ 7,197,048.00	\$ 7,197,048.00	\$ -	0.0%
Other taxes	140,000.00	11,447.15	(128,552.85)	-91.8%
Permits and fees	404,643.00	48,456.54	(356,186.46)	-88.0%
Intergovernmental	177,466.00	3,325.00	(174,141.00)	-98.1%
Other revenues	130,000.00	8,631.73	(121,368.27)	-93.4%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>8,049,157.00</u>	<u>7,268,908.42</u>	<u>(780,248.58)</u>	<u>-9.7%</u>
Emergency management	280,612.00	25,705.48	254,906.52	90.8%
District attorney's office	388,665.00	19,849.04	368,815.96	94.9%
Superior court	3,000.00	-	3,000.00	100.0%
Commissioners' office	399,220.00	27,919.55	371,300.45	93.0%
Treasurer's office	259,165.00	17,913.97	241,251.03	93.1%
Technical services	499,717.00	39,993.84	459,723.16	92.0%
Facilities	397,879.00	27,659.92	370,219.08	93.0%
Registry of deeds	250,961.00	12,388.54	238,572.46	95.1%
Registry of probate	329,782.00	18,755.61	311,026.39	94.3%
Sheriff's office	2,964,143.00	212,118.03	2,752,024.97	92.8%
Civil process	-	-	-	
Communications	1,384,168.00	83,329.48	1,300,838.52	94.0%
County-wide	686,645.00	146,833.29	539,811.71	78.6%
Other financing uses	170,200.00	170,200.00	-	0.0%
<i>Total expenditures and other financing uses</i>	<u>8,014,157.00</u>	<u>802,666.75</u>	<u>7,211,490.25</u>	<u>90.0%</u>
<i>Net change in fund balance</i>	<u>\$ 35,000.00</u>	<u>\$ 6,466,241.67</u>	<u>\$ 6,431,241.67</u>	<u>18375.0%</u>
Franklin County Jail Fund				
Property taxes	\$ 2,996,649.00	\$ 2,996,649.00	\$ -	0.0%
Intergovernmental	540,000.00	10,587.33	(529,412.67)	-98.0%
Other revenues	-	48.00	48.00	
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,536,649.00</u>	<u>3,007,284.33</u>	<u>(529,364.67)</u>	<u>-15.0%</u>
County jail	3,536,649.00	237,356.53	3,299,292.47	93.3%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>3,536,649.00</u>	<u>237,356.53</u>	<u>3,299,292.47</u>	<u>93.3%</u>
<i>Net change in fund balance</i>	<u>\$ -</u>	<u>\$ 2,769,927.80</u>	<u>\$ 2,769,927.80</u>	

Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through July 31, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County Unorganized Territory				
Property taxes	\$ 3,029,129.00	\$ 757,282.25	\$ (2,271,846.75)	-75.0%
Other taxes	200,000.00	65,722.09	(134,277.91)	-67.1%
Intergovernmental	39,086.00	-	(39,086.00)	-100.0%
Other revenues	100,500.00	4,527.00	(95,973.00)	-95.5%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,368,715.00</u>	<u>827,531.34</u>	<u>(2,541,183.66)</u>	-75.4%
 Roads and bridges	380,000.00	102,319.41	277,680.59	73.1%
Snow removal	777,212.00	-	777,212.00	100.0%
Solid waste	235,389.00	58,847.18	176,541.82	75.0%
Fire protection and public safety	550,963.00	68,328.84	482,634.16	87.6%
Community support and recreation	17,096.00	3,000.00	14,096.00	82.5%
Other services	4,500.00	-	4,500.00	100.0%
Capital outlay and contingency	2,014,161.53	-	2,014,161.53	100.0%
Administration	160,415.00	9,794.99	150,620.01	93.9%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>4,139,736.53</u>	<u>242,290.42</u>	<u>3,897,446.11</u>	94.1%
 <i>Net change in fund balance</i>	<u>\$ (771,021.53)</u>	<u>\$ 585,240.92</u>	<u>\$ 1,356,262.45</u>	-175.9%



FRANKLIN COUNTY Commissioners' Monthly Financial Review Sign-Off

August 2025

The County Commissioners have reviewed and accepted the following monthly financial reports.

- Cash and CDARS Balances Report
- Bank Reconciliations
 - County General Fund Checking – ASB **4875 and **4904
 - County General Fund Payroll – BSB **3766
 - ARPA Fund – FSB **7016 & **7024
 - Deeds Surcharge – ASB **4752 & **4816
 - Probate Surcharge – ASB **4787 & **4840
 - UT General Fund Checking – ABS **3321 & **3356
 - UT TIF – ASB **6839 & **6898
 - UT TIF CDARS - IntraFi
- Summary Budget-to-Actual Reports
 - General Fund
 - Jail Fund
 - Unorganized Territory

District 1 Tom Saviello

District 2 Fen Fowler

District 3 Tom Skolfield

District 4 Bob Carlton

District 5 Jeff Gilbert

Franklin County and Franklin County Unorganized Territory
Cash and CDARS Balances
As of August 31, 2025

Acct Num	Description	Bank	Bank Acct #	Balance
G 01-1000-00	County Operational Checking	Androscoggin Bank	4752 & 4816	\$ 2,763,156.17
G 01-1001-00	County Payroll Checking	Bangor Savings Bank	3766	270,151.14
G 01-1105-00	County General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL GENERAL FUND				3,033,307.31
G 11-1001-00	ARPA Checking	Franklin Savings Bank	7016 & 7024	1,283,652.23
G 72-1000-00	Deeds Surcharge Checking	Androscoggin Bank	4752 & 4816	191,182.30
G 77-1000-00	Probate Surcharge Checking	Androscoggin Bank	4787 & 4840	43,656.15
TOTAL FRANKLIN COUNTY BANK AND CDARS ACCOUNTS				4,551,797.99
G 15-1010-00	UT General Fund Checking	Androscoggin Bank	3321 & 3356	1,793,550.65
G 15-1051-00	UT General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL UT GENERAL FUND				1,793,550.65
G 16-1014-00	UT TIF Fund Checking	Androscoggin Bank	6839 & 6898	1,624,432.73
G 16-1053-00	UT TIF Fund CDARS	Androscoggin Bank	Varies	2,051,164.07
TOTAL UT TIF FUND				3,675,596.80
TOTAL UNORGANIZED TERRITORY BANK AND CDARS ACCOUNTS				5,469,147.45
TOTAL ALL BANK AND CDARS ACCOUNTS				\$ 10,020,945.44

Franklin County
Bank Reconciliation
Androscoggin Savings Bank General Fund Operating Accounts **4875 and **4904
August 2025

Balance per Bank

8/31/2025	Gen Fund	ASB 4875 Checking	\$ 150,000.00	
8/31/2025	Gen Fund	ASB 4904 Sweep	<u>2,643,547.04</u>	\$ 2,793,547.04

Deposits in Transit

8/31/2025	G 0209	ICON - August	<u>261.00</u>	261.00
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Outstanding Checks and Withdrawals

5/20/2025	32206	01084 - Victoria Cavallaro	(14.48)	
7/29/2025	32463	00602 - NCEU	(832.00)	
7/29/2025	32490	01218 - Libby O'Brien Kingsley & Champion	(196.00)	
7/29/2025	32494	01228 - Jeffrey Brann	(92.92)	
8/12/2025	32525	00674 - Port City Architecture	(4,237.20)	
8/12/2025	32541	01012 - Yankee Trophy	(53.00)	
8/12/2025	32545	01098 - Jamie Sullivan	(85.31)	
8/12/2025	32548	01232 - Chuck Diplock	(29.39)	
8/19/2025	32551	00026 - Archie's Inc	(219.89)	
8/19/2025	32559	00215 - Edgewater Reliance LLC	(425.00)	
8/19/2025	32568	00520 - Maine Pretrial Services, Inc	(7,400.00)	
8/19/2025	32571	00830 - Treasurer, State of Maine	(210.00)	
8/19/2025	32574	00885 - TDS Telecom	(83.42)	
8/19/2025	32575	00944 - Unique Auto Glass	(495.00)	
8/19/2025	32584	01120 - Black Acre Farm	(98.00)	
8/19/2025	32585	01233 - Henry Schein	(15,534.55)	
8/19/2025	32586	01234 - Spectrum Business	<u>(645.71)</u>	(30,651.87)

Adjusted Bank Balance 2,763,156.17

Balance per Books 2,763,156.17

Variance \$ -

Notes

Franklin County
Bank Reconciliation
Bangor Savings Bank Operating Account and Repurchase Accounts - **3766
August 2025

Balance per Bank

8/31/2025	Gen Fund	BSB 3766 Checking	\$	-	
8/31/2025	Gen Fund	BSB 3766 Repurchase		<u>50,151.14</u>	
					\$ 50,151.14

Deposits in Transit

8/29/2025	G 0215	Txfr from Op Checking		<u>220,000.00</u>	
					220,000.00

Outstanding Checks and Withdrawals

<u>-</u>	<u>-</u>
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Adjusted Bank Balance 270,151.14

Balance per Books 270,151.14

Variance \$ -

Notes

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Franklin County
Bank Reconciliation
Franklin Savings Bank ARPA Accounts **7016 and **7024
August 2025

Balance per Bank

8/31/2025	ARPA Fund	FSB 7016 Checking	\$	100,000.00	
8/31/2025	ARPA Fund	FSB 7024 Sweep		<u>1,195,174.23</u>	
					\$ 1,295,174.23

Deposits in Transit

-

Outstanding Checks and Withdrawals

7/15/2025	1106	01051 - Adrenaline Electric	(1,522.00)	
7/29/2025	1108	00531 - Maine Timber Mats	<u>(10,000.00)</u>	
				<u>(11,522.00)</u>

Adjusted Bank Balance

1,283,652.23

Balance per Books

1,283,652.23

Variance

\$ -

Notes

A

Franklin County
Bank Reconciliation
Androscoggin Savings Bank Deeds Surcharge Accounts **4752 and **4816
August 2025

Balance per Bank					
8/31/2025	Deeds Pres	ASB 4752 Checking	\$	-	
8/31/2025	Deeds Pres	ASB 4816 ICS		<u>191,182.30</u>	
					\$ 191,182.30
Deposits in Transit					
				<u>-</u>	
					-
Outstanding Checks and Withdrawals					
				<u>-</u>	
					<u>-</u>
Adjusted Bank Balance					191,182.30
Balance per Books					<u>191,182.30</u>
Variance					\$ <u>-</u>

Notes

A

Franklin County
Bank Reconciliation
Androscoggin Savings Bank Probate Surcharge Accounts **4787 and **4840
August 2025

Balance per Bank				
8/31/2025	Probate Pres	ASB 4787 Checking	\$	-
8/31/2025	Probate Pres	ASB 4840 Sweep		<u>43,656.15</u>
				\$ 43,656.15
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				<u>43,656.15</u>
Balance per Books				<u>43,656.15</u>
Variance			\$	<u>-</u>

Notes

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**Franklin County Unorganized Territory
Bank Reconciliation
UT General Fund - Operating Checking
August 2025**

Balance per Bank

8/31/2025	Gen Fund	Andro Bank **3321	\$	-	
8/31/2025	Gen Fund	Andro Bank **3356		<u>1,812,477.12</u>	\$ 1,812,477.12

Deposits in Transit

-

Outstanding Checks and Withdrawals

6/5/2025	50317	00236 - Expenet Technologies, LLC	(899.00)	
7/15/2025	50329	00925 - Town of Rangeley	<u>(18,027.47)</u>	(18,926.47)

Adjusted Bank Balance 1,793,550.65

Balance per Books 1,793,550.65

Variance \$ -

Notes

A

Franklin County Unorganized Territory
Bank Reconciliation
UT TIF Fund - Operating Checking
August 2025

Balance per Bank					
8/31/2025	TIF Fund	Andro Bank **6839	\$	-	
8/31/2025	TIF Fund	Andro Bank **6898		<u>1,624,432.73</u>	
					\$ 1,624,432.73
Deposits in Transit					
				<u>-</u>	
					-
Outstanding Checks and Withdrawals					
				<u>-</u>	
					<u>-</u>
Adjusted Bank Balance					1,624,432.73
Balance per Books					<u>1,624,432.73</u>
Variance					<u>\$ -</u>

Notes

A

Franklin County Unorganized Territory
Bank Reconciliation
UT TIF CDARS
August 2025

Balance per Bank				
8/31/2025	TIF Fund	Andro Bank **8385	\$ 2,051,164.07	
				\$ 2,051,164.07
Deposits in Transit				
			-	-
Outstanding Checks and Withdrawals				
			-	-
Adjusted Bank Balance				2,051,164.07
Balance per Books				2,051,164.07
Variance				\$ -

Notes

A



FRANKLIN COUNTY
Commissioners' Monthly Financial Review Sign-Off

September 2025

The County Commissioners have reviewed and accepted the following monthly financial reports.

- Cash and CDARS Balances Report
- Bank Reconciliations
 - County General Fund Checking – ASB **4875 and **4904
 - County General Fund Payroll – BSB **3766
 - ARPA Fund – FSB **7016 & **7024
 - Deeds Surcharge – ASB **4752 & **4816
 - Probate Surcharge – ASB **4787 & **4840
 - UT General Fund Checking – ABS **3321 & **3356
 - UT TIF – ASB **6839 & **6898
 - UT TIF CDARS - IntraFi
- Summary Budget-to-Actual Reports
 - General Fund
 - Jail Fund
 - Unorganized Territory

District 1 Tom Saviello

District 2 Fen Fowler

District 3 Tom Skolfield

District 4 Bob Carlton

District 5 Jeff Gilbert

Franklin County and Franklin County Unorganized Territory
Cash and CDARS Balances
As of September 30, 2025

Acct Num	Description	Bank	Bank Acct #	Balance
G 01-1000-00	County Operational Checking	Androscoggin Bank	4752 & 4816	\$ 3,743,198.39
G 01-1001-00	County Payroll Checking	Bangor Savings Bank	3766	49,400.64
G 01-1105-00	County General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL GENERAL FUND				3,792,599.03
G 11-1001-00	ARPA Checking	Franklin Savings Bank	7016 & 7024	1,100,240.24
G 72-1000-00	Deeds Surcharge Checking	Androscoggin Bank	4752 & 4816	192,897.22
G 77-1000-00	Probate Surcharge Checking	Androscoggin Bank	4787 & 4840	43,938.18
TOTAL FRANKLIN COUNTY BANK AND CDARS ACCOUNTS				5,129,674.67
G 15-1010-00	UT General Fund Checking	Androscoggin Bank	3321 & 3356	1,556,627.38
G 15-1051-00	UT General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL UT GENERAL FUND				1,556,627.38
G 16-1014-00	UT TIF Fund Checking	Androscoggin Bank	6839 & 6898	1,465,621.49
G 16-1053-00	UT TIF Fund CDARS	Androscoggin Bank	Varies	2,057,542.87
TOTAL UT TIF FUND				3,523,164.36
TOTAL UNORGANIZED TERRITORY BANK AND CDARS ACCOUNTS				5,079,791.74
TOTAL ALL BANK AND CDARS ACCOUNTS				\$ 10,209,466.41

Franklin County
Bank Reconciliation
Androscoggin Savings Bank General Fund Operating Accounts **4875 and **4904
September 2025

Balance per Bank

9/30/2025	Gen Fund	ASB 4875 Checking	\$ 150,000.00	
9/30/2025	Gen Fund	ASB 4904 Sweep	<u>3,597,016.20</u>	\$ 3,747,016.20

Deposits in Transit

9/30/2025		ICON - September	<u>293.00</u>	293.00
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Outstanding Checks and Withdrawals

7/29/2025	32490	01218 - Libby O'Brien Kingsley & Champion	(196.00)	
7/29/2025	32494	01228 - Jeffrey Brann	(92.92)	
8/12/2025	32548	01232 - Chuck Diplock	(29.39)	
9/16/2025	32640	00031 - Tiffany Baker	(61.60)	
9/16/2025	32642	00054 - Brady's Snowmobile & ATV	(1,182.55)	
9/16/2025	32658	00362 - Hight Chevrolet	(365.65)	
9/16/2025	32659	00366 - Hilltop Collision Center Inc	(12.50)	
9/16/2025	32668	00595 - National Academies of Emergenc C	(60.00)	
9/16/2025	32671	00649 - Victoria Parker	(107.99)	
9/16/2025	32674	00866 - Sullivan Tire Company	(552.00)	
9/16/2025	32688	01056 - Sarah Caton	(58.38)	
9/16/2025	32690	01109 - Bailey Brothers Inc	<u>(1,391.83)</u>	(4,110.81)

Adjusted Bank Balance 3,743,198.39

Balance per Books 3,743,198.39

Variance \$ -

Notes

Franklin County
Bank Reconciliation
Bangor Savings Bank Operating Account and Repurchase Accounts - **3766
September 2025

Balance per Bank					
9/30/2025	Gen Fund	BSB 3766 Checking	\$	-	
9/30/2025	Gen Fund	BSB 3766 Repurchase		<u>49,311.64</u>	
					\$ 49,311.64
Deposits in Transit					
9/29/2025	W 0280	09/29/2025 Cash		27.00	
9/30/2025	W 0282	09/30/2025 Cash		<u>62.00</u>	
					89.00
Outstanding Checks and Withdrawals					
				<u>-</u>	
					<u>-</u>
Adjusted Bank Balance					49,400.64
Balance per Books					<u>49,400.64</u>
Variance					\$ <u>-</u>

Notes

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Franklin County
Bank Reconciliation
Franklin Savings Bank ARPA Accounts **7016 and **7024
September 2025

Balance per Bank

9/30/2025	ARPA Fund	FSB 7016 Checking	\$	100,000.00	
9/30/2025	ARPA Fund	FSB 7024 Sweep		<u>1,000,240.24</u>	
					\$ 1,100,240.24

Deposits in Transit

<u>-</u>	-
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Outstanding Checks and Withdrawals

<u>-</u>	-
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Adjusted Bank Balance	1,100,240.24
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Balance per Books	<u>1,100,240.24</u>
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Variance	\$ <u>-</u>
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Notes

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Franklin County
Bank Reconciliation
Androscoggin Savings Bank Deeds Surcharge Accounts **4752 and **4816
September 2025

Balance per Bank					
9/30/2025	Deeds Pres	ASB 4752 Checking	\$	-	
9/30/2025	Deeds Pres	ASB 4816 ICS		<u>192,897.22</u>	
					\$ 192,897.22
Deposits in Transit					
				<u>-</u>	
					-
Outstanding Checks and Withdrawals					
				<u>-</u>	
					<u>-</u>
Adjusted Bank Balance					192,897.22
Balance per Books					<u>192,897.22</u>
Variance					<u>\$ -</u>

Notes

A

Franklin County
Bank Reconciliation
Androscoggin Savings Bank Probate Surcharge Accounts **4787 and **4840
September 2025

Balance per Bank					
9/30/2025	Probate Pres	ASB 4787 Checking	\$	-	
9/30/2025	Probate Pres	ASB 4840 Sweep		<u>43,938.18</u>	
					\$ 43,938.18
Deposits in Transit					
				<u>-</u>	-
Outstanding Checks and Withdrawals					
				<u>-</u>	-
Adjusted Bank Balance					<u>43,938.18</u>
Balance per Books					<u>43,938.18</u>
Variance					<u>\$ -</u>

Notes

A

Franklin County Unorganized Territory
Bank Reconciliation
UT General Fund - Operating Checking
September 2025

Balance per Bank				
9/30/2025	Gen Fund	Andro Bank **3321	\$	-
9/30/2025	Gen Fund	Andro Bank **3356		<u>1,556,627.38</u>
				\$ 1,556,627.38
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				<u>1,556,627.38</u>
Balance per Books				<u>1,556,627.38</u>
Variance				<u>\$ -</u>

Notes

A

Franklin County Unorganized Territory
Bank Reconciliation
UT TIF Fund - Operating Checking
September 2025

Balance per Bank					
9/30/2025	TIF Fund	Andro Bank **6839	\$	-	
9/30/2025	TIF Fund	Andro Bank **6898		<u>1,472,421.49</u>	
					\$ 1,472,421.49
Deposits in Transit					
				<u>-</u>	-
Outstanding Checks and Withdrawals					
9/16/2025	1046	01241 - Region 9		<u>(6,800.00)</u>	
					<u>(6,800.00)</u>
Adjusted Bank Balance					1,465,621.49
Balance per Books					<u>1,465,621.49</u>
Variance					\$ <u>-</u>

Notes

A

Franklin County Unorganized Territory
Bank Reconciliation
UT TIF CDARS
September 2025

Balance per Bank				
9/30/2025	TIF Fund	Andro Bank **8385	\$ 2,057,542.87	
				\$ 2,057,542.87
Deposits in Transit				
			-	-
Outstanding Checks and Withdrawals				
			-	-
Adjusted Bank Balance				2,057,542.87
Balance per Books				2,057,542.87
Variance				\$ -

Notes

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Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through September 30, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County General Fund				
Property taxes	\$ 7,197,048.00	\$ 7,197,048.00	\$ -	0.0%
Other taxes	140,000.00	32,861.02	(107,138.98)	-76.5%
Permits and fees	404,643.00	152,412.36	(252,230.64)	-62.3%
Intergovernmental	177,466.00	29,406.21	(148,059.79)	-83.4%
Other revenues	130,000.00	31,217.84	(98,782.16)	-76.0%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>8,049,157.00</u>	<u>7,442,945.43</u>	<u>(606,211.57)</u>	<u>-7.5%</u>
Emergency management	280,612.00	66,771.96	213,840.04	76.2%
District attorney's office	388,665.00	84,686.53	303,978.47	78.2%
Superior court	3,000.00	-	3,000.00	100.0%
Commissioners' office	399,220.00	84,621.26	314,598.74	78.8%
Treasurer's office	259,165.00	48,963.42	210,201.58	81.1%
Technical services	499,717.00	110,516.07	389,200.93	77.9%
Facilities	397,879.00	73,429.91	324,449.09	81.5%
Registry of deeds	250,961.00	42,649.99	208,311.01	83.0%
Registry of probate	329,782.00	60,537.05	269,244.95	81.6%
Sheriff's office	2,964,143.00	789,236.88	2,174,906.12	73.4%
Civil process	-	107.39	(107.39)	
Communications	1,384,168.00	266,005.85	1,118,162.15	80.8%
County-wide	686,645.00	261,123.54	425,521.46	62.0%
Other financing uses	170,200.00	170,200.00	-	0.0%
<i>Total expenditures and other financing uses</i>	<u>8,014,157.00</u>	<u>2,058,849.85</u>	<u>5,955,307.15</u>	<u>74.3%</u>
<i>Net change in fund balance</i>	<u>\$ 35,000.00</u>	<u>\$ 5,384,095.58</u>	<u>\$ 5,349,095.58</u>	<u>15283.1%</u>
Franklin County Jail Fund				
Property taxes	\$ 2,996,649.00	\$ 2,996,649.00	\$ -	0.0%
Intergovernmental	540,000.00	79,397.33	(460,602.67)	-85.3%
Other revenues	-	280.91	280.91	
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,536,649.00</u>	<u>3,076,327.24</u>	<u>(460,321.76)</u>	<u>-13.0%</u>
County jail	3,536,649.00	734,907.29	2,801,741.71	79.2%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>3,536,649.00</u>	<u>734,907.29</u>	<u>2,801,741.71</u>	<u>79.2%</u>
<i>Net change in fund balance</i>	<u>\$ -</u>	<u>\$ 2,341,419.95</u>	<u>\$ 2,341,419.95</u>	

Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through September 30, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County Unorganized Territory				
Property taxes	\$ 3,029,129.00	\$ 757,282.25	\$ (2,271,846.75)	-75.0%
Other taxes	200,000.00	65,722.09	(134,277.91)	-67.1%
Intergovernmental	39,086.00	-	(39,086.00)	-100.0%
Other revenues	100,500.00	14,643.13	(85,856.87)	-85.4%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,368,715.00</u>	<u>837,647.47</u>	<u>(2,531,067.53)</u>	-75.1%
 Roads and bridges	380,000.00	204,642.53	175,357.47	46.1%
Snow removal	777,212.00	-	777,212.00	100.0%
Solid waste	235,389.00	58,847.18	176,541.82	75.0%
Fire protection and public safety	550,963.00	102,977.32	447,985.68	81.3%
Community support and recreation	17,096.00	7,900.15	9,195.85	53.8%
Other services	4,500.00	1,020.00	3,480.00	77.3%
Capital outlay and contingency	2,014,161.53	686,050.00	1,328,111.53	65.9%
Administration	160,415.00	29,681.53	130,733.47	81.5%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>4,139,736.53</u>	<u>1,091,118.71</u>	<u>3,048,617.82</u>	73.6%
 <i>Net change in fund balance</i>	<u>\$ (771,021.53)</u>	<u>\$ (253,471.24)</u>	<u>\$ 517,550.29</u>	-67.1%



FRANKLIN COUNTY Commissioners' Monthly Financial Review Sign-Off

October 2025

The County Commissioners have reviewed and accepted the following monthly financial reports.

- Cash and CDARS Balances Report
- Bank Reconciliations
 - County General Fund Checking – ASB **4875 and **4904
 - County General Fund Payroll – BSB **3766
 - ARPA Fund – FSB **7016 & **7024
 - Deeds Surcharge – ASB **4752 & **4816
 - Probate Surcharge – ASB **4787 & **4840
 - UT General Fund Checking – ABS **3321 & **3356
 - UT TIF – ASB **6839 & **6898
 - UT TIF CDARS - IntraFi
- Summary Budget-to-Actual Reports
 - General Fund
 - Jail Fund
 - Unorganized Territory

District 1 Tom Saviello

District 2 Fen Fowler

District 3 Tom Skolfield

District 4 Bob Carlton

District 5 Jeff Gilbert

Franklin County and Franklin County Unorganized Territory
Cash and CDARS Balances
As of October 31, 2025

Acct Num	Description	Bank	Bank Acct #	Balance
G 01-1000-00	County Operational Checking	Androscoggin Bank	4752 & 4816	\$ 3,701,572.75
G 01-1001-00	County Payroll Checking	Bangor Savings Bank	3766	94,094.63
G 01-1105-00	County General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL GENERAL FUND				3,795,667.38
G 11-1001-00	ARPA Checking	Franklin Savings Bank	7016 & 7024	904,310.15
G 72-1000-00	Deeds Surcharge Checking	Androscoggin Bank	4752 & 4816	194,692.42
G 77-1000-00	Probate Surcharge Checking	Androscoggin Bank	4787 & 4840	44,319.38
TOTAL FRANKLIN COUNTY BANK AND CDARS ACCOUNTS				4,938,989.33
G 15-1010-00	UT General Fund Checking	Androscoggin Bank	3321 & 3356	788,346.27
G 15-1051-00	UT General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL UT GENERAL FUND				788,346.27
G 16-1014-00	UT TIF Fund Checking	Androscoggin Bank	6839 & 6898	2,154,547.63
G 16-1053-00	UT TIF Fund CDARS	Androscoggin Bank	Varies	2,064,155.12
TOTAL UT TIF FUND				4,218,702.75
TOTAL UNORGANIZED TERRITORY BANK AND CDARS ACCOUNTS				5,007,049.02
TOTAL ALL BANK AND CDARS ACCOUNTS				\$ 9,946,038.35

Franklin County
Bank Reconciliation
Androscoggin Savings Bank General Fund Operating Accounts **4875 and **4904
October 2025

Balance per Bank

10/31/2025	Gen Fund	ASB 4875 Checking	\$ 150,000.00	
10/31/2025	Gen Fund	ASB 4904 Sweep	<u>3,355,777.94</u>	\$ 3,505,777.94

Deposits in Transit

10/31/2025	W 0437	10/31/2025 Checks	249,993.23	
10/31/2025	G 0466	OCTOBER ICON	<u>629.00</u>	250,622.23

Outstanding Checks and Withdrawals

7/29/2025	32490	01218 - Libby O'Brien Kingsley & Champion	(196.00)	
7/29/2025	32494	01228 - Jeffrey Brann	(92.92)	
8/12/2025	32548	01232 - Chuck Diplock	(29.39)	
9/16/2025	32668	00595 - National Academies of Emergenc E	(60.00)	
10/7/2025	32722	00199 - Tammy Drouin	(196.00)	
10/7/2025	32736	00379 - Hunting Evolution, LLC	(1,043.97)	
10/7/2025	32747	00602 - NCEU	(832.00)	
10/7/2025	32750	00659 - Penobscot Judicial Center	(50.00)	
10/7/2025	32751	00711 - Randy Keach Auto	(103.83)	
10/7/2025	32777	01109 - Bailey Brothers Inc	(108.38)	
10/7/2025	32788	01248 - Curtis Thaxter LLC	(2,287.50)	
10/21/2025	32789	00017 - Alternative Correctional Healthcare	(31,136.02)	
10/21/2025	32791	00026 - Archie's Inc	(219.89)	
10/21/2025	32798	00115 - Comfort Inn & Suites	(220.00)	
10/21/2025	32803	00236 - Expenet Technologies, LLC	(2,300.49)	
10/21/2025	32804	00242 - Falls Road Veterinary Clinic	(1,079.79)	
10/21/2025	32813	00502 - Maine Forest Service	(1,711.55)	
10/21/2025	32816	00520 - Maine Pretrial Services, Inc	(7,400.00)	
10/21/2025	32819	00664 - Phillips MotorSports	(2,330.42)	
10/21/2025	32821	00711 - Randy Keach Auto	(247.95)	
10/21/2025	32826	00885 - TDS Telecom	(83.62)	
10/21/2025	32834	01027 - Admiral Fire & Safety	(2,688.67)	
10/21/2025	32840	01109 - Bailey Brothers Inc	(123.58)	
10/21/2025	32845	01234 - Spectrum Business	<u>(285.45)</u>	(54,827.42)

Adjusted Bank Balance

3,701,572.75

Franklin County
Bank Reconciliation
Bangor Savings Bank Operating Account and Repurchase Accounts - **3766
October 2025

Balance per Bank

10/31/2025	Gen Fund	BSB 3766 Checking	\$	-	
10/31/2025	Gen Fund	BSB 3766 Repurchase		<u>93,960.63</u>	
					\$ 93,960.63

Deposits in Transit

10/27/2025	W 0402	10/27/2025 Cash		14.00	
10/28/2025	W 0405	10/28/2025 Cash		48.00	
10/29/2025	W 0408	10/29/2025 Cash		2.00	
10/30/2025	W 0435	10/30/2025 Cash		13.00	
10/31/2025	W 0437	10/31/2025 Cash		<u>57.00</u>	
					134.00

Outstanding Checks and Withdrawals

<u>-</u>	<u>-</u>
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Adjusted Bank Balance 94,094.63

Balance per Books 94,094.63

Variance \$ -

Notes

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Franklin County
Bank Reconciliation
Franklin Savings Bank ARPA Accounts **7016 and **7024
October 2025

Balance per Bank					
10/31/2025	ARPA Fund	FSB 7016 Checking	\$	100,000.00	
10/31/2025	ARPA Fund	FSB 7024 Sweep		<u>804,310.15</u>	
					\$ 904,310.15
Deposits in Transit					
				<u>-</u>	-
Outstanding Checks and Withdrawals					
				<u>-</u>	-
Adjusted Bank Balance					904,310.15
Balance per Books					<u>904,310.15</u>
Variance					<u>\$ -</u>

Notes

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Franklin County
Bank Reconciliation
Androscoggin Savings Bank Deeds Surcharge Accounts **4752 and **4816
October 2025

Balance per Bank					
10/31/2025	Deeds Pres	ASB 4752 Checking	\$	-	
10/31/2025	Deeds Pres	ASB 4816 ICS		<u>194,692.42</u>	
					\$ 194,692.42
Deposits in Transit					
				<u>-</u>	
					-
Outstanding Checks and Withdrawals					
				<u>-</u>	
					<u>-</u>
Adjusted Bank Balance					194,692.42
Balance per Books					<u>194,692.42</u>
Variance					<u>\$ -</u>

Notes

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Franklin County
Bank Reconciliation
Androscoggin Savings Bank Probate Surcharge Accounts **4787 and **4840
October 2025

Balance per Bank				
10/31/2025	Probate Pres	ASB 4787 Checking	\$	-
10/31/2025	Probate Pres	ASB 4840 Sweep		<u>44,319.38</u>
				\$ 44,319.38
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				44,319.38
Balance per Books				<u>44,319.38</u>
Variance				\$ <u>-</u>

Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT General Fund - Operating Checking
October 2025

Balance per Bank				
10/31/2025	Gen Fund	Andro Bank **3321	\$	-
10/31/2025	Gen Fund	Andro Bank **3356		<u>788,346.27</u>
				\$ 788,346.27
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				788,346.27
Balance per Books				<u>788,346.27</u>
Variance				\$ <u>-</u>

Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT TIF Fund - Operating Checking
October 2025

Balance per Bank				
10/31/2025	TIF Fund	Andro Bank **6839	\$	-
10/31/2025	TIF Fund	Andro Bank **6898		<u>2,154,547.63</u>
			\$	2,154,547.63
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				2,154,547.63
Balance per Books				<u>2,154,547.63</u>
Variance			\$	<u>-</u>

Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT TIF CDARS
October 2025

Balance per Bank				
10/31/2025	TIF Fund	Andro Bank **8385	\$ 2,064,155.12	
				\$ 2,064,155.12
Deposits in Transit			-	-
Outstanding Checks and Withdrawals			-	-
Adjusted Bank Balance				2,064,155.12
Balance per Books				2,064,155.12
Variance				\$ -

Notes

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Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through October 31, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County General Fund				
Property taxes	\$ 7,197,048.00	\$ 7,197,048.00	\$ -	0.0%
Other taxes	140,000.00	45,963.16	(94,036.84)	-67.2%
Permits and fees	404,643.00	193,112.73	(211,530.27)	-52.3%
Intergovernmental	177,466.00	35,326.11	(142,139.89)	-80.1%
Other revenues	130,000.00	42,426.97	(87,573.03)	-67.4%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>8,049,157.00</u>	<u>7,513,876.97</u>	<u>(535,280.03)</u>	-6.7%
Emergency management	280,612.00	90,946.41	189,665.59	67.6%
District attorney's office	388,665.00	118,920.33	269,744.67	69.4%
Superior court	3,000.00	-	3,000.00	100.0%
Commissioners' office	399,220.00	125,212.45	274,007.55	68.6%
Treasurer's office	259,165.00	69,564.38	189,600.62	73.2%
Technical services	499,717.00	179,732.43	319,984.57	64.0%
Facilities	397,879.00	96,826.03	301,052.97	75.7%
Registry of deeds	250,961.00	68,201.81	182,759.19	72.8%
Registry of probate	329,782.00	90,738.59	239,043.41	72.5%
Sheriff's office	2,964,143.00	1,092,972.23	1,871,170.77	63.1%
Civil process	-	185.39	(185.39)	
Communications	1,384,168.00	413,393.54	970,774.46	70.1%
County-wide	686,645.00	368,731.65	317,913.35	46.3%
Other financing uses	170,200.00	170,200.00	-	0.0%
<i>Total expenditures and other financing uses</i>	<u>8,014,157.00</u>	<u>2,885,625.24</u>	<u>5,128,531.76</u>	64.0%
<i>Net change in fund balance</i>	<u>\$ 35,000.00</u>	<u>\$ 4,628,251.73</u>	<u>\$ 4,593,251.73</u>	13123.6%
Franklin County Jail Fund				
Property taxes	\$ 2,996,649.00	\$ 2,996,649.00	\$ -	0.0%
Intergovernmental	540,000.00	79,397.33	(460,602.67)	-85.3%
Other revenues	-	770.47	770.47	
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,536,649.00</u>	<u>3,076,816.80</u>	<u>(459,832.20)</u>	-13.0%
County jail	3,536,649.00	1,129,625.91	2,407,023.09	68.1%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>3,536,649.00</u>	<u>1,129,625.91</u>	<u>2,407,023.09</u>	68.1%
<i>Net change in fund balance</i>	<u>\$ -</u>	<u>\$ 1,947,190.89</u>	<u>\$ 1,947,190.89</u>	

Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through October 31, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County Unorganized Territory				
Property taxes	\$ 3,029,129.00	\$ 757,282.25	\$ (2,271,846.75)	-75.0%
Other taxes	200,000.00	65,722.09	(134,277.91)	-67.1%
Intergovernmental	39,086.00	-	(39,086.00)	-100.0%
Other revenues	100,500.00	27,394.30	(73,105.70)	-72.7%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,368,715.00</u>	<u>850,398.64</u>	<u>(2,518,316.36)</u>	<u>-74.8%</u>
 Roads and bridges	 380,000.00	 305,174.49	 74,825.51	 19.7%
Snow removal	777,212.00	5,561.80	771,650.20	99.3%
Solid waste	235,389.00	117,694.36	117,694.64	50.0%
Fire protection and public safety	550,963.00	185,596.01	365,366.99	66.3%
Community support and recreation	17,096.00	8,450.15	8,645.85	50.6%
Other services	4,500.00	1,020.00	3,480.00	77.3%
Capital outlay and contingency	2,014,161.53	1,206,595.53	807,566.00	40.1%
Administration	160,415.00	44,416.59	115,998.41	72.3%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>4,139,736.53</u>	<u>1,874,508.93</u>	<u>2,265,227.60</u>	<u>54.7%</u>
 <i>Net change in fund balance</i>	 <u>\$ (771,021.53)</u>	 <u>\$ (1,024,110.29)</u>	 <u>\$ (253,088.76)</u>	 <u>32.8%</u>



FRANKLIN COUNTY Commissioners' Monthly Financial Review Sign-Off

November 2025

The County Commissioners have reviewed and accepted the following monthly financial reports.

- Cash and CDARS Balances Report
- Bank Reconciliations
 - County General Fund Checking – ASB **4875 and **4904
 - County General Fund Payroll – BSB **3766
 - ARPA Fund – FSB **7016 & **7024
 - Deeds Surcharge – ASB **4752 & **4816
 - Probate Surcharge – ASB **4787 & **4840
 - UT General Fund Checking – ABS **3321 & **3356
 - UT TIF – ASB **6839 & **6898
 - UT TIF CDARS - IntraFi
- Summary Budget-to-Actual Reports
 - General Fund
 - Jail Fund
 - Unorganized Territory

District 1 Tom Saviello

District 2 Fen Fowler

District 3 Tom Skolfield

District 4 Bob Carlton

District 5 Jeff Gilbert

Franklin County and Franklin County Unorganized Territory
Cash and CDARS Balances
As of November 30, 2025

Acct Num	Description	Bank	Bank Acct #	Balance
G 01-1000-00	County Operational Checking	Androscoggin Bank	4752 & 4816	\$ 4,557,181.13
G 01-1001-00	County Payroll Checking	Bangor Savings Bank	3766	108,228.07
G 01-1105-00	County General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL GENERAL FUND				4,665,409.20
G 11-1001-00	ARPA Checking	Franklin Savings Bank	7016 & 7024	533,899.70
G 72-1000-00	Deeds Surcharge Checking	Androscoggin Bank	4752 & 4816	196,904.94
G 77-1000-00	Probate Surcharge Checking	Androscoggin Bank	4787 & 4840	44,647.23
TOTAL FRANKLIN COUNTY BANK AND CDARS ACCOUNTS				5,440,861.07
G 15-1010-00	UT General Fund Checking	Androscoggin Bank	3321 & 3356	(124,534.21)
G 15-1051-00	UT General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL UT GENERAL FUND				(124,534.21)
G 16-1014-00	UT TIF Fund Checking	Androscoggin Bank	6839 & 6898	2,147,629.36
G 16-1053-00	UT TIF Fund CDARS	Androscoggin Bank	Varies	2,070,574.31
TOTAL UT TIF FUND				4,218,203.67
TOTAL UNORGANIZED TERRITORY BANK AND CDARS ACCOUNTS				4,093,669.46
TOTAL ALL BANK AND CDARS ACCOUNTS				\$ 9,534,530.53

Franklin County
Bank Reconciliation
Androscoggin Savings Bank General Fund Operating Accounts **4875 and **4904
November 2025

Balance per Bank

11/30/2025	Gen Fund	ASB 4875 Checking	\$ 150,000.00	
11/30/2025	Gen Fund	ASB 4904 Sweep	<u>4,436,937.83</u>	\$ 4,586,937.83

Deposits in Transit

11/30/2025	G XXXX	NOVEMBER ICON	<u>60.00</u>	60.00
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Outstanding Checks and Withdrawals

7/29/2025	32490	01218 - Libby O'Brien Kingsley & Champion	(196.00)	
9/16/2025	32668	00595 - National Academies of Emergenc E	(60.00)	
10/21/2025	32791	00026 - Archie's Inc	(219.89)	
10/21/2025	32804	00242 - Falls Road Veterinary Clinic	(1,079.79)	
10/21/2025	32813	00502 - Maine Forest Service	(1,711.55)	
11/4/2025	32860	00287 - Franklin County Fireman's Associat	(3,700.00)	
11/4/2025	32870	00602 - NCEU	(832.00)	
11/4/2025	32876	00846 - Treasurer, State of Maine	(1,058.43)	
11/4/2025	32892	01199 - Hoodz of Southern Maine	(850.00)	
11/18/2025	32901	00018 - Amazon Capital Services	(1,995.87)	
11/18/2025	32902	00026 - Archie's Inc	(219.89)	
11/18/2025	32905	00076 - Carrot Top Industries	(155.77)	
11/18/2025	32923	00520 - Maine Pretrial Services, Inc	(7,400.00)	
11/18/2025	32929	00809 - Somerset County Treasurer	(4,750.00)	
11/18/2025	32931	00823 - Treasurer, State of Maine	(138.00)	
11/18/2025	32934	00904 - Thomson Reuters West	(1,073.11)	
11/18/2025	32936	00931 - Transco Business Technologies	(59.27)	
11/18/2025	32937	00954 - US Cellular	(187.13)	
11/18/2025	32952	01226 - Bernstein Shur	(3,520.00)	
11/18/2025	32953	01234 - Spectrum Business	<u>(610.00)</u>	(29,816.70)

Adjusted Bank Balance

4,557,181.13

Balance per Books

4,557,181.13

Variance

\$ -

Franklin County
Bank Reconciliation
Bangor Savings Bank Operating Account and Repurchase Accounts - **3766
November 2025

Balance per Bank

11/30/2025	Gen Fund	BSB 3766 Checking	\$	-	
11/30/2025	Gen Fund	BSB 3766 Repurchase		<u>108,198.07</u>	
					\$ 108,198.07

Deposits in Transit

11/24/2025	W 0531	11/24/2025 C/R - Cash		24.00	
11/25/2025	W 0534	11/25/2025 C/R - Cash		5.00	
11/26/2025	W 0536	11/26/2025 C/R - Cash		<u>1.00</u>	
					30.00

Outstanding Checks and Withdrawals

<u>-</u>	<u>-</u>
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Adjusted Bank Balance

108,228.07

Balance per Books

108,228.07

Variance

\$ -

Notes

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Franklin County
Bank Reconciliation
Franklin Savings Bank ARPA Accounts **7016 and **7024
November 2025

Balance per Bank				
11/30/2025	ARPA Fund	FSB 7016 Checking	\$ 100,000.00	
11/30/2025	ARPA Fund	FSB 7024 Sweep	<u>433,899.70</u>	
				\$ 533,899.70
Deposits in Transit			<u>-</u>	-
Outstanding Checks and Withdrawals			<u>-</u>	<u>-</u>
Adjusted Bank Balance				533,899.70
Balance per Books				<u>533,899.70</u>
Variance				<u>\$ -</u>

Notes

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Franklin County
Bank Reconciliation
Androscoggin Savings Bank Deeds Surcharge Accounts **4752 and **4816
November 2025

Balance per Bank					
11/30/2025	Deeds Pres	ASB 4752 Checking	\$	-	
11/30/2025	Deeds Pres	ASB 4816 ICS		<u>196,904.94</u>	
					\$ 196,904.94
Deposits in Transit					
				<u>-</u>	-
Outstanding Checks and Withdrawals					
				<u>-</u>	-
Adjusted Bank Balance					<u>196,904.94</u>
Balance per Books					<u>196,904.94</u>
Variance					\$ <u>-</u>

Notes

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Franklin County
Bank Reconciliation
Androscoggin Savings Bank Probate Surcharge Accounts **4787 and **4840
November 2025

Balance per Bank				
11/30/2025	Probate Pres	ASB 4787 Checking	\$	-
11/30/2025	Probate Pres	ASB 4840 Sweep		<u>44,647.23</u>
				\$ 44,647.23
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				44,647.23
Balance per Books				<u>44,647.23</u>
Variance				\$ <u>-</u>

Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT General Fund - Operating Checking
November 2025

Balance per Bank					
11/30/2025	Gen Fund	Andro Bank **3321	\$	-	
11/30/2025	Gen Fund	Andro Bank **3356		<u>530,533.79</u>	
					\$ 530,533.79
Deposits in Transit					
				<u>-</u>	-
Outstanding Checks and Withdrawals					
11/18/2025	50384	00418 - Jordan Excavation		<u>(655,068.00)</u>	
					<u>(655,068.00)</u>
Adjusted Bank Balance					(124,534.21)
Balance per Books					<u>(124,534.21)</u>
Variance					\$ <u>-</u>

Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT TIF Fund - Operating Checking
November 2025

Balance per Bank

11/30/2025	TIF Fund	Andro Bank **6839	\$	-	
11/30/2025	TIF Fund	Andro Bank **6898		<u>2,147,629.36</u>	
					\$ 2,147,629.36

Deposits in Transit

<u>-</u>	-
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Outstanding Checks and Withdrawals

<u>-</u>	<u>-</u>
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Adjusted Bank Balance	2,147,629.36
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Balance per Books	<u>2,147,629.36</u>
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Variance	<u>\$ -</u>
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Notes

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Franklin County Unorganized Territory
Bank Reconciliation
UT TIF CDARS
November 2025

Balance per Bank				
11/30/2025	TIF Fund	Andro Bank **8385	\$ 2,070,574.31	
				\$ 2,070,574.31
Deposits in Transit				
			-	-
Outstanding Checks and Withdrawals				
			-	-
Adjusted Bank Balance				2,070,574.31
Balance per Books				2,070,574.31
Variance				\$ -

Notes

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Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through November 30, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County General Fund				
Property taxes	\$ 7,197,048.00	\$ 7,197,048.00	\$ -	0.0%
Other taxes	140,000.00	62,489.43	(77,510.57)	-55.4%
Permits and fees	404,643.00	225,297.27	(179,345.73)	-44.3%
Intergovernmental	177,466.00	40,158.26	(137,307.74)	-77.4%
Other revenues	130,000.00	56,159.13	(73,840.87)	-56.8%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>8,049,157.00</u>	<u>7,581,152.09</u>	<u>(468,004.91)</u>	-5.8%
Emergency management	280,612.00	108,211.23	172,400.77	61.4%
District attorney's office	388,665.00	150,667.95	237,997.05	61.2%
Superior court	3,000.00	-	3,000.00	100.0%
Commissioners' office	399,220.00	171,894.17	227,325.83	56.9%
Treasurer's office	259,165.00	86,786.81	172,378.19	66.5%
Technical services	499,717.00	205,910.86	293,806.14	58.8%
Facilities	397,879.00	112,457.17	285,421.83	71.7%
Registry of deeds	250,961.00	88,078.91	162,882.09	64.9%
Registry of probate	329,782.00	117,628.24	212,153.76	64.3%
Sheriff's office	2,964,143.00	1,314,374.13	1,649,768.87	55.7%
Civil process	-	263.39	(263.39)	
Communications	1,384,168.00	498,126.17	886,041.83	64.0%
County-wide	686,645.00	375,774.56	310,870.44	45.3%
Other financing uses	170,200.00	170,200.00	-	0.0%
<i>Total expenditures and other financing uses</i>	<u>8,014,157.00</u>	<u>3,400,373.59</u>	<u>4,613,783.41</u>	57.6%
<i>Net change in fund balance</i>	<u>\$ 35,000.00</u>	<u>\$ 4,180,778.50</u>	<u>\$ 4,145,778.50</u>	11845.1%
Franklin County Jail Fund				
Property taxes	\$ 2,996,649.00	\$ 2,996,649.00	\$ -	0.0%
Intergovernmental	540,000.00	79,397.33	(460,602.67)	-85.3%
Other revenues	-	770.47	770.47	
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,536,649.00</u>	<u>3,076,816.80</u>	<u>(459,832.20)</u>	-13.0%
County jail	3,536,649.00	1,381,722.14	2,154,926.86	60.9%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>3,536,649.00</u>	<u>1,381,722.14</u>	<u>2,154,926.86</u>	60.9%
<i>Net change in fund balance</i>	<u>\$ -</u>	<u>\$ 1,695,094.66</u>	<u>\$ 1,695,094.66</u>	

Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through November 30, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County Unorganized Territory				
Property taxes	\$ 3,029,129.00	\$ 1,242,103.25	\$ (1,787,025.75)	-59.0%
Other taxes	200,000.00	147,416.59	(52,583.41)	-26.3%
Intergovernmental	39,086.00	-	(39,086.00)	-100.0%
Other revenues	100,500.00	29,302.08	(71,197.92)	-70.8%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,368,715.00</u>	<u>1,418,821.92</u>	<u>(1,949,893.08)</u>	-57.9%
 Roads and bridges	380,000.00	341,579.06	38,420.94	10.1%
Snow removal	777,212.00	8,209.83	769,002.17	98.9%
Solid waste	235,389.00	117,694.36	117,694.64	50.0%
Fire protection and public safety	550,963.00	240,692.71	310,270.29	56.3%
Community support and recreation	17,096.00	8,450.15	8,645.85	50.6%
Other services	4,500.00	1,020.00	3,480.00	77.3%
Capital outlay and contingency	2,014,161.53	2,014,161.53	-	0.0%
Administration	160,415.00	54,574.13	105,840.87	66.0%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>4,139,736.53</u>	<u>2,786,381.77</u>	<u>1,353,354.76</u>	32.7%
 <i>Net change in fund balance</i>	<u>\$ (771,021.53)</u>	<u>\$ (1,367,559.85)</u>	<u>\$ (596,538.32)</u>	77.4%



FRANKLIN COUNTY Commissioners' Monthly Financial Review Sign-Off

December 2025

The County Commissioners have reviewed and accepted the following monthly financial reports.

- Cash and CDARS Balances Report
- Bank Reconciliations
 - County General Fund Checking – ASB **4875 and **4904
 - County General Fund Payroll – BSB **3766
 - ARPA Fund – FSB **7016 & **7024
 - Deeds Surcharge – ASB **4752 & **4816
 - Probate Surcharge – ASB **4787 & **4840
 - UT General Fund Checking – ABS **3321 & **3356
 - UT TIF – ASB **6839 & **6898
 - UT TIF CDARS - IntraFi
- Summary Budget-to-Actual Reports
 - General Fund
 - Jail Fund
 - Unorganized Territory

District 1	Tom Saviello	_____
District 2	Fen Fowler	_____
District 3	Tom Skolfield	_____
District 4	Bob Carlton	_____
District 5	Jeff Gilbert	_____

Franklin County and Franklin County Unorganized Territory
Cash and CDARS Balances
As of December 31, 2025

Acct Num	Description	Bank	Bank Acct #	Balance
G 01-1000-00	County Operational Checking	Androscoggin Bank	4752 & 4816	\$ 3,077,247.16
G 01-1001-00	County Payroll Checking	Bangor Savings Bank	3766	274,717.83
G 01-1105-00	County General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL GENERAL FUND				3,351,964.99
G 11-1001-00	ARPA Checking	Franklin Savings Bank	7016 & 7024	515,600.39
G 72-1000-00	Deeds Surcharge Checking	Androscoggin Bank	4752 & 4816	199,117.08
G 77-1000-00	Probate Surcharge Checking	Androscoggin Bank	4787 & 4840	45,021.03
TOTAL FRANKLIN COUNTY BANK AND CDARS ACCOUNTS				4,111,703.49
G 15-1010-00	UT General Fund Checking	Androscoggin Bank	3321 & 3356	596,353.79
G 15-1051-00	UT General Fund CDARS	Androscoggin Bank	Varies	-
TOTAL UT GENERAL FUND				596,353.79
G 16-1014-00	UT TIF Fund Checking	Androscoggin Bank	6839 & 6898	2,150,522.59
G 16-1053-00	UT TIF Fund CDARS	Androscoggin Bank	Varies	2,077,228.45
TOTAL UT TIF FUND				4,227,751.04
TOTAL UNORGANIZED TERRITORY BANK AND CDARS ACCOUNTS				4,824,104.83
TOTAL ALL BANK AND CDARS ACCOUNTS				\$ 8,935,808.32

Franklin County
Bank Reconciliation
Androscoggin Savings Bank General Fund Operating Accounts **4875 and **4904
December 2025

Balance per Bank

12/31/2025	Gen Fund	ASB 4875 Checking	\$ 150,000.00	
12/31/2025	Gen Fund	ASB 4904 Sweep	<u>2,964,565.87</u>	\$ 3,114,565.87

Deposits in Transit

12/31/2025	G XXXX	12/31/2025 CSC	22.00	
12/31/2025	G XXXX	12/31/2025 SIMPLIFILE	3,422.80	
12/31/2025	G XXXX	DECEMBER ICON	<u>60.00</u>	3,504.80

Outstanding Checks and Withdrawals

10/21/2025	32791	00026 - Archie's Inc	(219.89)	
10/21/2025	32813	00502 - Maine Forest Service	(1,711.55)	
11/18/2025	32931	00823 - Treasurer, State of Maine	(138.00)	
11/18/2025	32934	00904 - Thomson Reuters West	(1,073.11)	
12/2/2025	32977	00602 - NCEU	(780.00)	
12/2/2025	32984	00830 - Treasurer, State of Maine	(350.00)	
12/2/2025	33003	01194 - Maine Local Government Human R	(35.00)	
12/2/2025	33005	01216 - Elizabeth Wood	(102.20)	
12/16/2025	33026	00185 - Dirigo Safety LLC	(279.00)	
12/16/2025	33028	00236 - Expenet Technologies, LLC	(24.99)	
12/16/2025	33029	00242 - Falls Road Veterinary Clinic	(3,209.32)	
12/16/2025	33038	00520 - Maine Pretrial Services, Inc	(7,400.00)	
12/16/2025	33044	00595 - National Academies of Emergenc E	(60.00)	
12/16/2025	33045	00760 - Safe Voices	(25,000.00)	
12/16/2025	33071	01234 - Spectrum Business	<u>(440.45)</u>	(40,823.51)

Adjusted Bank Balance 3,077,247.16

Balance per Books 3,077,247.16

Variance \$ -

Notes

Franklin County
Bank Reconciliation
Bangor Savings Bank Operating Account and Repurchase Accounts - **3766
December 2025

Balance per Bank					
12/31/2025	Gen Fund	BSB 3766 Checking	\$	-	
12/31/2025	Gen Fund	BSB 3766 Repurchase		<u>274,690.83</u>	
					\$ 274,690.83
Deposits in Transit					
12/22/2025	W 0608	12/22/2025 Cash		24.00	
12/23/2025	W 0610	12/23/2025 Cash		<u>3.00</u>	
					27.00
Outstanding Checks and Withdrawals					
				<u>-</u>	
					<u>-</u>
Adjusted Bank Balance					274,717.83
Balance per Books					<u>274,717.83</u>
Variance					<u>\$ -</u>

Notes

A

Franklin County
Bank Reconciliation
Franklin Savings Bank ARPA Accounts **7016 and **7024
December 2025

Balance per Bank				
12/31/2025	ARPA Fund	FSB 7016 Checking	\$	100,000.00
12/31/2025	ARPA Fund	FSB 7024 Sweep		<u>415,600.39</u>
			\$	515,600.39
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				515,600.39
Balance per Books				<u>515,600.39</u>
Variance			\$	<u>-</u>

Notes

A

Franklin County
Bank Reconciliation
Androscoggin Savings Bank Deeds Surcharge Accounts **4752 and **4816
December 2025

Balance per Bank				
12/31/2025	Deeds Pres	ASB 4752 Checking	\$	-
12/31/2025	Deeds Pres	ASB 4816 ICS		199,117.08
				<u>199,117.08</u>
			\$	199,117.08
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				199,117.08
Balance per Books				<u>199,117.08</u>
Variance			\$	<u>-</u>

Notes

A

Franklin County
Bank Reconciliation
Androscoggin Savings Bank Probate Surcharge Accounts **4787 and **4840
December 2025

Balance per Bank				
12/31/2025	Probate Pres	ASB 4787 Checking	\$	-
12/31/2025	Probate Pres	ASB 4840 Sweep		<u>45,021.03</u>
				\$ 45,021.03
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				45,021.03
Balance per Books				<u>45,021.03</u>
Variance				\$ <u>-</u>

Notes

A

Franklin County Unorganized Territory
Bank Reconciliation
UT General Fund - Operating Checking
December 2025

Balance per Bank

12/31/2025	Gen Fund	Andro Bank **3321	\$	-	
12/31/2025	Gen Fund	Andro Bank **3356		<u>1,251,421.79</u>	\$ 1,251,421.79

Deposits in Transit

<u>-</u>	-
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Outstanding Checks and Withdrawals

11/18/2025	50384	00418 - Jordan Excavation	<u>(655,068.00)</u>	<u>(655,068.00)</u>
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Adjusted Bank Balance	596,353.79
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Balance per Books	<u>596,353.79</u>
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Variance	<u>\$ -</u>
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Notes

A

Franklin County Unorganized Territory
Bank Reconciliation
UT TIF Fund - Operating Checking
December 2025

Balance per Bank				
12/31/2025	TIF Fund	Andro Bank **6839	\$	-
12/31/2025	TIF Fund	Andro Bank **6898		<u>2,147,629.36</u>
				\$ 2,150,522.59
Deposits in Transit				
				<u>-</u>
				-
Outstanding Checks and Withdrawals				
				<u>-</u>
				-
Adjusted Bank Balance				2,150,522.59
Balance per Books				<u>2,150,522.59</u>
Variance				\$ <u>-</u>

Notes

A

Franklin County Unorganized Territory
Bank Reconciliation
UT TIF CDARS
December 2025

Balance per Bank				
12/31/2025	TIF Fund	Andro Bank **8385	\$ 2,077,228.45	
				\$ 2,077,228.45
Deposits in Transit				
			-	-
Outstanding Checks and Withdrawals				
			-	-
Adjusted Bank Balance				2,077,228.45
Balance per Books				2,077,228.45
Variance				\$ -

Notes

A

Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through December 31, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County General Fund				
Property taxes	\$ 7,197,048.00	\$ 7,197,048.00	\$ -	0.0%
Other taxes	140,000.00	74,426.46	(65,573.54)	-46.8%
Permits and fees	404,643.00	257,333.80	(147,309.20)	-36.4%
Intergovernmental	177,466.00	41,268.26	(136,197.74)	-76.7%
Other revenues	130,000.00	67,044.23	(62,955.77)	-48.4%
Other financing sources	-	7,100.00	7,100.00	
<i>Total revenues and other financing sources</i>	<u>8,049,157.00</u>	<u>7,644,220.75</u>	<u>(404,936.25)</u>	-5.0%
Emergency management	280,612.00	132,817.39	147,794.61	52.7%
District attorney's office	388,665.00	177,301.33	211,363.67	54.4%
Superior court	3,000.00	-	3,000.00	100.0%
Commissioners' office	399,220.00	195,158.79	204,061.21	51.1%
Treasurer's office	259,165.00	104,777.77	154,387.23	59.6%
Technical services	499,717.00	244,410.37	255,306.63	51.1%
Facilities	397,879.00	132,064.25	265,814.75	66.8%
Registry of deeds	250,961.00	106,804.87	144,156.13	57.4%
Registry of probate	329,782.00	140,929.27	188,852.73	57.3%
Sheriff's office	2,964,143.00	1,537,706.57	1,426,436.43	48.1%
Civil process	-	263.39	(263.39)	
Communications	1,384,168.00	613,742.03	770,425.97	55.7%
County-wide	686,645.00	445,164.48	241,480.52	35.2%
Other financing uses	170,200.00	170,200.00	-	0.0%
<i>Total expenditures and other financing uses</i>	<u>8,014,157.00</u>	<u>4,001,340.51</u>	<u>4,012,816.49</u>	50.1%
<i>Net change in fund balance</i>	<u>\$ 35,000.00</u>	<u>\$ 3,642,880.24</u>	<u>\$ 3,607,880.24</u>	10308.2%
Franklin County Jail Fund				
Property taxes	\$ 2,996,649.00	\$ 2,996,649.00	\$ -	0.0%
Intergovernmental	540,000.00	148,207.33	(391,792.67)	-72.6%
Other revenues	-	770.47	770.47	
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,536,649.00</u>	<u>3,145,626.80</u>	<u>(391,022.20)</u>	-11.1%
County jail	3,536,649.00	1,697,295.82	1,839,353.18	52.0%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>3,536,649.00</u>	<u>1,697,295.82</u>	<u>1,839,353.18</u>	52.0%
<i>Net change in fund balance</i>	<u>\$ -</u>	<u>\$ 1,448,330.98</u>	<u>\$ 1,448,330.98</u>	

Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through December 31, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County Unorganized Territory				
Property taxes	\$ 3,029,129.00	\$ 1,514,564.50	\$ (1,514,564.50)	-50.0%
Other taxes	200,000.00	147,416.59	(52,583.41)	-26.3%
Intergovernmental	39,086.00	74,820.00	35,734.00	91.4%
Other revenues	100,500.00	32,038.53	(68,461.47)	-68.1%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,368,715.00</u>	<u>1,768,839.62</u>	<u>(1,599,875.38)</u>	-47.5%
 Roads and bridges	 380,000.00	 346,856.58	 33,143.42	 8.7%
Snow removal	777,212.00	167,122.35	610,089.65	78.5%
Solid waste	235,389.00	117,694.36	117,694.64	50.0%
Fire protection and public safety	550,963.00	260,637.01	290,325.99	52.7%
Community support and recreation	17,096.00	8,450.15	8,645.85	50.6%
Other services	4,500.00	2,295.00	2,205.00	49.0%
Capital outlay and contingency	2,014,161.53	2,014,161.53	-	0.0%
Administration	160,415.00	68,904.73	91,510.27	57.0%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>4,139,736.53</u>	<u>2,986,121.71</u>	<u>1,153,614.82</u>	27.9%
 <i>Net change in fund balance</i>	 <u>\$ (771,021.53)</u>	 <u>\$ (1,217,282.09)</u>	 <u>\$ (446,260.56)</u>	 57.9%

Franklin County and Unorganized Territory
Summary of Changes in Fund Balance
FY2026 through December 31, 2025

	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenditures</u>	<u>Other Financing</u>	<u>Ending Balance</u>
1 General Fund	\$ 1,058,440.02	\$ 7,637,120.75	\$ (3,831,140.51)	\$ (163,100.00)	\$ 4,701,320.26
10 Jail Fund	301,715.54	3,145,626.80	(1,697,295.82)	-	1,750,046.52
11 ARPA Fund	1,348,421.71	13,302.32	(628,483.69)	-	733,240.34
19 Inmate Benefits	41,065.94	4,833.81	(6,100.40)	-	39,799.35
20 BHS Grants	-	5,134.56	-	-	5,134.56
21 MRC Grant	-	-	(2,249.75)	-	(2,249.75)
22 Byrne-JAG	-	2,782.07	-	-	2,782.07
23 Juve Fire Safety	97.77	-	-	-	97.77
24 Drug Forfeit	9,312.97	-	-	-	9,312.97
25 Homeland Sec	-	73,561.07	(16,344.92)	-	57,216.15
26 LEPC	1,227.39	7,122.12	(8,013.53)	-	335.98
27 Stonegarden	-	55,356.62	(16,662.39)	-	38,694.23
28 MAT Fund	-	54,792.00	-	-	54,792.00
34 MMA Grant	2,184.15	-	-	-	2,184.15
36 Hazard Mit	170.00	-	-	-	170.00
38 WW1 Monument	1,060.66	-	-	-	1,060.66
41 School Sfty	-	16,243.99	(10,500.00)	-	5,743.99
42 Ntnl Opioid	406,893.58	35,821.84	(33,827.37)	-	408,888.05
43 Internal Svc	8,999.71	-	(2,935.83)	-	6,063.88
44 Safety Bldg	-	160,786.58	(557,694.22)	-	(396,907.64)
45 COSSUP Grant	-	146,180.00	(223,171.46)	-	(76,991.46)
46 Sandy River	10,801.62	-	(6,934.90)	-	3,866.72
47 COPS Grant	-	29,907.59	-	-	29,907.59
70 Benefits	40,000.00	-	-	-	40,000.00
71 Facilities	199,672.02	-	(32,558.25)	42,000.00	209,113.77
72 Deeds Pres	188,190.42	13,852.66	(1,132.00)	-	200,911.08
73 Deeds Micro	1,175.00	-	-	-	1,175.00
74 Perambulate	10,261.00	-	-	-	10,261.00
75 Contingency	100,000.00	-	-	-	100,000.00
77 Probate Pres	43,255.02	1,916.01	-	-	45,171.03
78 EMA Capital	44,839.00	-	-	10,700.00	55,539.00
79 EMA In-Kind	8,755.20	-	(1,074.95)	-	7,680.25
80 SO Vehicle	282,900.51	-	(13,856.00)	-	269,044.51
81 Parking Lot	60,000.00	-	-	-	60,000.00
82 IT / Server Upgrd	172,705.90	-	(155,267.27)	5,000.00	22,438.63
83 SO Capital	188,029.03	-	(34,390.48)	100,000.00	253,638.55
84 Unemployment	26,870.77	-	-	-	26,870.77
85 Dispatch Radio	374.18	-	-	-	374.18
86 Dispatch Equip	55,215.10	-	(10,000.00)	5,000.00	50,215.10
87 I Am Responding	2,978.00	-	-	7,500.00	10,478.00
88 Jail Capital	141,766.06	-	-	-	141,766.06
89 Jail Building	2,105.00	-	-	-	2,105.00
91 Clerical	1,610.50	-	-	-	1,610.50
92 Prob Equip	1,187.00	-	-	-	1,187.00
TOTAL COUNTY	\$ 4,762,280.77	\$ 11,404,340.79	\$ (7,289,633.74)	\$ 7,100.00	\$ 8,884,087.82
15 UT General Fund	\$ 1,774,424.79	\$ 1,768,839.62	\$ (2,986,121.71)	\$ -	\$ 557,142.70
16 UT TIF Fund	3,795,632.06	795,223.42	(366,141.60)	-	4,224,713.88
TOTAL UT	\$ 5,570,056.85	\$ 2,564,063.04	\$ (3,352,263.31)	\$ -	\$ 4,781,856.58

Franklin County Unorganized Territory
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Property Taxes					
R 150-6010	Services Reimbursements	3,029,129.00	1,514,564.50	(1,514,564.50)	-50.0%
	<i>Total Property Taxes</i>	3,029,129.00	1,514,564.50	(1,514,564.50)	-50.0%
Other Taxes					
R 150-6100	Excise Taxes	200,000.00	147,416.59	(52,583.41)	-26.3%
	<i>Total Other Taxes</i>	200,000.00	147,416.59	(52,583.41)	-26.3%
Intergovernmental					
R 150-6325	Local Road Assistance Program	38,936.00	74,820.00	35,884.00	92.2%
R 150-6330	Snowmobile	150.00	-	(150.00)	-100.0%
	<i>Total Intergovernmental</i>	39,086.00	74,820.00	35,734.00	91.4%
Other Revenues					
R 150-6905	Interest Income	100,000.00	23,038.53	(76,961.47)	-77.0%
R 150-6999	Miscellaneous Income	500.00	9,000.00	8,500.00	1700.0%
	<i>Total Other Revenues</i>	100,500.00	32,038.53	(68,461.47)	-68.1%
TOTAL REVENUE AND OTHER FINANCING SOURCES		3,368,715.00	1,768,839.62	(1,599,875.38)	-47.5%
Roads and Bridges					
E 150-9001	Summer Roads	380,000.00	346,856.58	33,143.42	8.7%
	<i>Total Roads and Bridges</i>	380,000.00	346,856.58	33,143.42	8.7%
Snow Removal					
E 150-9101	Madrid	101,520.00	20,304.00	81,216.00	80.0%
E 150-9102	Langtown	15,000.00	3,000.00	12,000.00	80.0%
E 150-9103	Washington Perkins	136,000.00	27,200.00	108,800.00	80.0%
E 150-9104	West Freeman	84,125.00	16,825.00	67,300.00	80.0%
E 150-9105	Freeman Salem	388,567.00	77,713.40	310,853.60	80.0%
E 150-9190	Salt	52,000.00	22,079.95	29,920.05	57.5%
	<i>Total Snow Removal</i>	777,212.00	167,122.35	610,089.65	78.5%
Solid Waste					
E 150-9201	Madrid	36,107.00	18,053.54	18,053.46	50.0%
E 150-9202	Coburn Gore	80,000.00	40,000.00	40,000.00	50.0%
E 150-9203	Salem	80,000.00	40,000.00	40,000.00	50.0%
E 150-9204	North	29,396.00	14,698.04	14,697.96	50.0%
E 150-9205	Washington Perkins (Weld)	5,223.00	2,611.28	2,611.72	50.0%
E 150-9206	Washington Perkins (Wilton)	4,663.00	2,331.50	2,331.50	50.0%
	<i>Total Solid Waste</i>	235,389.00	117,694.36	117,694.64	50.0%

Franklin County Unorganized Territory
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Fire Protection and Public Safety					
E 150-9301	Madrid	30,030.00	15,015.00	15,015.00	50.0%
E 150-9302	Salem Freeman Foster Hill	12,000.00	17,750.00	(5,750.00)	-47.9%
E 150-9303	Northwest UT	42,714.00	21,356.90	21,357.10	50.0%
E 150-9304	West Freeman	26,879.00	13,439.50	13,439.50	50.0%
E 150-9305	Coverage	47,000.00	11,750.00	35,250.00	75.0%
E 150-9306	Perkins	6,667.00	3,333.70	3,333.30	50.0%
E 150-9307	Washington	3,220.00	1,610.00	1,610.00	50.0%
E 150-9308	Coburn Gore	58,500.00	29,250.00	29,250.00	50.0%
E 150-9350	Northstar Ambulance	70,009.00	35,005.00	35,004.00	50.0%
E 150-9355	Street Lights	2,500.00	519.45	1,980.55	79.2%
E 150-9360	E-911 Salary	18,000.00	6,530.69	11,469.31	63.7%
E 150-9365	Animal Control	20,000.00	-	20,000.00	100.0%
E 150-9370	UT Deputy	188,444.00	101,641.75	86,802.25	46.1%
E 150-9375	UT Deputy Equip	25,000.00	3,435.02	21,564.98	86.3%
	<i>Total Fire Protection and Public Safety</i>	<u>550,963.00</u>	<u>260,637.01</u>	<u>290,325.99</u>	<u>52.7%</u>
Community Support and Recreation					
E 150-9401	Freeman Ridge Cemetery	2,000.00	2,550.00	(550.00)	-27.5%
E 150-9402	Mt Abram Salem Cemetery	2,796.00	2,752.95	43.05	1.5%
E 150-9403	Madrid Cemetery	3,000.00	3,000.00	-	0.0%
E 150-9404	UT General Cemeteries	6,300.00	147.20	6,152.80	97.7%
E 150-9450	Kingfield Library	3,000.00	-	3,000.00	100.0%
	<i>Total Community Support and Recreation</i>	<u>17,096.00</u>	<u>8,450.15</u>	<u>8,645.85</u>	<u>50.6%</u>
Other Services					
E 150-9501	Audit	4,500.00	2,295.00	2,205.00	49.0%
	<i>Total Other Services</i>	<u>4,500.00</u>	<u>2,295.00</u>	<u>2,205.00</u>	<u>49.0%</u>
Capital Outlay and Contingency					
E 150-9601	Capital Outlay	2,014,161.53	2,014,161.53	-	0.0%
	<i>Total Capital Outlay and Contingency</i>	<u>2,014,161.53</u>	<u>2,014,161.53</u>	<u>-</u>	<u>0.0%</u>
Administration					
E 150-9701	Administration	160,415.00	68,904.73	91,510.27	57.0%
	<i>Total Administration</i>	<u>160,415.00</u>	<u>68,904.73</u>	<u>91,510.27</u>	<u>57.0%</u>
TOTAL EXPENDITURES AND OTHER FINANCING USES		<u>4,139,736.53</u>	<u>2,986,121.71</u>	<u>1,153,614.82</u>	<u>27.9%</u>
NET CHANGE IN FUND BALANCE		<u>(771,021.53)</u>	<u>(1,217,282.09)</u>	<u>(446,260.56)</u>	<u>57.9%</u>

Franklin County
Jail Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		Budget	Actual	Pos (Neg) Variance	% Variance
Property Taxes					
R 100-6010	Property Taxes	2,996,649.00	2,996,649.00	-	0.0%
	<i>Total Property Taxes</i>	2,996,649.00	2,996,649.00	-	0.0%
Intergovernmental					
R 100-6350	State Funding	530,000.00	137,620.00	(392,380.00)	-74.0%
R 100-6355	Fines and Surcharges	10,000.00	-	(10,000.00)	-100.0%
R 100-6400	Boarding Fees	-	10,587.33	10,587.33	
	<i>Total Intergovernmental</i>	540,000.00	148,207.33	(391,792.67)	-72.6%
Other Revenues					
R 100-6999	Miscellaneous Income	-	770.47	770.47	
	<i>Total Other Revenues</i>	-	770.47	770.47	
TOTAL REVENUE AND OTHER FINANCING SOURCES		3,536,649.00	3,145,626.80	(391,022.20)	-11.1%
County Jail					
E 100-7005	Department Head	92,117.00	43,791.11	48,325.89	52.5%
E 100-7010	Deputy Department Head	83,833.00	39,853.09	43,979.91	52.5%
E 100-7016	Supervisors	260,770.00	124,579.83	136,190.17	52.2%
E 100-7020	Full Time Staff	605,758.00	258,793.60	346,964.40	57.3%
E 100-7025	Part Time Staff	30,000.00	22,222.33	7,777.67	25.9%
E 100-7029	Overtime	200,000.00	132,034.07	67,965.93	34.0%
E 100-7030	Transport Officers	112,300.00	28,779.03	83,520.97	74.4%
E 100-7031	Transport Officers OT	-	4,253.40	(4,253.40)	
E 100-7035	Cooks Supervisor	71,282.00	34,198.39	37,083.61	52.0%
E 100-7036	Cooks	89,024.00	39,532.61	49,491.39	55.6%
E 100-7037	Cooks Overtime	3,000.00	3,052.93	(52.93)	-1.8%
E 100-7040	Administrative Staff	55,360.00	58,693.10	(3,333.10)	-6.0%
E 100-7041	Administrative Staff OT	-	2,797.89	(2,797.89)	
E 100-7046	Custodians	54,049.00	25,811.01	28,237.99	52.2%
E 100-7047	Custodians OT	-	1,752.44	(1,752.44)	
E 100-7050	Payroll Taxes	126,798.00	61,590.89	65,207.11	51.4%
E 100-7055	Flex Benefit	603,891.00	230,526.53	373,364.47	61.8%
E 100-7075	Retirement	196,927.00	85,101.55	111,825.45	56.8%
E 100-7105	Training and Development	8,000.00	2,898.70	5,101.30	63.8%
E 100-7107	Hiring Costs	13,000.00	581.96	12,418.04	95.5%
E 100-7110	Travel and Mileage	5,000.00	133.00	4,867.00	97.3%
E 100-7115	Meals	750.00	-	750.00	100.0%
E 100-7200	Heat	40,000.00	8,561.46	31,438.54	78.6%
E 100-7201	Electricity	62,000.00	23,702.52	38,297.48	61.8%
E 100-7202	Water	6,000.00	1,578.06	4,421.94	73.7%
E 100-7203	Sewer	3,000.00	955.00	2,045.00	68.2%
E 100-7204	Gas and Propane	3,500.00	1,366.11	2,133.89	61.0%
E 100-7210	Telephone	3,500.00	1,263.29	2,236.71	63.9%
E 100-7227	Waste Collection and Removal	2,800.00	1,319.34	1,480.66	52.9%
E 100-7228	Board of Prisoners	-	66,975.00	(66,975.00)	
E 100-7230	Inmate Medical and Dental Care	295,756.00	184,716.31	111,039.69	37.5%
E 100-7233	Pretrial Services	88,898.00	44,400.00	44,498.00	50.1%
E 100-7239	Inmate Programs and Services	26,410.00	13,205.04	13,204.96	50.0%
E 100-7249	Other Professional Services	77,876.00	-	77,876.00	100.0%
E 100-7250	Equipment Rentals and Leases	4,000.00	1,520.77	2,479.23	62.0%
E 100-7252	Equipment Repairs and Maint	5,000.00	2,472.48	2,527.52	50.6%

Franklin County
Jail Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
E 100-7253	Building Repairs and Maint	50,000.00	22,394.74	27,605.26	55.2%
E 100-7254	Vehicle Repairs and Maint	3,000.00	1,037.29	1,962.71	65.4%
E 100-7255	Grounds Upkeep and Snow Removal	7,500.00	1,148.85	6,351.15	84.7%
E 100-7256	Pest Control	1,600.00	636.00	964.00	60.3%
E 100-7352	Postage and Freight	500.00	9.60	490.40	98.1%
E 100-7355	Fees and Registrations	-	19.86	(19.86)	
E 100-7360	Licenses and Permits	750.00	150.00	600.00	80.0%
E 100-7362	Security	37,200.00	33,722.24	3,477.76	9.3%
E 100-7401	Office Supplies	4,500.00	3,872.35	627.65	13.9%
E 100-7402	Cleaning Supplies	5,000.00	1,566.75	3,433.25	68.7%
E 100-7403	Maintenance Supplies	5,000.00	1,641.90	3,358.10	67.2%
E 100-7404	Computer Supplies	1,700.00	251.97	1,448.03	85.2%
E 100-7409	Food	75,000.00	34,202.85	40,797.15	54.4%
E 100-7410	Locks	3,000.00	-	3,000.00	100.0%
E 100-7411	Prisoner Prescriptions	26,000.00	13,363.72	12,636.28	48.6%
E 100-7417	Medical Supplies	4,500.00	2,110.97	2,389.03	53.1%
E 100-7418	Kitchen Supplies	9,500.00	1,536.24	7,963.76	83.8%
E 100-7419	Institutional Supplies	10,500.00	6,920.04	3,579.96	34.1%
E 100-7420	Training Supplies	500.00	451.65	48.35	9.7%
E 100-7501	Tools	2,000.00	86.65	1,913.35	95.7%
E 100-7502	Radios	4,800.00	-	4,800.00	100.0%
E 100-7503	Uniforms	7,000.00	7,860.92	(860.92)	-12.3%
E 100-7505	Weapons and Body Armor	5,000.00	1,768.80	3,231.20	64.6%
E 100-7508	Prisoner Clothing	2,500.00	2,099.58	400.42	16.0%
E 100-7550	Gas and Oil	4,000.00	1,086.16	2,913.84	72.8%
E 100-7680	Equipment and Furniture	10,000.00	4,860.48	5,139.52	51.4%
E 100-7690	Computers	5,000.00	745.15	4,254.85	85.1%
E 100-7700	Vehicles	20,000.00	-	20,000.00	100.0%
E 100-7999	Miscellaneous	-	738.22	(738.22)	
	<i>Total County Jail</i>	<u>3,536,649.00</u>	<u>1,697,295.82</u>	<u>1,839,353.18</u>	52.0%
TOTAL EXPENDITURES AND OTHER FINANCING USES		<u>3,536,649.00</u>	<u>1,697,295.82</u>	<u>1,839,353.18</u>	52.0%
NET CHANGE IN FUND BALANCE		<u>-</u>	<u>1,448,330.98</u>	<u>1,448,330.98</u>	

Franklin County
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Property Taxes					
R 001-6010	Property Taxes	7,197,048.00	7,197,048.00	-	0.0%
	<i>Total Property Taxes</i>	7,197,048.00	7,197,048.00	-	0.0%
Other Taxes					
R 002-6105	Transfer Taxes	140,000.00	74,426.46	(65,573.54)	-46.8%
	<i>Total Other Taxes</i>	140,000.00	74,426.46	(65,573.54)	-46.8%
Permits and Fees					
R 003-6201	Deeds Copy Fees	8,000.00	3,710.25	(4,289.75)	-53.6%
R 003-6205	Deeds Recording Fees	227,000.00	133,776.10	(93,223.90)	-41.1%
R 003-6211	Probate Copy Fees	1,000.00	608.00	(392.00)	-39.2%
R 003-6212	Probate Newspaper Fees	4,000.00	2,328.00	(1,672.00)	-41.8%
R 003-6215	Probate Filing Fees	95,000.00	47,052.00	(47,948.00)	-50.5%
R 003-6220	Civil Process Fee	65,000.00	37,344.53	(27,655.47)	-42.5%
R 003-6225	Other Sheriff's Office Fees	4,643.00	32,514.92	27,871.92	600.3%
	<i>Total Permits and Fees</i>	404,643.00	257,333.80	(147,309.20)	-36.4%
Intergovernmental					
R 004-6301	EMA Revenue	62,466.00	19,055.19	(43,410.81)	-69.5%
R 004-6315	VMA Grant	10,000.00	12,622.57	2,622.57	26.2%
R 004-6375	Sheriff's Office Grants	20,000.00	-	(20,000.00)	-100.0%
R 004-6380	DA Admin Revenue	20,000.00	9,590.50	(10,409.50)	-52.0%
R 004-6399	Other Intergovernmental	65,000.00	-	(65,000.00)	-100.0%
	<i>Total Intergovernmental</i>	177,466.00	41,268.26	(136,197.74)	-76.7%
Other Revenues					
R 009-6905	Interest Income	130,000.00	61,402.77	(68,597.23)	-52.8%
R 009-6921	Wellness Works Grant	-	1,760.00	1,760.00	
R 009-6990	Miscellaneous Income	-	3,881.46	3,881.46	
	<i>Total Other Revenues</i>	130,000.00	67,044.23	(62,955.77)	-48.4%
Other Financing Sources					
R 099-8001	Proceeds from Sales of Assets	-	7,100.00	7,100.00	
	<i>Total Other Financing Sources</i>	-	7,100.00	7,100.00	
TOTAL REVENUE AND OTHER FINANCING SOURCES		8,049,157.00	7,644,220.75	(404,936.25)	-5.0%
Emergency Management					
E 010-7005	Department Head	92,117.00	45,704.31	46,412.69	50.4%
E 010-7010	Deputy Department Head	58,436.00	27,744.38	30,691.62	52.5%
E 010-7029	Overtime	2,500.00	10.36	2,489.64	99.6%
E 010-7050	Payroll Taxes	11,709.00	5,987.18	5,721.82	48.9%
E 010-7055	Flex Benefit	43,589.00	24,462.92	19,126.08	43.9%
E 010-7075	Retirement	15,611.00	2,802.81	12,808.19	82.0%
E 010-7105	Training and Development	1,000.00	49.00	951.00	95.1%
E 010-7110	Travel and Mileage	1,000.00	361.20	638.80	63.9%
E 010-7115	Meals	500.00	163.16	336.84	67.4%
E 010-7120	Lodging	1,000.00	285.90	714.10	71.4%
E 010-7210	Telephone	2,250.00	1,232.67	1,017.33	45.2%
E 010-7250	Equipment Rentals and Leases	30,000.00	16,343.67	13,656.33	45.5%
E 010-7252	Equipment Repairs and Maint	8,000.00	135.76	7,864.24	98.3%
E 010-7254	Vehicle Repairs and Maint	2,000.00	779.24	1,220.76	61.0%

Franklin County
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
E 010-7354	Dues and Subscriptions	200.00	-	200.00	100.0%
E 010-7401	Office Supplies	1,200.00	430.10	769.90	64.2%
E 010-7550	Gas and Oil	2,000.00	324.73	1,675.27	83.8%
E 010-7680	Equipment and Furniture	7,500.00	6,000.00	1,500.00	20.0%
	<i>Total Emergency Management</i>	<u>280,612.00</u>	<u>132,817.39</u>	<u>147,794.61</u>	<u>52.7%</u>
District Attorney's Office					
E 015-7020	Full Time Staff	195,734.00	96,546.52	99,187.48	50.7%
E 015-7050	Payroll Taxes	14,974.00	7,768.97	7,205.03	48.1%
E 015-7055	Flex Benefit	65,364.00	25,075.28	40,288.72	61.6%
E 015-7075	Retirement	19,965.00	9,705.77	10,259.23	51.4%
E 015-7105	Training and Development	600.00	-	600.00	100.0%
E 015-7110	Travel and Mileage	2,000.00	1,554.38	445.62	22.3%
E 015-7115	Meals	300.00	63.61	236.39	78.8%
E 015-7210	Telephone	7,000.00	3,081.66	3,918.34	56.0%
E 015-7234	Restitution Specialist	20,460.00	18,670.00	1,790.00	8.7%
E 015-7249	Other Professional Services	25,152.00	-	25,152.00	100.0%
E 015-7250	Equipment Rentals and Leases	6,500.00	7,227.90	(727.90)	-11.2%
E 015-7252	Equipment Repairs and Maint	1,200.00	-	1,200.00	100.0%
E 015-7352	Postage and Freight	600.00	204.95	395.05	65.8%
E 015-7354	Dues and Subscriptions	100.00	-	100.00	100.0%
E 015-7357	Laboratory Fees	1,000.00	-	1,000.00	100.0%
E 015-7358	Transcripts	1,500.00	1,518.00	(18.00)	-1.2%
E 015-7401	Office Supplies	2,000.00	674.33	1,325.67	66.3%
E 015-7404	Computer Supplies	600.00	-	600.00	100.0%
E 015-7450	Statutes and Reference Books	10,200.00	4,224.00	5,976.00	58.6%
E 015-7680	Equipment and Furniture	1,000.00	219.98	780.02	78.0%
E 015-7690	Computers	3,200.00	-	3,200.00	100.0%
E 015-7804	District Three Joint Budget	9,216.00	667.84	8,548.16	92.8%
E 015-7848	Officer Fees	-	98.14	(98.14)	
	<i>Total District Attorney's Office</i>	<u>388,665.00</u>	<u>177,301.33</u>	<u>211,363.67</u>	<u>54.4%</u>
Superior Court					
E 016-7848	Officer Fees	2,000.00	-	2,000.00	100.0%
E 016-7849	Witness Fees	1,000.00	-	1,000.00	100.0%
	<i>Total Superior Court</i>	<u>3,000.00</u>	<u>-</u>	<u>3,000.00</u>	<u>100.0%</u>
Commissioners' Office					
E 020-7000	Elected Officials	60,000.00	28,615.48	31,384.52	52.3%
E 020-7005	Department Head	39,089.00	19,058.31	20,030.69	51.2%
E 020-7010	Deputy Department Head	63,037.00	30,937.08	32,099.92	50.9%
E 020-7020	Full Time Staff	-	450.70	(450.70)	
E 020-7025	Part Time Staff	24,257.00	10,039.19	14,217.81	58.6%
E 020-7050	Payroll Taxes	14,258.00	7,151.91	7,106.09	49.8%
E 020-7055	Flex Benefit	72,452.00	36,473.73	35,978.27	49.7%
E 020-7075	Retirement	18,077.00	4,623.45	13,453.55	74.4%
E 020-7105	Training and Development	4,500.00	1,798.13	2,701.87	60.0%
E 020-7110	Travel and Mileage	3,500.00	3,016.23	483.77	13.8%
E 020-7115	Meals	1,800.00	2,153.72	(353.72)	-19.7%
E 020-7120	Lodging	6,500.00	3,986.04	2,513.96	38.7%
E 020-7210	Telephone	1,500.00	1,767.09	(267.09)	-17.8%
E 020-7213	Website	6,500.00	164.19	6,335.81	97.5%
E 020-7220	Legal	35,000.00	20,606.50	14,393.50	41.1%

Franklin County
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		Budget	Actual	Pos (Neg) Variance	% Variance
E 020-7350	Advertising	4,500.00	475.28	4,024.72	89.4%
E 020-7351	Printing and Copying	1,500.00	-	1,500.00	100.0%
E 020-7354	Dues and Subscriptions	7,000.00	4,644.36	2,355.64	33.7%
E 020-7355	Fees and Registrations	3,500.00	153.31	3,346.69	95.6%
E 020-7401	Office Supplies	3,000.00	989.97	2,010.03	67.0%
E 020-7404	Computer Supplies	2,000.00	1,199.27	800.73	40.0%
E 020-7680	Equipment and Furniture	3,000.00	-	3,000.00	100.0%
E 020-7690	Computers	2,500.00	900.00	1,600.00	64.0%
E 020-7807	Document Preservation	18,000.00	14,425.00	3,575.00	19.9%
E 020-7865	Donations	250.00	-	250.00	100.0%
E 020-7877	Recruitment and Retention	3,500.00	1,337.87	2,162.13	61.8%
E 020-7890	Wellness Works Grant	-	191.98	(191.98)	
	<i>Total Commissioners' Office</i>	399,220.00	195,158.79	204,061.21	51.1%
Treasurer's Office					
E 025-7005	Department Head	22,419.00	10,692.15	11,726.85	52.3%
E 025-7020	Full Time Staff	74,745.00	36,565.79	38,179.21	51.1%
E 025-7025	Part Time Staff	-	437.45	(437.45)	
E 025-7050	Payroll Taxes	7,433.00	3,595.25	3,837.75	51.6%
E 025-7055	Flex Benefit	50,957.00	18,921.51	32,035.49	62.9%
E 025-7075	Retirement	9,911.00	3,947.11	5,963.89	60.2%
E 025-7105	Training and Development	2,000.00	99.00	1,901.00	95.1%
E 025-7110	Travel and Mileage	1,250.00	187.60	1,062.40	85.0%
E 025-7115	Meals	750.00	232.51	517.49	69.0%
E 025-7120	Lodging	850.00	284.00	566.00	66.6%
E 025-7221	Auditor	16,000.00	-	16,000.00	100.0%
E 025-7222	Business Services	30,000.00	16,544.64	13,455.36	44.9%
E 025-7223	Payroll Processing	12,500.00	5,705.00	6,795.00	54.4%
E 025-7249	Other Professional Services	9,000.00	3,708.00	5,292.00	58.8%
E 025-7250	Equipment Rentals and Leases	2,000.00	698.78	1,301.22	65.1%
E 025-7351	Printing and Copying	2,250.00	598.53	1,651.47	73.4%
E 025-7352	Postage and Freight	2,500.00	716.55	1,783.45	71.3%
E 025-7353	Bank Service Charges	-	992.79	(992.79)	
E 025-7354	Dues and Subscriptions	350.00	40.24	309.76	88.5%
E 025-7355	Fees and Registrations	2,000.00	0.84	1,999.16	100.0%
E 025-7401	Office Supplies	3,500.00	810.03	2,689.97	76.9%
E 025-7404	Computer Supplies	750.00	-	750.00	100.0%
E 025-7680	Equipment and Furniture	5,000.00	-	5,000.00	100.0%
E 025-7690	Computers	3,000.00	-	3,000.00	100.0%
	<i>Total Treasurer's Office</i>	259,165.00	104,777.77	154,387.23	59.6%
Technical Services					
E 030-7005	Department Head	81,572.00	66,669.23	14,902.77	18.3%
E 030-7020	Full Time Staff	75,178.00	23,640.32	51,537.68	68.6%
E 030-7050	Payroll Taxes	11,991.00	6,689.38	5,301.62	44.2%
E 030-7055	Flex Benefit	42,637.00	20,388.36	22,248.64	52.2%
E 030-7075	Retirement	15,989.00	5,293.28	10,695.72	66.9%
E 030-7105	Training and Development	1,000.00	999.00	1.00	0.1%
E 030-7110	Travel and Mileage	2,000.00	-	2,000.00	100.0%
E 030-7115	Meals	400.00	-	400.00	100.0%
E 030-7120	Lodging	1,000.00	-	1,000.00	100.0%
E 030-7210	Telephone	1,200.00	924.12	275.88	23.0%
E 030-7217	Communications	60,000.00	25,575.04	34,424.96	57.4%

Franklin County
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
E 030-7249	Other Professional Services	170,000.00	90,454.71	79,545.29	46.8%
E 030-7355	Fees and Registrations	500.00	-	500.00	100.0%
E 030-7401	Office Supplies	750.00	229.50	520.50	69.4%
E 030-7404	Computer Supplies	4,000.00	879.02	3,120.98	78.0%
E 030-7680	Equipment and Furniture	30,000.00	1,255.44	28,744.56	95.8%
E 030-7690	Computers	1,500.00	1,412.97	87.03	5.8%
	<i>Total Technical Services</i>	<u>499,717.00</u>	<u>244,410.37</u>	<u>255,306.63</u>	<u>51.1%</u>
Facilities					
Courthouse					
E 040-7005	Department Head	67,255.00	17,149.46	50,105.54	74.5%
E 040-7020	Full Time Staff	52,323.00	25,839.21	26,483.79	50.6%
E 040-7027	On Call	5,000.00	-	5,000.00	100.0%
E 040-7050	Payroll Taxes	9,530.00	3,243.09	6,286.91	66.0%
E 040-7055	Flex Benefit	37,964.00	13,384.14	24,579.86	64.7%
E 040-7075	Retirement	12,707.00	4,384.85	8,322.15	65.5%
E 040-7105	Training and Development	-	12.00	(12.00)	
E 040-7110	Travel and Mileage	1,500.00	155.40	1,344.60	89.6%
E 040-7200	Heat	14,000.00	6,179.87	7,820.13	55.9%
E 040-7201	Electricity	26,000.00	8,830.10	17,169.90	66.0%
E 040-7202	Water	2,200.00	591.86	1,608.14	73.1%
E 040-7203	Sewer	2,000.00	655.20	1,344.80	67.2%
E 040-7210	Telephone	1,200.00	445.18	754.82	62.9%
E 040-7226	Cleaning Services	3,500.00	4,550.69	(1,050.69)	-30.0%
E 040-7252	Equipment Repairs and Maint	500.00	409.32	90.68	18.1%
E 040-7253	Building Repairs and Maint	20,000.00	7,925.62	12,074.38	60.4%
E 040-7255	Grounds Upkeep and Snow Removal	9,000.00	2,143.35	6,856.65	76.2%
E 040-7360	Licenses and Permits	5,000.00	750.00	4,250.00	85.0%
E 040-7403	Maintenance Supplies	3,300.00	1,659.96	1,640.04	49.7%
E 040-7501	Tools	500.00	260.98	239.02	47.8%
E 040-7640	Buildings and Building Imprv	6,000.00	549.57	5,450.43	90.8%
	<i>Total Courthouse</i>	<u>279,479.00</u>	<u>99,119.85</u>	<u>180,359.15</u>	<u>64.5%</u>
EOC Building					
E 041-7201	Electricity	30,000.00	7,600.82	22,399.18	74.7%
E 041-7202	Water	3,000.00	257.35	2,742.65	91.4%
E 041-7203	Sewer	500.00	-	500.00	100.0%
E 041-7227	Waste Collection and Removal	2,800.00	439.78	2,360.22	84.3%
E 041-7252	Equipment Repairs and Maint	500.00	2,421.12	(1,921.12)	-384.2%
E 041-7253	Building Repairs and Maint	2,000.00	266.27	1,733.73	86.7%
E 041-7255	Grounds Upkeep and Snow Removal	8,000.00	1,148.85	6,851.15	85.6%
E 041-7360	Licenses and Permits	2,800.00	-	2,800.00	100.0%
E 041-7403	Maintenance Supplies	3,500.00	2,958.33	541.67	15.5%
E 041-7501	Tools	500.00	-	500.00	100.0%
E 041-7640	Buildings and Building Imprv	5,000.00	1,589.20	3,410.80	68.2%
	<i>Total EOC Building</i>	<u>58,600.00</u>	<u>16,681.72</u>	<u>41,918.28</u>	<u>71.5%</u>
Dispatch Building					
E 042-7201	Electricity	19,800.00	10,741.50	9,058.50	45.8%
E 042-7202	Water	300.00	71.92	228.08	76.0%
E 042-7203	Sewer	600.00	-	600.00	100.0%
E 042-7226	Cleaning Services	1,100.00	-	1,100.00	100.0%
E 042-7253	Building Repairs and Maint	5,000.00	139.83	4,860.17	97.2%

Franklin County
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		Budget	Actual	Pos (Neg) Variance	% Variance
E 042-7255	Grounds Upkeep and Snow Removal	7,500.00	1,148.85	6,351.15	84.7%
E 042-7403	Maintenance Supplies	1,500.00	1,989.10	(489.10)	-32.6%
E 042-7640	Buildings and Building Imprv	10,000.00	38.05	9,961.95	99.6%
	<i>Total Dispatch Building</i>	45,800.00	14,129.25	31,670.75	69.2%
Whitehouse					
E 043-7203	Sewer	500.00	-	500.00	100.0%
E 043-7252	Equipment Repairs and Maint	3,000.00	62.97	2,937.03	97.9%
E 043-7253	Building Repairs and Maint	2,000.00	669.96	1,330.04	66.5%
E 043-7255	Grounds Upkeep and Snow Removal	1,000.00	-	1,000.00	100.0%
E 043-7403	Maintenance Supplies	-	266.43	(266.43)	
E 043-7640	Buildings and Building Imprv	7,500.00	1,134.07	6,365.93	84.9%
	<i>Total Whitehouse</i>	14,000.00	2,133.43	11,866.57	84.8%
Registry of Deeds					
E 065-7000	Elected Officials	61,282.00	29,226.68	32,055.32	52.3%
E 065-7010	Deputy Department Head	54,395.00	27,208.82	27,186.18	50.0%
E 065-7020	Full Time Staff	16,000.00	3,934.60	12,065.40	75.4%
E 065-7050	Payroll Taxes	10,073.00	5,325.44	4,747.56	47.1%
E 065-7055	Flex Benefit	41,462.00	17,543.31	23,918.69	57.7%
E 065-7075	Retirement	11,799.00	5,731.86	6,067.14	51.4%
E 065-7110	Travel and Mileage	500.00	-	500.00	100.0%
E 065-7115	Meals	500.00	64.00	436.00	87.2%
E 065-7120	Lodging	500.00	-	500.00	100.0%
E 065-7250	Equipment Rentals and Leases	3,600.00	668.79	2,931.21	81.4%
E 065-7351	Printing and Copying	950.00	-	950.00	100.0%
E 065-7352	Postage and Freight	2,000.00	662.60	1,337.40	66.9%
E 065-7354	Dues and Subscriptions	200.00	6.00	194.00	97.0%
E 065-7355	Fees and Registrations	200.00	198.00	2.00	1.0%
E 065-7361	Microfilming	47,000.00	15,137.30	31,862.70	67.8%
E 065-7401	Office Supplies	500.00	218.47	281.53	56.3%
E 065-7807	Record Preservation	-	879.00	(879.00)	
	<i>Total Registry of Deeds</i>	250,961.00	106,804.87	144,156.13	57.4%
Registry of Probate					
E 070-7000	Elected Officials	59,843.00	28,540.46	31,302.54	52.3%
E 070-7006	Probate Judge	45,965.00	21,921.71	24,043.29	52.3%
E 070-7010	Deputy Department Head	55,999.00	27,796.31	28,202.69	50.4%
E 070-7025	Part Time Staff	30,369.00	13,513.52	16,855.48	55.5%
E 070-7050	Payroll Taxes	14,701.00	7,554.86	7,146.14	48.6%
E 070-7055	Flex Benefit	52,476.00	24,746.18	27,729.82	52.8%
E 070-7075	Retirement	16,504.00	5,147.12	11,356.88	68.8%
E 070-7105	Training and Development	500.00	6.00	494.00	98.8%
E 070-7110	Travel and Mileage	650.00	74.20	575.80	88.6%
E 070-7115	Meals	500.00	-	500.00	100.0%
E 070-7120	Lodging	800.00	422.62	377.38	47.2%
E 070-7229	Court Appointed Attorney	11,250.00	1,449.36	9,800.64	87.1%
E 070-7240	Stenographer	1,000.00	-	1,000.00	100.0%
E 070-7242	Interpreter	1,000.00	-	1,000.00	100.0%
E 070-7250	Equipment Rentals and Leases	2,200.00	668.79	1,531.21	69.6%
E 070-7252	Equipment Repairs and Maint	2,500.00	-	2,500.00	100.0%
E 070-7340	General Liability Insurance	150.00	138.00	12.00	8.0%
E 070-7352	Postage and Freight	2,750.00	2,244.21	505.79	18.4%

Franklin County
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		Budget	Actual	Pos (Neg) Variance	% Variance
E 070-7354	Dues and Subscriptions	15,900.00	3,000.50	12,899.50	81.1%
E 070-7355	Fees and Registrations	400.00	-	400.00	100.0%
E 070-7359	Legal Notices	6,900.00	2,552.50	4,347.50	63.0%
E 070-7401	Office Supplies	1,300.00	476.25	823.75	63.4%
E 070-7404	Computer Supplies	1,125.00	317.70	807.30	71.8%
E 070-7450	Statutes and Reference Books	1,000.00	139.00	861.00	86.1%
E 070-7680	Equipment and Furniture	1,000.00	219.98	780.02	78.0%
E 070-7690	Computers	3,000.00	-	3,000.00	100.0%
	<i>Total Registry of Probate</i>	329,782.00	140,929.27	188,852.73	57.3%
Sheriff's Office					
E 075-7000	Elected Officials	107,889.00	51,289.06	56,599.94	52.5%
E 075-7010	Deputy Department Head	101,229.00	50,069.64	51,159.36	50.5%
E 075-7015	Lieutenant	184,234.00	89,515.70	94,718.30	51.4%
E 075-7016	Supervisors	324,210.00	66,927.56	257,282.44	79.4%
E 075-7021	Deputies	549,792.00	431,452.20	118,339.80	21.5%
E 075-7022	Stonegarden	-	12,424.48	(12,424.48)	
E 075-7026	Part Time Deputies	12,500.00	-	12,500.00	100.0%
E 075-7028	Incentive Pay	133,040.00	-	133,040.00	100.0%
E 075-7029	Overtime	150,000.00	78,344.01	71,655.99	47.8%
E 075-7040	Administrative Staff	59,597.00	33,686.64	25,910.36	43.5%
E 075-7050	Payroll Taxes	124,121.00	60,007.09	64,113.91	51.7%
E 075-7055	Flex Benefit	434,770.00	229,922.27	204,847.73	47.1%
E 075-7075	Retirement	212,519.00	105,588.60	106,930.40	50.3%
E 075-7105	Training and Development	17,500.00	8,440.75	9,059.25	51.8%
E 075-7107	Hiring Costs	42,000.00	17,214.00	24,786.00	59.0%
E 075-7110	Travel and Mileage	1,000.00	80.00	920.00	92.0%
E 075-7115	Meals	400.00	92.92	307.08	76.8%
E 075-7120	Lodging	800.00	1,351.68	(551.68)	-69.0%
E 075-7210	Telephone	27,608.00	8,907.78	18,700.22	67.7%
E 075-7241	K9 Costs	4,500.00	2,184.87	2,315.13	51.4%
E 075-7248	Criminal Investigation	6,000.00	4,360.61	1,639.39	27.3%
E 075-7250	Equipment Rentals and Leases	1,600.00	2,140.94	(540.94)	-33.8%
E 075-7252	Equipment Repairs and Maint	12,000.00	8,600.67	3,399.33	28.3%
E 075-7254	Vehicle Repairs and Maint	50,000.00	23,457.62	26,542.38	53.1%
E 075-7351	Printing and Copying	600.00	-	600.00	100.0%
E 075-7352	Postage and Freight	700.00	-	700.00	100.0%
E 075-7354	Dues and Subscriptions	1,500.00	650.00	850.00	56.7%
E 075-7356	Software Licenses and Support	34,784.00	15,792.39	18,991.61	54.6%
E 075-7401	Office Supplies	7,000.00	6,896.56	103.44	1.5%
E 075-7404	Computer Supplies	2,500.00	15.93	2,484.07	99.4%
E 075-7406	Tires	15,000.00	6,303.40	8,696.60	58.0%
E 075-7415	Training Supplies	250.00	207.78	42.22	16.9%
E 075-7450	Statutes and Reference Books	3,000.00	-	3,000.00	100.0%
E 075-7502	Radios	2,500.00	-	2,500.00	100.0%
E 075-7503	Uniforms	15,800.00	6,965.39	8,834.61	55.9%
E 075-7504	Weapons	18,700.00	19,489.79	(789.79)	-4.2%
E 075-7505	Body Armor	6,000.00	4,389.29	1,610.71	26.8%
E 075-7550	Gas and Oil	130,000.00	25,665.65	104,334.35	80.3%
E 075-7680	Equipment and Furniture	8,000.00	10,477.58	(2,477.58)	-31.0%
E 075-7690	Computers	7,500.00	1,793.72	5,706.28	76.1%
E 075-7700	Vehicles	153,000.00	153,000.00	-	0.0%
	<i>Total Sheriff's Office</i>	2,964,143.00	1,537,706.57	1,426,436.43	48.1%

Franklin County
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Civil Process					
E 076-7110	Travel and Mileage	-	29.39	(29.39)	
E 076-7352	Postage	-	234.00	(234.00)	
<i>Total Civil Process</i>		-	263.39	(263.39)	
Communications					
E 080-7005	Department Head	86,914.00	41,317.38	45,596.62	52.5%
E 080-7020	Full Time Staff	667,943.00	302,212.07	365,730.93	54.8%
E 080-7025	Part Time Staff	6,600.00	2,154.53	4,445.47	67.4%
E 080-7029	Overtime	136,640.00	61,777.35	74,862.65	54.8%
E 080-7050	Payroll Taxes	68,704.00	31,237.80	37,466.20	54.5%
E 080-7055	Flex Benefit	260,410.00	110,939.12	149,470.88	57.4%
E 080-7075	Retirement	90,933.00	34,211.45	56,721.55	62.4%
E 080-7105	Training and Development	5,500.00	4,184.27	1,315.73	23.9%
E 080-7110	Travel and Mileage	4,500.00	1,364.58	3,135.42	69.7%
E 080-7115	Meals	800.00	297.11	502.89	62.9%
E 080-7120	Lodging	3,000.00	1,459.09	1,540.91	51.4%
E 080-7210	Telephone	4,684.00	1,938.36	2,745.64	58.6%
E 080-7216	Telecom Circuits	3,660.00	1,372.05	2,287.95	62.5%
E 080-7250	Equipment Rentals and Leases	1,800.00	296.35	1,503.65	83.5%
E 080-7252	Equipment Repairs and Maint	3,500.00	498.29	3,001.71	85.8%
E 080-7354	Dues and Subscriptions	500.00	108.00	392.00	78.4%
E 080-7401	Office Supplies	3,500.00	1,434.22	2,065.78	59.0%
E 080-7403	Maintenance Supplies	-	280.45	(280.45)	
E 080-7415	Training Supplies	2,500.00	754.78	1,745.22	69.8%
E 080-7680	Equipment and Furniture	22,580.00	13,493.66	9,086.34	40.2%
E 080-7690	Computers	9,500.00	2,411.12	7,088.88	74.6%
<i>Total Communications</i>		1,384,168.00	613,742.03	770,425.97	55.7%
County-Wide					
E 098-7048	Paid Family Leave	15,000.00	14,082.96	917.04	6.1%
E 098-7049	Longevity/Salary Pay	15,000.00	6,627.00	8,373.00	55.8%
E 098-7070	Workers Compensation	118,000.00	27,353.70	90,646.30	76.8%
E 098-7080	Unemployment	5,000.00	-	5,000.00	100.0%
E 098-7249	Other Professional Services	20,000.00	-	20,000.00	100.0%
E 098-7340	General Liability Insurance	132,250.00	35,128.79	97,121.21	73.4%
E 098-7345	Volunteer Firemen Insurance	1,950.00	-	1,950.00	100.0%
E 098-7855	Extension Service	69,885.00	52,414.05	17,470.95	25.0%
E 098-7856	Soil and Water Conservation	30,000.00	30,000.00	-	0.0%
E 098-7857	Childrens Task Force	15,000.00	15,000.00	-	0.0%
E 098-7858	Adult Basic Education	1.00	-	1.00	100.0%
E 098-7859	Community Action Program	55,850.00	55,850.00	-	0.0%
E 098-7860	Seniors Plus	40,000.00	40,000.00	-	0.0%
E 098-7861	Sexual Assault Prevention	20,000.00	20,000.00	-	0.0%
E 098-7862	Androscoggin Hospice	30,000.00	30,000.00	-	0.0%
E 098-7863	Greater Franklin Develop Corp	1.00	-	1.00	100.0%
E 098-7864	Franklin County Firemens	3,700.00	3,700.00	-	0.0%
E 098-7866	Western Maine Transportation	40,000.00	40,000.00	-	0.0%
E 098-7867	Safe Voices	25,000.00	25,000.00	-	0.0%
E 098-7900	Debt Service Principal	46,319.00	46,321.68	(2.68)	0.0%
E 098-7901	Debt Service Interest	3,689.00	3,686.30	2.70	0.1%
<i>Total County-Wide</i>		686,645.00	445,164.48	241,480.52	35.2%

Franklin County
General Fund Budget-to-Actual Detail
FY2026 through December 31, 2025

		<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Other Financing Uses					
E 099-8501	Transfer Out - EMA Capital Reserve	10,700.00	10,700.00	-	0.0%
E 099-8502	Transfer Out - Facilities Reserve	42,000.00	42,000.00	-	0.0%
E 099-8503	Transfer Out - Dispatch Equip Rsrv	5,000.00	5,000.00	-	0.0%
E 099-8504	Transfer Out - I Am Resp Reserve	7,500.00	7,500.00	-	0.0%
E 099-8505	Transfer Out - IT Capital Reserve	5,000.00	5,000.00	-	0.0%
E 099-8506	Transfer Out - SO Capital Reserve	100,000.00	100,000.00	-	0.0%
	<i>Total Other Financing Uses</i>	<u>170,200.00</u>	<u>170,200.00</u>	<u>-</u>	<u>0.0%</u>
TOTAL EXPENDITURES AND OTHER FINANCING USES		<u>8,014,157.00</u>	<u>4,001,340.51</u>	<u>4,012,816.49</u>	<u>50.1%</u>
NET CHANGE IN FUND BALANCE		<u>35,000.00</u>	<u>3,642,880.24</u>	<u>3,607,880.24</u>	<u>10308.2%</u>

Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through August 31, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County General Fund				
Property taxes	\$ 7,197,048.00	\$ 7,197,048.00	\$ -	0.0%
Other taxes	140,000.00	22,215.27	(117,784.73)	-84.1%
Permits and fees	404,643.00	104,415.96	(300,227.04)	-74.2%
Intergovernmental	177,466.00	27,226.21	(150,239.79)	-84.7%
Other revenues	130,000.00	20,674.45	(109,325.55)	-84.1%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>8,049,157.00</u>	<u>7,371,579.89</u>	<u>(677,577.11)</u>	-8.4%
Emergency management	280,612.00	42,602.80	238,009.20	84.8%
District attorney's office	388,665.00	40,156.18	348,508.82	89.7%
Superior court	3,000.00	-	3,000.00	100.0%
Commissioners' office	399,220.00	49,467.44	349,752.56	87.6%
Treasurer's office	259,165.00	33,432.16	225,732.84	87.1%
Technical services	499,717.00	73,158.87	426,558.13	85.4%
Facilities	397,879.00	49,740.31	348,138.69	87.5%
Registry of deeds	250,961.00	26,970.59	223,990.41	89.3%
Registry of probate	329,782.00	37,570.86	292,211.14	88.6%
Sheriff's office	2,964,143.00	569,404.10	2,394,738.90	80.8%
Civil process	-	107.39	(107.39)	
Communications	1,384,168.00	163,471.51	1,220,696.49	88.2%
County-wide	686,645.00	207,604.65	479,040.35	69.8%
Other financing uses	170,200.00	170,200.00	-	0.0%
<i>Total expenditures and other financing uses</i>	<u>8,014,157.00</u>	<u>1,463,886.86</u>	<u>6,550,270.14</u>	81.7%
<i>Net change in fund balance</i>	<u>\$ 35,000.00</u>	<u>\$ 5,907,693.03</u>	<u>\$ 5,872,693.03</u>	16779.1%
Franklin County Jail Fund				
Property taxes	\$ 2,996,649.00	\$ 2,996,649.00	\$ -	0.0%
Intergovernmental	540,000.00	10,587.33	(529,412.67)	-98.0%
Other revenues	-	280.91	280.91	
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,536,649.00</u>	<u>3,007,517.24</u>	<u>(529,131.76)</u>	-15.0%
County jail	3,536,649.00	468,656.55	3,067,992.45	86.7%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>3,536,649.00</u>	<u>468,656.55</u>	<u>3,067,992.45</u>	86.7%
<i>Net change in fund balance</i>	<u>\$ -</u>	<u>\$ 2,538,860.69</u>	<u>\$ 2,538,860.69</u>	

Franklin County and Franklin County Unorganized Territory
Summary Budget-to-Actuals
FY2026 through August 31, 2025

	<u>Budget</u>	<u>Actual</u>	<u>Pos (Neg) Variance</u>	<u>% Variance</u>
Franklin County Unorganized Territory				
Property taxes	\$ 3,029,129.00	\$ 757,282.25	\$ (2,271,846.75)	-75.0%
Other taxes	200,000.00	65,722.09	(134,277.91)	-67.1%
Intergovernmental	39,086.00	-	(39,086.00)	-100.0%
Other revenues	100,500.00	9,934.58	(90,565.42)	-90.1%
Other financing sources	-	-	-	
<i>Total revenues and other financing sources</i>	<u>3,368,715.00</u>	<u>832,938.92</u>	<u>(2,535,776.08)</u>	-75.3%
 Roads and bridges	380,000.00	107,436.93	272,563.07	71.7%
Snow removal	777,212.00	-	777,212.00	100.0%
Solid waste	235,389.00	58,847.18	176,541.82	75.0%
Fire protection and public safety	550,963.00	81,699.49	469,263.51	85.2%
Community support and recreation	17,096.00	7,874.09	9,221.91	53.9%
Other services	4,500.00	1,020.00	3,480.00	77.3%
Capital outlay and contingency	2,014,161.53	566,700.00	1,447,461.53	71.9%
Administration	160,415.00	19,700.05	140,714.95	87.7%
Other financing uses	-	-	-	
<i>Total expenditures and other financing uses</i>	<u>4,139,736.53</u>	<u>843,277.74</u>	<u>3,296,458.79</u>	79.6%
 <i>Net change in fund balance</i>	<u>\$ (771,021.53)</u>	<u>\$ (10,338.82)</u>	<u>\$ 760,682.71</u>	-98.7%

INCLEMENT WEATHER—It is the general policy of the County for offices to remain open for business during inclement weather, unless extreme weather events or conditions would threaten the safety of employees and the community. In the absence of an extreme weather event, employees are expected to report for work on days when weather or other similar conditions make travel difficult, or travel advisories are in effect. When inclement weather conditions exist, Department Heads shall apply the following rules:

- A. Employees who elect not to report to work must notify their Department Head within one hour of the start of the workday. Employees who provide proper notice will receive an excused (unpaid) absence through proper notification of their Department Head. Employees can choose to use benefit time or take the hours as unpaid.
- B. Employees are expected to plan accordingly when inclement weather arises to ensure they leave adequate time to get to work on time. If an employee arrives late, they may use benefit time to compensate for missed time.
- C. An employee who exercises their judgment and elects to leave work early due to the conditions will only be paid for the hours worked. They may, however, receive an excused absence (unpaid) upon approval from their Department Head and must use benefit time to compensate for their missed time.

Continuously Operating Facilities: To maintain County operations, employees working in facilities that must operate twenty-four (24) hours per day shall make every reasonable effort to report to work as scheduled, even during officially declared emergencies, unless it is not possible for the employee to do so in a safe manner.

Should the County decide to close due to inclement weather conditions, emergency, and/or an extreme weather event, all full time, nonessential employees will be compensated for their regular scheduled hours. Part-time employees who were scheduled to work during the closure may, with approval from their Department Head, make up the missed hours within the same payroll period. If an employee had pre-approved time off which overlaps with the closure, the requested leave time will still be deducted. Essential employees, outside of the continuously operating facilities explained above, who are called to work will be compensated for their hours worked and receive 8 hours of comp. time to be used at a later date.

Nonessential employees are defined as employees whose job does not support the critical infrastructure required to maintain public health and safety.

Procedure: The County Administrator will contact the Communications Director as well as the Sheriff's Department to assess the road conditions, and in addition, consider local closures in determining whether the County should close the offices. The County Administrator will then contact the Board of Commissioners and notify them of the results of the road condition evaluation and recommend closure when appropriate. When a decision is made to close, the County Administrator or designee will then contact, at a minimum, each Department Head. Department Heads will then be responsible for contacting employees if work is canceled before

| the start of the workday. The County Administrator or designee will ~~also~~ be responsible for
| contacting TV and radio stations to post announcements of closings. Announcements will be
communicated to the public ~~by TV~~ on WCSH 6, Daily Bulldog, social media, as well as by radio
on WKTJ 99.3.

Compensation Structure Overview

In 2018, the county hired an outside firm to evaluate the nonunion positions total compensation. They used eight categories to determine where they fit on a grade structure. These include:

1. ***Knowledge/Education***
2. ***Mental Activity/Complexity of Decision***
3. ***Job Experience***
4. ***Responsibility/Accountability***
5. ***Management Control***
6. ***Relationships***
7. ***Analysis and Research***
8. ***Working Conditions***

This evaluation plan is included in the packet for review. Each criterion used in this evaluation is explained.

You will then see the work product that came from the evaluation which places each position on a grade level within a structure with a minimum and maximum value. It is unclear how many of the job descriptions were current at the point of evaluation. Since the county hired a Human Resources staff, 21 have been updated.

In 2022, the county recognized the way they assigned pay was not ideal nor formal as they were no longer following the 2018 structure, rather pay was more of a negotiation. The County Administrator and HR worked to create a more equitable structure and policy as a guide to ensure fairness in assigning salaries/rates. Initially, we referred back to the structure from 2018 in terms of grades, and recognized that in fairness we should model something similar to that of the CBA's across the county. The CBA's provided a step increase for each year (on their anniversary) AND a COLA increase every fiscal year. 15 years was determined to be the end of the yearly step increase. (Later introduced was the longevity stipend to recognize employees with more than 15 years of service)

Each year, the County Administrator and HR has gathered data from like-sized and neighboring counties and municipalities to determine where the county was in the job market and provided a recommendation to the Commissioners.

Current state: The Lieutenant at the Sheriff's Office has been promoted to Major. 11 nonunion (including elected officials) job descriptions are outdated and need updating. The COLA needs to be reviewed. Cost analysis with changes and job market wages need to be considered. Criteria for measuring all positions needs to be determined, should the Board want to look at revising the current structure.

It is recommended that the goal of the workshop would be to determine the actions to address each of these items.

Franklin County

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

FACTORS

1. Knowledge/Education
2. Mental Activity/Complexity of Decision
3. Job Experience
4. Responsibility/Accountability
5. Management Control
6. Relationships
7. Analysis and Research
8. Working Conditions

Franklin County

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

Factor 1

KNOWLEDGE/EDUCATION

This factor measures the requirement for knowledge and skill in administration, professional, technical and human relations areas. This knowledge requirement may be specialized, diverse or broad in scope. Consider the need for specialized knowledge in one or more of the recognized functions of the organization. Knowledge may be obtained through formal schooling, specialized training or self-education. Consider the minimum knowledge requirement for satisfactory performance of the job.

Degree

1. Position requires an elementary knowledge of business methods or practices, standard technical formats, routine understanding of accounting, research techniques, or a minimum exposure to human relations skills.
2. Position requires a working knowledge of accepted business procedures or technical practice which are generally related to like activities within a given unit or department.
3. Position requires a thorough knowledge of some specialized area in the business, accounting, or technical field, and a working knowledge of several related areas or functions.
4. Position requires a thorough knowledge of financial, commercial or technical practice and principles, plus specialization in a particular area. Operations or concepts are of a diverse nature rather than related.
5. Position requires a broad range of managerial expertise integrating several major functions within the job requirements and responsibilities. Generally, the knowledge required transcends interdepartmental lines throughout the organization. Such knowledge has a significant bearing on planning, forecasting, and highly developed motivational techniques.
6. Position requires a highly technical skill and comprehensive and broad knowledge of several fields commensurate with the management function. High demand is made upon integrating and coordinating diversified functions involved in managerial process.

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

Factor 2

MENTAL ACTIVITY/COMPLEXITY OF DECISIONS

The requirement for original and independent creation, analysis reasoning, evaluating, judgment, and choosing among alternatives. Decisions covered by standard practice and procedure do not require "mental activity." Decisions which establish standard practice and procedure do require mental activity.

Degree

1. Decisions are based on routine procedures, and simplified rules. The work is repetitive and answers balance to prescribed standards. Mental activity is confined to the operating department and usually all answers which complete the work task are checked by a superior.
2. Decisions are usually predictable and historical data is used as the predictive agent. This degree involves a working knowledge of standard administrative practices. These types of decisions do not involve creative or original work.
3. Decisions are generally guided by established policy and procedures but can involve diversified functions. Position requirements demand a specialized level of job knowledge.
4. Decisions are based on broadly defined policies or procedures which cause thought pattern to be original and creative based upon a thorough knowledge of the administrative or technical function. Decisions require a thorough understanding of governmental regulations, accounting principles, or advanced knowledge or concepts.
5. Decisions are significant and have a broad impact on the normal operation of the organization. Independent, self-starting action is required, although intended actions may be checked through consultation with other members of the organization. Most situations vary and more than one thought process is required to solve a problem such as the combination of analysis, evaluation, and interpretive thinking.
6. Decisions are derived in the abstract sense and are significant within the limits of established overall organization policy. These decisions have broad impact on the continued operation and future development of the organization. The decisions made are unique and usually non-recurring. They are the type identified by the highest creativity and thought processes, and are based upon a thorough knowledge of the administrative process usually at the Executive level.

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

Factor 3

JOB EXPERIENCE

This factor measures the minimum time necessary to acquire, through experience, the practical knowledge, skill, and technique to perform the work. It is the total of time necessary in related work on-the-job training in which the experiences are directly applicable.

Degree

1. Minimum experience required can be accumulated during the first year of employment with the organization.
2. Minimum experience normally required of the position: from one to three years employment with the organization or with another similar organization in related jobs.
3. Minimum experience normally required of the position: from three (3) years through five (5) full years employment with the organization or with another similar organization in related jobs.
4. Minimum experience normally required of the position: from five (5) years through seven (7) full years employment with the organization or with another similar organization in related jobs.
5. Minimum experience normally required of the position: from seven (7) years through ten (10) full years employment with the organization or with other similar organizations in related jobs.
6. Minimum experience normally required of the position: from over ten (10) full years experience in related positions with the organization or other similar organizations.

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

Factor 4

RESPONSIBILITY/ACCOUNTABILITY

The requirement of independent responsibility for what happens. The exercise of judgment is mental activity, but the results of judgment are accountability. Accountability may be observable, or it may be remote, as in making long-range policy. In evaluating this factor, consideration for the size of the operation, including budget requirements, manpower requirements, unique situations which are required by management, and their overall impact on organization operations should be addressed.

Degree

1. Position requires limited or slight diversity of tasks and has a minimum effect (direct or indirect) on others. The impact of the job on end results is considered informational for use by others in relation to some end results. The position requires a very limited degree to act independently, and has a correspondingly limited effect on costs or budgets.
2. Position involves a specialty in a somewhat restricted area of activity, or in a few functions with only a moderate effect on the work of others. Probable errors are usually confined to a small phase of the operation's activity.
3. Position involves moderately diverse, complex or varied activities or functions which are usually related, and requiring planning and coordination with the work of others. This position is usually subject to managerial direction, and probable errors have an impact on the operations or cost within or between departments, and could have some impact on the overall operations of the organization.
4. Position involves considerable diversity and complexity of activities or functions, not necessarily related, with the need for integration and coordination. Examples of the magnitude of this job include managing broad areas, major coordination of manpower planning and budgetary control. Probable errors have a direct effect on operating results and would have a serious effect on the organization's overall operation or reputation. This position is subject to broad management guidance.
5. Position involves wide diversity and complexity of activities and functions. There is the need for strategic planning, high scientific application and control over dollar values. This position requires full management control over large scale operations.
6. Position responsibility is the highest in the organization where reporting relationships are guided by the Board. Errors would have a continuing influence on the future operation of the organization. This position is the ultimate control on end results, where shared accountability of others is subordinate.

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

Factor 5

MANAGEMENT CONTROL

This factor measures the responsibility for training, guiding or directing the effort of others, either personally or through subordinates. It measures to what extent the job requires organizing work, making plans and schedules, and leading others toward organization goals. In evaluating this factor, consideration should be given for supervising either through direct or indirect means.

Degree

1. Responsible for own work and not normally required to direct or supervise other personnel, but may occasionally instruct or show another employee how to perform the work.
2. Responsible for such matters as allocation of work, assignment of tasks, compliance with prescribed procedures and/or provide training and guidance. Has limited, direct responsibility for personnel control and may perform work of a similar or closely allied nature.
3. Responsible for such things as interpreting and applying directions originating at a higher level, scheduling and assigning work, devising or changing methods, recommending increases, promotions, transfers or discharges, and otherwise exercising intermediary control over assigned personnel.
4. Plans and schedules work, establishes standards, interprets and applies policy, may formulate procedures or initiate activities within the scope of the position. Exercises control over assigned personnel directly.
5. Through subordinates, assumes responsibility for organization and control of area, makes long-range plans, forecasts manpower requirements and estimates costs; may formulate general policies and procedures within the scope of the position.
6. Responsible for general administrative or executive supervision of a major segment of the organization's activity. Involves determination of expenditure, budget and costs. Promulgates general rules and procedures, shapes and applies broad plans of operation as determined by consultation with others in top management.

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

Factor 6

RELATIONSHIPS

This factor measures the effect of internal or external contacts upon costs or reputation and prestige of the organization. It is that factor which deals most importantly with human relations skills. The nature and level of such contacts, their frequency, whether information is furnished or obtained, or whether it is necessary to influence others should all be given consideration.

When evaluating this factor, determine the frequency, level, and type of contact made with outside relations such as customers, agents, consultants, civic leaders, government officials, and vendors.

Degree

1. Relationships are with immediate associates, or routine suppliers. There is little evidence of directing or controlling an operation.
2. Relationships are with members outside of the department and require effective communications in order to coordinate the work effort, which is usually standardized in its approach. External contacts are usually directed within normal administrative policy to accomplish set goals or objectives. Maintenance of continuing and developing relationships are encouraged.
3. Relationships require resourcefulness, tact and diplomacy in the presentation and discussion of problems of more than average difficulty to obtain cooperation and approval of others.
4. Relationships stretch across broad organizational lines or involve a high degree of technical understanding and the ability to communicate technical concepts. This position requires critical skills, and the incumbent must proceed in relationships where innovative and unstructured situations arise. Relationships of this nature usually involve combined skills in understanding, selecting, developing and motivating people to the highest degree.
5. Relationships involve all components of the organization structure. The incumbent must be able to communicate, in a critical environment, to specialized, technical, or professional advisors, whereby decisions are made at the highest level. Chief among the requirements is to effectively coordinate the management team within stated objectives.
6. Relationships involve the executive level where the incumbent is always the chief spokesman for the organization. Policy is communicated by the incumbent to the other members of the Board, and control over its implementation is also the responsibility within this relationship.

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

Factor 7

ANALYSIS AND RESEARCH

This factor measures the fact-finding and interpretation, investigation, research, and analysis required for the satisfactory performance of the position. Research may be required with respect to financial, economic and social trends, the effect of technological developments, new industries, and other matters.

Consider the amount of intensity of real study and analysis (rather than shrewdness) as the basis for determining action, setting goals, making long-range plans, and rendering service.

Degree

1. Position requires compiling facts and figures in accordance with established procedures.
2. Position requires investigating and analyzing current activities or information in a specialized field involving only the use and rearrangement of readily available data and indicating logical conclusions or recommendations.
3. Position requires analyzing complex activities, or information sometimes varied in content and involving some original arrangement or interpretation to arrive at logical conclusions.
4. Position requires studying, analyzing, and interpreting complex activities or information in order to refine and improve known practices or develop new approaches.
5. Position requires the creation, interpretation and/or evaluation of innovative activities or information usually involving new or improved applications, requires development of logical conclusions and analysis of their long-range impact on the organization.
6. Position requires sophisticated technical analysis which may include computer models, quantitative analysis with finite applications or very special mathematical analysis, any or all of which causes original concepts or designs to be implemented.

POSITION EVALUATION PLAN

Executive, Management, Administrative, Professional, Office & Support Positions

Factor 8

WORKING CONDITIONS

This factor measures the physical surroundings under which the job must be performed and includes the potential for occupational injury.

Degree

1. Duties are performed in a typical office environment with minimal or no exposure to noise, dust, fumes, and little or no potential for injury.
2. Generally good working conditions with occasional brief exposure to temperature extremes, noise, fumes and other elements, and little or no exposure for occupational injury.
3. Somewhat disagreeable working conditions where duties involve some, but limited, exposure to noise, caustic chemicals, temperature extremes, dust, fumes and other disagreeable elements. Potential for injury exists from exposure to chemicals, falls on slippery surfaces, heavy lifting, etc.
4. Duties are performed under undesirable working conditions involving continuous presence of unpleasant or irritating chemicals, fumes, considerable noise, or constant exposure to outdoor temperature extremes. Frequent exposure to hazardous situations exists and the potential for serious disabling injury is occasionally present.
5. Extremely undesirable and potentially dangerous working conditions. Duties may involve frequent and prolonged periods working on high voltage lines, dangerous chemicals, machinery, and explosives, etc. Potential for severe and life threatening injuries are present.

Franklin County

Point Values for Executive, Management, Administrative, Professional, Office & Support Positions

<u>Factor</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
1. Knowledge/Education	22	36	56	88	140	220
2. Mental Activity/Complexity of Decisions	12	19	30	47	76	120
3. Job Experience	15	24	38	60	95	150
4. Responsibility/Accountability	17	28	44	70	110	170
5. Management Control	15	24	38	60	95	150
6. Relationships	10	16	25	39	66	100
7. Analysis and Research	9	14	23	36	57	90
8. Working Conditions	7	12	22	39	70	

Point Spread for Executive, Management, Administrative, Professional, Office & Support Positions

<u>Grade Level</u>	<u>Point Spread</u>
1	Up to 179
2	180 - 220
3	221 - 290
4	291 - 339
5	340 - 475
6	476 - 540
7	541 - 610
8	611 - 700
9	701 - 800
10	801+

Franklin County
Recommended Salary Structure
Executive, Management, Administrative, Professional, Office & Support Positions
April 13, 2018
Competitive Pay Zone \pm 7.5% of Midpoint

	MINIMUM	MIDPOINT	MAXIMUM
Grade 10 35% Range Spread	Per Hour Annual	Per Hour Annual	Per Hour Annual
	♦ No positions currently in this grade level		
Grade 9 35% Range Spread	Per Hour Annual	Per Hour Annual	Per Hour Annual
	♦ No positions currently in this grade level		
Grade 8 35% Range Spread	\$24.17 Per Hour \$50,274 Annual	\$28.41 Per Hour \$59,093 Annual	\$32.64 Per Hour \$67,891 Annual
	♦ Chief Deputy		
	♦ County Clerk		
Grade 7 35% Range Spread	Per Hour Annual	Per Hour Annual	Per Hour Annual
	♦ No positions currently in this grade level		
Grade 6 35% Range Spread	\$20.57 Per Hour \$42,786 Annual	\$24.18 Per Hour \$50,294 Annual	\$27.78 Per Hour \$57,782 Annual
	♦ Communications Director		
	♦ EMA Director		
	♦ Detention Center Manager		
	♦ Lieutenant (Sheriff's)		
	♦ IT Systems Administrator		
Grade 5 35% Range Spread	\$18.13 Per Hour \$37,710 Annual	\$21.31 Per Hour \$44,325 Annual	\$24.48 Per Hour \$50,918 Annual
	♦ Assistant Detention Center Manager		
	♦ Road Agent		
	♦ Facility Manager		
	♦ Trial Assistant Administrator		
	♦ Treasurer/Finance Manager/Deputy County Clerk		
	♦ Deputy Register of Deeds		
	♦ Deputy Register of Probate		
	♦ Deputy EMA Director		
Grade 4 35% Range Spread	\$16.37 Per Hour \$34,050 Annual	\$19.23 Per Hour \$39,998 Annual	\$22.09 Per Hour \$45,947 Annual
	♦ Deeds Secretary		
	♦ Deputy Treasurer		
	♦ E-911 Addressing Officer		
	♦ Office Manager (Sheriff's Office)		
	♦ Trial Assistant		
Grade 3 35% Range Spread	\$14.48 Per Hour \$30,118 Annual	\$17.01 Per Hour \$35,381 Annual	\$19.54 Per Hour \$40,643 Annual
	♦ Department Secretary		
	♦ Detention Center Clerical		
Grade 2 35% Range Spread	Per Hour Annual	Per Hour Annual	Per Hour Annual

Franklin County
Recommended Salary Structure
Executive, Management, Administrative, Professional, Office & Support Positions
April 13, 2018
Competitive Pay Zone \pm 7.5% of Midpoint

	MINIMUM	MIDPOINT	MAXIMUM
	♦ No positions currently in this grade level		
Grade 1 35% Range Spread	Per Hour Annual	Per Hour Annual	Per Hour Annual
	♦ No positions currently in this grade level		

Franklin County
Recommended Salary Structure
Technical, Supervisory, Trades, Crafts & General Labor Positions
April 13, 2018
Competitive Pay Zone \pm 7.5% of Midpoint

	MINIMUM	MIDPOINT	MAXIMUM
Grade 4T 35% Range Spread	\$14.48 Per Hour \$30,118 Annual	\$17.01 Per Hour \$35,381 Annual	\$19.54 Per Hour \$40,643 Annual
	♦ Cook Supervisor		
Grade 3T 35% Range Spread	\$12.76 Per Hour \$26,541 Annual	\$15.00 Per Hour \$31,200 Annual	\$17.32 Per Hour \$36,026 Annual
	♦ Cook		
	♦ Detention Center Custodian		
	♦ Facilities Custodian		
Grade 2T 35% Range Spread	Per Hour Annual	Per Hour Annual	Per Hour Annual
	♦ No positions currently in this grade level		
Grade 1T 35% Range Spread	Per Hour Annual	Per Hour Annual	Per Hour Annual
	♦ No positions currently in this grade level		

2022/2023

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 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	
County Administrator																
Grade 10																
Salary	\$ 64,438.40	\$ 66,339.33	\$ 68,296.34	\$ 70,311.09	\$ 72,385.26	\$ 74,520.63	\$ 76,718.99	\$ 78,982.20	\$ 81,312.17	\$ 83,710.83	\$ 86,180.35	\$ 88,722.67	\$ 91,339.99	\$ 94,034.52	\$ 96,808.54	\$ 99,664.39
Hourly	\$ 30.98	\$ 31.89	\$ 32.83	\$ 33.80	\$ 34.80	\$ 35.83	\$ 36.88	\$ 37.97	\$ 39.09	\$ 40.25	\$ 41.43	\$ 42.66	\$ 43.91	\$ 45.21	\$ 46.54	\$ 47.92
Grade 9																
Salary	\$ 61,256.00	\$ 63,063.05	\$ 64,923.41	\$ 66,838.65	\$ 68,810.39	\$ 70,840.30	\$ 72,930.09	\$ 75,081.53	\$ 77,296.43	\$ 79,576.68	\$ 81,924.19	\$ 84,340.95	\$ 86,829.01	\$ 89,390.47	\$ 92,027.48	\$ 94,742.29
Hourly	\$ 29.45	\$ 30.32	\$ 31.21	\$ 32.13	\$ 33.08	\$ 34.06	\$ 35.06	\$ 36.10	\$ 37.16	\$ 38.26	\$ 39.39	\$ 40.55	\$ 41.74	\$ 42.98	\$ 44.24	\$ 45.55
Grade 8																
Salary	\$ 55,952.00	\$ 57,518.66	\$ 59,129.18	\$ 60,784.80	\$ 62,486.77	\$ 64,236.40	\$ 66,035.02	\$ 67,884.00	\$ 69,784.75	\$ 71,738.72	\$ 73,747.41	\$ 75,812.34	\$ 77,935.08	\$ 80,117.26	\$ 82,360.55	\$ 84,666.64
Hourly	\$ 26.90	\$ 27.65	\$ 28.43	\$ 29.22	\$ 30.04	\$ 30.88	\$ 31.75	\$ 32.64	\$ 33.55	\$ 34.49	\$ 35.46	\$ 36.45	\$ 37.47	\$ 38.52	\$ 39.60	\$ 40.71
Grade 7																
Salary	\$ 51,916.80	\$ 53,448.35	\$ 55,025.07	\$ 56,648.31	\$ 58,319.44	\$ 60,039.86	\$ 61,811.04	\$ 63,634.46	\$ 65,511.68	\$ 67,444.27	\$ 69,433.88	\$ 71,482.18	\$ 73,590.90	\$ 75,761.83	\$ 77,996.81	\$ 80,297.71
Hourly	\$ 24.96	\$ 25.70	\$ 26.45	\$ 27.23	\$ 28.04	\$ 28.87	\$ 29.72	\$ 30.59	\$ 31.50	\$ 32.43	\$ 33.38	\$ 34.37	\$ 35.38	\$ 36.42	\$ 37.50	\$ 38.60
Grade 6																
Salary	\$ 43,992.00	\$ 45,289.76	\$ 46,625.81	\$ 48,001.27	\$ 49,417.31	\$ 50,875.12	\$ 52,375.94	\$ 53,921.03	\$ 55,511.70	\$ 57,149.29	\$ 58,835.20	\$ 60,570.84	\$ 62,357.68	\$ 64,197.23	\$ 66,091.05	\$ 68,040.73
Hourly	\$ 21.15	\$ 21.77	\$ 22.42	\$ 23.08	\$ 23.76	\$ 24.46	\$ 25.18	\$ 25.92	\$ 26.69	\$ 27.48	\$ 28.29	\$ 29.12	\$ 29.98	\$ 30.86	\$ 31.77	\$ 32.71
Grade 5																
Salary	\$ 39,936.00	\$ 41,114.11	\$ 42,326.98	\$ 43,575.62	\$ 44,861.11	\$ 46,184.51	\$ 47,546.95	\$ 48,949.59	\$ 50,393.60	\$ 51,880.21	\$ 53,410.68	\$ 54,986.29	\$ 56,608.39	\$ 58,278.33	\$ 59,997.54	\$ 61,767.47
Hourly	\$ 19.20	\$ 19.77	\$ 20.35	\$ 20.95	\$ 21.57	\$ 22.20	\$ 22.86	\$ 23.53	\$ 24.23	\$ 24.94	\$ 25.68	\$ 26.44	\$ 27.22	\$ 28.02	\$ 28.84	\$ 29.70
Grade 4																
Salary	\$ 33,155.20	\$ 34,133.28	\$ 35,140.21	\$ 36,176.85	\$ 37,244.06	\$ 38,342.76	\$ 39,473.87	\$ 40,638.35	\$ 41,837.19	\$ 43,071.38	\$ 44,341.99	\$ 45,650.08	\$ 46,996.75	\$ 48,383.16	\$ 49,810.46	\$ 51,279.87
Hourly	\$ 15.94	\$ 16.41	\$ 16.89	\$ 17.39	\$ 17.91	\$ 18.43	\$ 18.98	\$ 19.54	\$ 20.11	\$ 20.71	\$ 21.32	\$ 21.95	\$ 22.59	\$ 23.26	\$ 23.95	\$ 24.65
Grade 3																
Salary	\$ 30,492.80	\$ 31,392.34	\$ 32,318.41	\$ 33,271.80	\$ 34,253.32	\$ 35,263.80	\$ 36,304.08	\$ 37,375.05	\$ 38,477.61	\$ 39,612.70	\$ 40,781.28	\$ 41,984.32	\$ 43,222.86	\$ 44,497.94	\$ 45,810.63	\$ 47,162.04
Hourly	\$ 14.66	\$ 15.09	\$ 15.54	\$ 16.00	\$ 16.47	\$ 16.95	\$ 17.45	\$ 17.97	\$ 18.50	\$ 19.04	\$ 19.61	\$ 20.18	\$ 20.78	\$ 21.39	\$ 22.02	\$ 22.67
Grade 2																
Salary	\$ 26,520.00	\$ 27,302.34	\$ 28,107.76	\$ 28,936.94	\$ 29,790.58	\$ 30,669.40	\$ 31,574.15	\$ 32,505.58	\$ 33,464.50	\$ 34,451.70	\$ 35,468.03	\$ 36,514.33	\$ 37,591.51	\$ 38,700.46	\$ 39,842.12	\$ 41,017.46
Hourly	\$ 12.75	\$ 13.13	\$ 13.51	\$ 13.91	\$ 14.32	\$ 14.74	\$ 15.18	\$ 15.63	\$ 16.09	\$ 16.56	\$ 17.05	\$ 17.55	\$ 18.07	\$ 18.61	\$ 19.15	\$ 19.72
Grade 1																
Salary																
Hourly																

	Year 0-12 Months Begin	Year 1 Step 1	Year 2 Step 2	Year 3 Step 3	Year 4 Step 4	Year 5 Step 5	Year 6 Step 6	Year 7 Step 7	Year 8 Step 8	Year 9 Step 9	Year 10 Step 10	Year 11 Step 11	Year 12 Step 12	Year 13 Step 13	Year 14 Step 14	Year 15 Step 15
County Administrator/JUT Manager																
Salary	\$ 64,438.40	\$ 66,339.33	\$ 68,236.34	\$ 70,311.09	\$ 72,385.26	\$ 74,520.63	\$ 76,718.99	\$ 78,982.20	\$ 81,312.17	\$ 83,710.88	\$ 86,180.35	\$ 88,722.67	\$ 91,339.99	\$ 94,034.52	\$ 96,808.54	\$ 99,664.39
Hourly	\$ 30.98	\$ 31.89	\$ 32.83	\$ 33.80	\$ 34.80	\$ 35.83	\$ 36.88	\$ 37.97	\$ 39.09	\$ 40.25	\$ 41.43	\$ 42.66	\$ 43.91	\$ 45.21	\$ 46.54	\$ 47.92
Grade 9																
Sheriff																
Salary	\$ 61,256.00	\$ 63,063.05	\$ 64,923.41	\$ 66,838.65	\$ 68,810.39	\$ 70,840.30	\$ 72,930.09	\$ 75,081.53	\$ 77,296.43	\$ 79,576.68	\$ 81,924.19	\$ 84,340.95	\$ 86,829.01	\$ 89,390.47	\$ 92,027.48	\$ 94,742.29
Hourly	\$ 29.45	\$ 30.32	\$ 31.21	\$ 32.13	\$ 33.08	\$ 34.06	\$ 35.06	\$ 36.10	\$ 37.16	\$ 38.26	\$ 39.39	\$ 40.55	\$ 41.74	\$ 42.98	\$ 44.24	\$ 45.55
Grade 8																
Deputy Chief, Human Resources Director/Deputy County Administrator/DeputyJUT Manager																
Salary	\$ 55,952.00	\$ 57,518.66	\$ 59,129.18	\$ 60,784.80	\$ 62,486.77	\$ 64,236.40	\$ 66,035.02	\$ 67,884.00	\$ 69,784.75	\$ 71,738.72	\$ 73,747.41	\$ 75,812.34	\$ 77,935.08	\$ 80,117.26	\$ 82,360.55	\$ 84,666.64
Hourly	\$ 26.90	\$ 27.65	\$ 28.43	\$ 29.22	\$ 30.04	\$ 30.88	\$ 31.75	\$ 32.64	\$ 33.55	\$ 34.49	\$ 35.46	\$ 36.45	\$ 37.47	\$ 38.52	\$ 39.60	\$ 40.71
Grade 7																
Jail Admin., EMA Director, IT Director, Lieutenant, Communications Director																
Salary	\$ 51,916.80	\$ 53,448.35	\$ 55,025.07	\$ 56,648.31	\$ 58,319.44	\$ 60,039.86	\$ 61,811.04	\$ 63,634.46	\$ 65,511.68	\$ 67,444.27	\$ 69,433.88	\$ 71,482.18	\$ 73,590.90	\$ 75,761.83	\$ 77,996.81	\$ 80,297.71
Hourly	\$ 24.96	\$ 25.70	\$ 26.45	\$ 27.23	\$ 28.04	\$ 28.87	\$ 29.72	\$ 30.59	\$ 31.50	\$ 32.43	\$ 33.38	\$ 34.37	\$ 35.38	\$ 36.42	\$ 37.50	\$ 38.60
Grade 6																
Assistant Jail Admin., EMA Deputy Director, Registrar of Probate, Registrar of Deeds																
Salary	\$ 43,992.00	\$ 45,289.76	\$ 46,625.81	\$ 48,001.27	\$ 49,417.31	\$ 50,875.12	\$ 52,375.94	\$ 53,921.03	\$ 55,511.70	\$ 57,149.29	\$ 58,835.20	\$ 60,570.84	\$ 62,357.68	\$ 64,197.23	\$ 66,091.05	\$ 68,040.73
Hourly	\$ 21.15	\$ 21.77	\$ 22.42	\$ 23.08	\$ 23.76	\$ 24.46	\$ 25.18	\$ 25.92	\$ 26.69	\$ 27.48	\$ 28.29	\$ 29.12	\$ 29.98	\$ 30.86	\$ 31.77	\$ 32.71
Grade 5																
Office Administrator, Facilities Mgr., Food Service Supervisor, Finance Mgr., Probate Deputy, Deeds Deputy																
Salary	\$ 39,936.00	\$ 41,114.11	\$ 42,326.98	\$ 43,575.62	\$ 44,861.11	\$ 46,184.51	\$ 47,546.95	\$ 48,949.59	\$ 50,393.60	\$ 51,880.21	\$ 53,410.68	\$ 54,986.29	\$ 56,608.39	\$ 58,278.33	\$ 59,997.54	\$ 61,767.47

No Positions in this Category

Secretary, Trial Assistant

CA 075 10

John McMillin, Elvira Director, 11 Director, Lieutenant, Communications Director

	Deputy Chief, Human Resources Director/ Deputy County Administrator/ Deputy UT Manager	
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Shen

County Administrator/Ut Manager

Year 7	Year 8
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2023/2024

COLA	Year 0-12 Months														
1.01	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
Sheiff															
Grade 10															
Salary	\$ 63,093.68	\$ 64,954.94	\$ 66,871.11	\$ 68,843.81	\$ 70,874.70	\$ 72,965.51	\$ 75,117.99	\$ 77,333.97	\$ 79,615.32	\$ 81,963.98	\$ 84,381.91	\$ 86,871.18	\$ 89,433.88	\$ 92,072.18	\$ 94,788.31
Hourly	\$ 30.33	\$ 31.23	\$ 32.15	\$ 33.10	\$ 34.07	\$ 35.08	\$ 36.11	\$ 37.18	\$ 38.28	\$ 39.41	\$ 40.57	\$ 41.76	\$ 43.00	\$ 44.27	\$ 45.57
Grade 9															
Salary	\$ 57,630.56	\$ 59,244.22	\$ 60,903.05	\$ 62,608.34	\$ 64,361.37	\$ 66,163.49	\$ 68,016.07	\$ 69,920.52	\$ 71,878.29	\$ 73,890.89	\$ 75,959.83	\$ 78,086.71	\$ 80,273.13	\$ 82,520.78	\$ 84,831.36
Hourly	\$ 27.71	\$ 28.48	\$ 29.28	\$ 30.10	\$ 30.94	\$ 31.81	\$ 32.70	\$ 33.62	\$ 34.56	\$ 35.52	\$ 36.52	\$ 37.54	\$ 38.59	\$ 39.67	\$ 40.78
Grade 8															
Salary	\$ 53,474.30	\$ 55,051.80	\$ 56,675.82	\$ 58,347.76	\$ 60,069.02	\$ 61,841.06	\$ 63,665.37	\$ 65,543.50	\$ 67,477.03	\$ 69,467.60	\$ 71,516.89	\$ 73,628.64	\$ 75,798.63	\$ 78,034.69	\$ 80,336.71
Hourly	\$ 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	\$ 37.52	\$ 38.62
Grade 7															
Salary	\$ 45,311.76	\$ 46,648.46	\$ 48,024.59	\$ 49,441.31	\$ 50,899.83	\$ 52,401.38	\$ 53,947.22	\$ 55,538.66	\$ 57,177.05	\$ 58,863.77	\$ 60,600.25	\$ 62,387.96	\$ 64,228.41	\$ 66,123.14	\$ 68,073.78
Hourly	\$ 21.78	\$ 22.43	\$ 23.09	\$ 23.77	\$ 24.47	\$ 25.19	\$ 25.94	\$ 26.70	\$ 27.49	\$ 28.30	\$ 29.13	\$ 29.99	\$ 30.88	\$ 31.79	\$ 32.73
Grade 6															
Salary	\$ 44,075.20	\$ 45,375.42	\$ 46,713.99	\$ 48,092.06	\$ 49,510.77	\$ 50,971.34	\$ 52,474.99	\$ 54,023.01	\$ 55,616.68	\$ 57,257.38	\$ 58,946.47	\$ 60,685.39	\$ 62,475.61	\$ 64,318.64	\$ 66,216.04
Hourly	\$ 21.19	\$ 21.82	\$ 22.46	\$ 23.12	\$ 23.80	\$ 24.51	\$ 25.23	\$ 25.97	\$ 26.74	\$ 27.53	\$ 28.34	\$ 29.18	\$ 30.04	\$ 30.92	\$ 31.83
Grade 5															
Salary	\$ 41,134.08	\$ 42,347.54	\$ 43,596.79	\$ 44,882.89	\$ 46,206.94	\$ 47,570.04	\$ 48,973.36	\$ 50,418.07	\$ 51,905.41	\$ 53,436.62	\$ 55,013.00	\$ 56,635.88	\$ 58,306.64	\$ 60,026.68	\$ 61,797.47
Hourly	\$ 19.78	\$ 20.36	\$ 20.96	\$ 21.58	\$ 22.21	\$ 22.87	\$ 23.54	\$ 24.24	\$ 24.95	\$ 25.69	\$ 26.45	\$ 27.23	\$ 28.03	\$ 28.86	\$ 29.71
Grade 4															
Salary	\$ 34,149.86	\$ 35,157.28	\$ 36,194.42	\$ 37,262.15	\$ 38,361.39	\$ 39,493.05	\$ 40,658.09	\$ 41,857.50	\$ 43,092.30	\$ 44,363.52	\$ 45,672.25	\$ 47,019.58	\$ 48,406.66	\$ 49,834.65	\$ 51,304.78
Hourly	\$ 16.42	\$ 16.90	\$ 17.40	\$ 17.91	\$ 18.44	\$ 18.99	\$ 19.55	\$ 20.12	\$ 20.72	\$ 21.33	\$ 21.96	\$ 22.61	\$ 23.27	\$ 23.96	\$ 24.67
Grade 3															
Salary	\$ 31,407.58	\$ 32,334.11	\$ 33,287.96	\$ 34,269.06	\$ 35,280.92	\$ 36,321.71	\$ 37,393.20	\$ 38,496.30	\$ 39,631.94	\$ 40,801.08	\$ 42,004.71	\$ 43,243.85	\$ 44,519.55	\$ 45,832.87	\$ 47,184.94
Hourly	\$ 15.10	\$ 15.55	\$ 16.00	\$ 16.48	\$ 16.96	\$ 17.46	\$ 17.98	\$ 18.51	\$ 19.05	\$ 19.62	\$ 20.19	\$ 20.79	\$ 21.40	\$ 22.04	\$ 22.69
Grade 2															
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2024/2025

COLA	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
1.03	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	Shift															
Salary	\$ 64,986.49	\$ 66,903.59	\$ 68,827.26	\$ 70,909.13	\$ 73,000.95	\$ 75,154.47	\$ 77,371.53	\$ 79,653.99	\$ 82,003.78	\$ 84,422.90	\$ 86,913.57	\$ 89,477.32	\$ 92,116.90	\$ 94,834.34	\$ 97,631.96	\$ 100,512.10
Hourly	\$ 31.24	\$ 32.17	\$ 33.11	\$ 34.09	\$ 35.10	\$ 36.13	\$ 37.20	\$ 38.30	\$ 39.42	\$ 40.59	\$ 41.79	\$ 43.02	\$ 44.29	\$ 45.59	\$ 46.94	\$ 48.32
Grade 9	Deputy Chief, Human Resources Director/Deputy County Administrator/Deputy UT Manager															
Salary	\$ 59,359.48	\$ 61,110.58	\$ 62,913.34	\$ 64,769.29	\$ 66,679.96	\$ 68,647.04	\$ 70,672.13	\$ 72,756.96	\$ 74,903.29	\$ 77,112.53	\$ 79,387.76	\$ 81,729.70	\$ 84,140.73	\$ 86,622.88	\$ 89,178.26	\$ 91,809.02
Hourly	\$ 28.54	\$ 29.38	\$ 30.25	\$ 31.14	\$ 32.06	\$ 33.00	\$ 33.98	\$ 34.98	\$ 36.01	\$ 37.07	\$ 38.17	\$ 39.29	\$ 40.45	\$ 41.65	\$ 42.87	\$ 44.14
Grade 8	Jail Admin., EMA Director, IT Director, Lieutenant, Communicat. Communications Director															
Salary	\$ 55,078.53	\$ 56,703.35	\$ 58,376.10	\$ 60,098.19	\$ 61,871.09	\$ 63,696.29	\$ 65,575.33	\$ 67,509.80	\$ 69,501.34	\$ 71,551.63	\$ 73,662.40	\$ 75,835.44	\$ 78,072.59	\$ 80,375.73	\$ 82,746.81	\$ 85,187.84
Hourly	\$ 26.48	\$ 27.26	\$ 28.07	\$ 28.89	\$ 29.75	\$ 30.62	\$ 31.53	\$ 32.46	\$ 33.41	\$ 34.40	\$ 35.41	\$ 36.46	\$ 37.53	\$ 38.64	\$ 39.78	\$ 40.96
Grade 7	Assistant Jail Admin., EMA Deputy Director, Registrar of Probate, Registrar of Deeds, T. Specialist															
Salary	\$ 46,671.11	\$ 48,047.91	\$ 49,465.32	\$ 50,924.55	\$ 52,426.63	\$ 53,973.42	\$ 55,565.63	\$ 57,204.82	\$ 58,892.36	\$ 60,629.69	\$ 62,418.26	\$ 64,259.60	\$ 66,155.26	\$ 68,106.84	\$ 70,115.99	\$ 72,184.41
Hourly	\$ 22.44	\$ 23.10	\$ 23.78	\$ 24.48	\$ 25.21	\$ 25.95	\$ 26.71	\$ 27.50	\$ 28.31	\$ 29.15	\$ 30.01	\$ 30.89	\$ 31.81	\$ 32.74	\$ 33.71	\$ 34.70
Grade 6	Office Administrator, Facilities Mgr., Food Services Supervisor, Bookkeeper															
Salary	\$ 45,397.46	\$ 46,738.68	\$ 48,115.41	\$ 49,534.62	\$ 50,995.09	\$ 52,500.48	\$ 54,049.24	\$ 55,643.70	\$ 57,285.10	\$ 58,975.10	\$ 60,714.86	\$ 62,506.95	\$ 64,349.88	\$ 66,248.20	\$ 68,202.52	\$ 70,214.50
Hourly	\$ 21.83	\$ 22.47	\$ 23.13	\$ 23.81	\$ 24.52	\$ 25.24	\$ 25.99	\$ 26.75	\$ 27.54	\$ 28.35	\$ 29.19	\$ 30.05	\$ 30.94	\$ 31.85	\$ 32.79	\$ 33.76
Grade 5	Probate Deputy, Deeds Deputy, Administrative Assistant, Trial Assistant															
Salary	\$ 42,368.10	\$ 43,617.96	\$ 44,904.69	\$ 46,229.38	\$ 47,593.15	\$ 48,997.14	\$ 50,442.56	\$ 51,930.62	\$ 53,462.57	\$ 55,039.71	\$ 56,663.29	\$ 58,334.96	\$ 60,055.84	\$ 61,827.48	\$ 63,651.40	\$ 65,529.11
Hourly	\$ 20.37	\$ 20.97	\$ 21.59	\$ 22.23	\$ 22.88	\$ 23.56	\$ 24.25	\$ 24.97	\$ 25.70	\$ 26.46	\$ 27.24	\$ 28.05	\$ 28.87	\$ 29.72	\$ 30.60	\$ 31.50
Grade 4	Secretary, Trial Assistant, Part-time Dispatcher, Custodian															
Salary	\$ 35,174.35	\$ 36,212.00	\$ 37,289.25	\$ 38,399.02	\$ 39,542.23	\$ 40,717.84	\$ 41,925.83	\$ 43,167.23	\$ 44,442.07	\$ 45,750.43	\$ 47,092.42	\$ 48,478.17	\$ 49,907.86	\$ 51,381.69	\$ 52,899.92	\$ 54,462.81
Hourly	\$ 16.91	\$ 17.41	\$ 17.92	\$ 18.45	\$ 19.00	\$ 19.56	\$ 20.13	\$ 20.73	\$ 21.34	\$ 21.97	\$ 22.62	\$ 23.28	\$ 23.97	\$ 24.68	\$ 25.41	\$ 26.16
Grade 3	Part-time Custodian															
Salary	\$ 32,349.81	\$ 33,394.13	\$ 34,478.60	\$ 35,598.06	\$ 36,756.35	\$ 37,953.36	\$ 39,189.00	\$ 40,464.19	\$ 41,778.83	\$ 43,132.92	\$ 44,526.46	\$ 45,959.44	\$ 47,431.86	\$ 48,943.71	\$ 50,495.99	\$ 52,088.71
Hourly	\$ 15.55	\$ 16.01	\$ 16.48	\$ 16.97	\$ 17.47	\$ 17.99	\$ 18.52	\$ 19.06	\$ 19.63	\$ 20.20	\$ 20.80	\$ 21.41	\$ 22.05	\$ 22.70	\$ 23.37	\$ 24.05

Salary Administration Policy

Purpose/Scope:

The purpose of this Policy is to outline the policies and procedures governing the administration of compensation for all county employees not covered by a collective bargaining agreement and those elected to office.

Statement of Compensation Objectives:

It's the County's objective to establish and maintain a compensation system that will:

- Attract, retain, and reward qualified personnel at all levels of responsibility;
- Reflect the relative difficulty and responsibility level of positions.
- Be externally competitive, as well as internally consistent and fair;
- Foster good employee communication by providing individual employees with information on the pay structure and its administration;
- Motivate employees to work toward the achievement of the County's goals.
- Control and predict salary expense;
- Be straightforward to administer; and
- Comply with applicable federal and state laws.

Policy:

The following statements express the County's objectives and policies with respect to the base pay of all employees. The County recognizes that not all these objectives may be completely achieved at all times for employees (due to budget constraints, etc.), but they are set forth herein to serve as guidelines against which proposed actions are to be evaluated.

- Establish grades and salary ranges that reflect the relative value to the County of the various positions.
- Ensure that, for comparable positions, pay rates and benefits are competitive with those offered by other employers providing similar employment;
- Adjust pay ranges when warranted by changing economic and competitive factors, as determined by an analysis of cost of living and/or periodic compensation surveys; and
- Ensure that compensation is not influenced by age, sex, creed, race, national origin, disability, or other protected characteristic.

Wage and Salary Surveys

At the discretion of the Franklin County Commissioners, the County will periodically compare salary rates to those of other Maine counties and municipalities that are similar in structure and size.

Fair Labor Standards Act (FLSA) Classifications

Each position (and each employee performing that position) must be classified as "exempt" or "non-exempt," according to guidelines established under the provisions of the Fair Labor Standards Act (FLSA). Those employees in positions classified as "exempt" are exempt from the overtime provisions of the Act. Those employees in positions classified as "non-exempt" are subject to the payment of overtime, according to wage and hour regulations.

Grade and Salary Range Structure

In 2018, as a result of a comprehensive compensation and benefits survey, and with the assistance of an outside, independent Human Resources consultant, a new Grade and Salary Range Structure was developed. This system was mathematically built, with a 35% range spread, 7.5% between the midpoint and maximum to designate a competitive rate and an average of 11% between grade levels. From this structure, we added the approved increases from 2019-2022, and built-in step increases with a cap of 15 years. The steps were built with a 2.95% increase per step and the average percentage between ranges remained the same at 11%.

Positions were "slotted" into the new Salary Structure factoring in the market data and job responsibilities of each role.

Guidelines for Administering Pay within Established Pay Ranges:

- **Minimum of the Range:** An employee performing the duties of a position, as described in his/her job description, shall be paid not less than Step 1 of the salary range applicable to that position.
- **Maximum of the Range:** An employee will not receive a base pay that exceeds the maximum of the salary range applicable to that position. Once an employee's salary reaches the maximum of the salary range at Step 15, s/he will not have the opportunity to receive an increase in base pay until: 1) the pay ranges are adjusted and the maximum of the range exceeds the base pay; or 2) the employee is promoted to a higher grade level where the base pay does not exceed the top of the salary range.

Hiring Guidelines

- New employees will be hired into the salary range for the position, provided they meet the minimum qualifications for the job.

Value of Prior Experience

1. Full years of prior identical work experience within the county, as recommended by the Department Head/Office Holder (as applicable) and determined by the County Administrator, dating back 15 years (corresponding to 15 Steps in each salary range) is valued at 100%. Prior relevant external experience, in the same position classification, will be counted at 75% of years of service.
2. Experience will be calculated at the inception of the new Salary Structure (07/01/2022) for all current employees. This calculation takes the prior related experience, calculated as described above, and is added to Step One to determine the proper Step. If there is a fraction related to the experience calculation, it is rounded up.
3. Prior related experience will be calculated in the same manner for new employees hired on or after July 1, 2022.

Salary Increases

The Franklin County Commissioners will consider salary increases under the following guidelines:

1. Salary Range Adjustments. Salary ranges will be adjusted each year based on approved cost of living increases (see below).
2. Cost of Living Increases. Employees may be eligible to receive annual cost-of-living increases based on the CPI-W (Consumer Price Index for Urban Wage Earners & Clerical Workers), as determined on December 31 of each calendar year. Any increase must be approved by the County Commissioners, and if approved, will be applied to the Salary Structure ahead of the new fiscal year. Approved COLA increases will be effective the first day of the County's next fiscal year.
3. Step Increase. The County Administrator will recommend to the Commissioners, in addition to a Cost of Living Increase, a Step Increase for all employees who are assigned a pay grade and range, which means that each employee's salary would be increased by approximately 3% (as long as the employee is not already at Step 15). Employees who are hired in the second half of any fiscal year are not eligible for a Step increase until the first day of the following fiscal year; however, they will be eligible for a COLA increase.
4. Longevity Increase: The Commissioners approved a longevity increase on August 22, 2023, for employees who have reached 15+ years of service on the salary structure in addition to the

approved COLA. The increase for nonexempt (hourly) employees is \$1.00 per hour. Exempt (salaried) employees will receive an annual increase of \$2,080.

Salary Increase at Time of Promotion

When an employee is promoted to a position in a higher pay grade, the employee's salary will be increased to the new grade according to the following chart:

Grade Change	Step in New Grade
Up One Grade between Grade 3 and Grade 10	Same Step in New Grade

If the promotion is more than 2 grades higher, the salary increase will be determined on a case-by-case basis. If the new Step is below the minimum of the Salary Range, the salary will be at Step 1. In no event will the employee's salary be increased to exceed the Maximum of the Salary Range.

Promotions are recommended by the Department Head/Office Holder and must be submitted to the County Administrator, and approved by the County Commissioners.

Salary Decrease at the Time of Demotion

When an employee is voluntarily or involuntarily demoted, the employee's salary will be decreased to the new grade according to the following chart:

Grade Change	Step in New Grade
Down one Grade between Grade 3 and Grade 10	Same Step in New Lower Grade

If the demotion is more than 2 grades lower, the salary will be determined on a case by case basis.

Salary Adjustments Due to Position Reclassification

When a current position is reclassified to a different grade by the County Administrator and Human Resources through the periodic evaluation of job responsibilities, the following guidelines will be followed and the County Administrator will make the final decision:

- If a position is reclassified to a higher grade, incumbents will be moved to the new grade and receive an increase in pay to the same step in the higher grade. The effective date will be the beginning of the pay period following the effective date of the reclassification, or the first day of the following fiscal year when reclassifications are the result of a market study.

- If a position is reclassified to a lower grade, incumbents will be grandfathered in the current grade, and there will be no change in pay as a result of the reclassification. Any new employees hired into the position will be placed in the new, lower grade.

Questions:

Questions about this Policy should be directed to the County's Human Resources Director or the County Administrator.

Current Rates July 2024-June 2025

Position	Grade	Step	Hourly Rate	Current Annual Salary
Commissioners Secretary (PT) (14)	4	8	\$ 21.34	\$ 15,535.52
Custodian	4	8	\$ 21.34	\$ 44,387.20
Administrative Assistant	5	15	\$ 31.50	\$ 65,520.00
Bookkeeper	6	1	\$ 22.47	\$ 46,737.60
EMA Deputy Director	7	4	\$ 25.95	\$ 53,976.00
Trial Assistant I	4	15	\$ 26.16	\$ 54,412.80
Sheriff Admin. Assistant	5	9	\$ 26.46	\$ 55,036.80
Trial Assistant II	5	8	\$ 26.46	\$ 55,036.80
Facilities Manager	6	10	\$ 29.19	\$ 60,715.20
Deeds Deputy (32.5)	5	13	\$ 29.72	\$ 50,226.80
Food Service Supervisor	6	12	\$ 30.94	\$ 64,355.20
Probate Deputy (32.5)	5	15	\$ 31.50	\$ 53,235.00
Probate Register (32.5)	7	12	\$ 31.81	\$ 55,330.60
Deed Register (32.5)	7	15	\$ 34.70	\$ 58,643.00
County Administrator				\$ 115,000.00
Sheriff	10	14		\$ 97,632.08
Chief deputy	9	15		\$ 91,809.12
HR Director/ Deputy Admin/UT MGR	9	12		\$ 84,140.68
Lieutenant Patrol	9	15		\$ 85,187.84
Lieutenant CDI	9	15		\$ 85,187.84
Jail Admin	9	15		\$ 85,187.84
EMA Director	9	15		\$ 85,187.96
IT Director	9	15		\$ 85,187.96
IT Specialist	7	9		\$ 60,629.66
Assistant Jail Admin	8	15		\$ 72,184.32
Communications Director	9	12		\$ 80,375.62
Office Admin DA	6	15		\$ 70,214.56
UT E-911 Addressing Officer	4	15	26.16	\$ 8,161.92
UT Road Supervisor				\$ 60,000.20

2025

2025 Wage and Benefits Survey

Facilitated by Laurie Bouchard, Bouchard & Associates, LLC - On behalf of Ancestry County

Position Title	Number of Organizations Reporting	Number of Positions Reported	2025 Average Hourly Rate	Average Tenure in Years (single incumbents)	Lowest Paid	Highest Paid	25th Percentile	50th Percentile	75th Percentile	Average Salary Ranges Reported			Median Rate
										Average Minimum	Midpoint (Calculated)	Average Maximum	
ADMINISTRATION													
County Commissioner - Chair	11	11	\$ 13,171	11	\$ 6,391	\$ 18,513	\$ 9,422	\$ 12,452	\$ 15,483				\$ 12,000
County Commissioner	11	28	\$ 11,875		\$ 4,566	\$ 17,409	\$ 7,777	\$ 10,988	\$ 14,198				\$ 12,000
County Treasurer	11	11	\$ 14,456	9	\$ 500	\$ 44,338	\$ 11,460	\$ 22,419	\$ 33,379				\$ 13,000
County Administrator	11	11	\$ 54,61	7	\$ 39,18	\$ 84,50	\$ 50,51	\$ 61,84	\$ 73,17				\$ 53,66
HUMAN RESOURCES													
Human Resources Director	8	8	\$ 45,06	6	\$ 35,83	\$ 66,24	\$ 43,43	\$ 51,04	\$ 58,64	\$ 32,17	\$ 37,74	\$ 43,30	\$ 41,19
Human Resources Manager													
Human Resources Generalist													
Human Resources Specialist	3	3	\$ 32,11	1	\$ 26,44	\$ 41,97	\$ 30,32	\$ 34,21	\$ 38,09				\$ 27,91
Benefits Specialist													
FINANCE/HR													
Finance/Human Resources Director													
Finance/Human Resources Specialist													
Adm/Operations/Finance Coordinator	3	3	\$ 26,23	1	\$ 21,63	\$ 31,50	\$ 24,10	\$ 26,57	\$ 29,03	\$ 20,32	\$ 23,90	\$ 27,48	\$ 25,55
FINANCE													
Finance Director	8	8	\$ 46,10	3	\$ 37,40	\$ 53,21	\$ 41,35	\$ 45,31	\$ 49,26	\$ 35,85	\$ 41,04	\$ 46,22	\$ 45,54
Accounts Payable/Payroll Specialist	7	8	\$ 29,60		\$ 21,77	\$ 39,91	\$ 26,31	\$ 30,84	\$ 35,38	\$ 23,06	\$ 27,65	\$ 32,24	\$ 27,91
FACILITIES AND IT													
Facilities and IT Director	8	11	\$ 40,80		\$ 36,12	\$ 46,30	\$ 38,67	\$ 41,21	\$ 43,76	\$ 34,82	\$ 39,27	\$ 43,71	\$ 40,17
Maintenance Supervisor	6	6	\$ 28,30	5	\$ 20,29	\$ 36,71	\$ 24,40	\$ 28,50	\$ 32,61	\$ 24,71	\$ 28,79	\$ 32,87	\$ 28,25
Maintenance Worker II (higher level)	6	12	\$ 24,39		\$ 21,84	\$ 28,16	\$ 23,42	\$ 25,00	\$ 26,58	\$ 19,32	\$ 22,66	\$ 25,99	\$ 23,85
Maintenance Worker I (lower level)	5	9	\$ 23,43		\$ 18,56	\$ 27,58	\$ 20,82	\$ 23,07	\$ 25,33	\$ 20,95	\$ 24,18	\$ 27,40	\$ 23,41
Custodian	8	14	\$ 21,01		\$ 17,68	\$ 23,74	\$ 19,20	\$ 20,71	\$ 22,23	\$ 17,79	\$ 21,14	\$ 24,48	\$ 20,96
EMA													
Emergency Management Director	11	11	\$ 39,34	9	\$ 27,10	\$ 50,35	\$ 32,91	\$ 38,73	\$ 44,54	\$ 31,87	\$ 36,69	\$ 41,50	\$ 39,43
EMA Deputy Director	10	10	\$ 32,18	4	\$ 24,85	\$ 42,09	\$ 29,16	\$ 33,47	\$ 37,78	\$ 26,20	\$ 29,77	\$ 33,34	\$ 30,35
Planner	3	3	\$ 22,57	4	\$ 19,33	\$ 24,33	\$ 20,58	\$ 21,83	\$ 23,08	\$ 19,70	\$ 22,51	\$ 25,32	\$ 24,06
Community Outreach Planner													
DEEDS													
Register of Deeds	11	12	\$ 33,60		\$ 26,45	\$ 43,23	\$ 30,65	\$ 34,84	\$ 39,04				\$ 33,66
Deputy Register of Deeds	11	12	\$ 27,89		\$ 22,38	\$ 32,88	\$ 25,01	\$ 27,63	\$ 30,26	\$ 21,54	\$ 24,75	\$ 27,96	\$ 28,15
Deeds Specialist	7	10	\$ 22,16		\$ 19,89	\$ 26,48	\$ 21,54	\$ 23,19	\$ 24,83	\$ 17,88	\$ 20,18	\$ 22,48	\$ 21,87
PROBATE													
Probate Judge	11	11	\$ 45,965	9	\$ 25,000	\$ 71,858	\$ 36,715	\$ 48,429	\$ 60,144				\$ 45,000
Register of Probate	11	11	\$ 35,41	13	\$ 29,85	\$ 57,15	\$ 36,68	\$ 43,50	\$ 50,33				\$ 33,24
Probate Specialist	7	13	\$ 22,34		\$ 18,91	\$ 26,82	\$ 20,89	\$ 22,87	\$ 24,84	\$ 19,12	\$ 21,79	\$ 24,45	\$ 21,80
DISTRICT ATTORNEY'S OFFICE													
Victim/Witness Advocate	11	27	\$ 27,05		\$ 23,76	\$ 31,50	\$ 25,70	\$ 27,63	\$ 29,57	\$ 22,51	\$ 25,88	\$ 29,75	\$ 26,68
Legal Assistant	7	16	\$ 26,72		\$ 21,50	\$ 33,76	\$ 24,57	\$ 27,63	\$ 30,70	\$ 21,46	\$ 25,20	\$ 28,94	\$ 26,05
Office Coordinator	9	10	\$ 31,96		\$ 26,06	\$ 37,61	\$ 28,95	\$ 31,84	\$ 34,72	\$ 24,97	\$ 29,47	\$ 33,97	\$ 32,74
SHERIFF'S OFFICE													
Sheriff	11	11	\$ 51,87	11	\$ 43,93	\$ 66,55	\$ 49,59	\$ 55,24	\$ 60,90				\$ 51,31
Chief Deputy	11	11	\$ 47,19	11	\$ 40,97	\$ 53,27	\$ 44,05	\$ 47,12	\$ 50,20	\$ 36,60	\$ 42,17	\$ 47,73	\$ 46,83
Law Enforcement Captain	4	9	\$ 44,20		\$ 42,50	\$ 45,25	\$ 43,19	\$ 43,88	\$ 44,56	\$ 36,66	\$ 40,85	\$ 45,03	\$ 44,53

2025

Law Enforcement Sergeant	11	42	\$ 38.31	\$ 30.82	\$ 43.79	\$ 34.06	\$ 37.31	\$ 40.55	\$ 31.94	\$ 35.80	\$ 39.55	\$ 39.14
Law Enforcement Deputy	9	147	\$ 31.81	\$ 28.77	\$ 26.62	\$ 35.20	\$ 28.07	\$ 30.91	\$ 33.06	\$ 27.96	\$ 32.24	\$ 36.54
Civil Process Server/Deputy	8	22	\$ 26.42	\$ 21.77	\$ 36.36	\$ 25.42	\$ 29.07	\$ 32.71	\$ 22.16	\$ 24.63	\$ 27.10	\$ 33.55
Sheriff's Office Administrative Assistant	9	16	\$ 27.42	\$ 20.19	\$ 32.89	\$ 23.37	\$ 26.54	\$ 29.72	\$ 22.40	\$ 25.72	\$ 29.03	\$ 25.42
Dispatcher	8	131	\$ 26.44	\$ 23.89	\$ 32.58	\$ 26.06	\$ 28.24	\$ 30.41	\$ 22.48	\$ 26.89	\$ 31.30	\$ 26.82
CORRECTIONS												\$ 25.70
Jail Administrator	10	10	\$ 42.96	\$ 34.94	\$ 48.08	\$ 38.23	\$ 41.51	\$ 44.80	\$ 33.55	\$ 37.99	\$ 42.42	\$ 44.00
Assistant Jail Administrator	6	7	\$ 39.60	\$ 34.70	\$ 44.88	\$ 38.79	\$ 42.34	\$ 31.98	\$ 36.29	\$ 40.59	\$ 39.51	
Corrections Adm Support Sergeant	4	4	\$ 31.08	\$ 28.12	\$ 35.27	\$ 29.91	\$ 31.70	\$ 33.48				\$ 30.46
Community Corrections Program Supervisor	4	4	\$ 32.17	\$ 28.50	\$ 35.38	\$ 30.22	\$ 31.94	\$ 33.66	\$ 25.70	\$ 29.96	\$ 34.22	\$ 32.41
Corrections Sergeant	10	44	\$ 29.66	\$ 25.86	\$ 33.18	\$ 27.69	\$ 29.52	\$ 31.35	\$ 25.43	\$ 29.69	\$ 33.95	\$ 29.40
Corrections Officer	10	268	\$ 24.57	\$ 22.97	\$ 26.57	\$ 23.87	\$ 24.77	\$ 25.67	\$ 21.76	\$ 25.83	\$ 29.89	\$ 24.49
Community Corrections Caseworker												
UNORGANIZED TERRITORIES												
Unorganized Territories Services Director	6	6	\$ 38.05	\$ 26.44	\$ 57.70	\$ 34.26	\$ 42.07	\$ 49.89	\$ 30.63	\$ 34.81	\$ 38.98	\$ 36.26

2024 Survey

Department	Job Title			Elected	Union		# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary	
				Yes	No	Yes	No	Low	High	Actual (Current Rate)			
Administration	Commissioner (Chair)												
		Aroostook	x			x	1				35 yrs	\$ 9,343	
		Cumberland	x			x	1					\$ 12,854	
		Kennebec	x			x	1					\$ 14,819	
		Lincoln	x			x	1				12	\$ 14,407	
		Oxford	x			x	1				29	\$ 13,234	
		Penobscot	x			x	1			\$ 16.94			
		Sagadahoc	x			x	1					\$ 10,103	
		Somerset	x			x	1					\$ 10,000	
		Washington	x			x	1				19 years	\$ 9,377	
		Administration	Commissioner										
Aroostook	x					x	2					\$ 7,576	
Cumberland	x					x	4					\$ 12,854	
Kennebec	x					x	2					\$ 14,043	
Lincoln	x					x	2				12	\$ 13,449	
Oxford	x					x	2				10	\$ 12,054	
Penobscot	x					x	2			\$ 16.17			
Sagadahoc	x					x	2					\$ 7,345	
Somerset	x					x	4					\$ 9,000	
Washington	x					x	2				11-34 years	\$ 7,926	
Administration	County Administrator												
		Aroostook	x			x	1			\$ 51.53	7 yrs	\$ 107,182	
		Cumberland	x			x	1				7 Years	\$ 169,478	
		Kennebec	x			x	1				2	\$ 121,089	
		Lincoln	x			x	1				8	\$ 119,163	
		Oxford	x			x	1				3	\$ 107,884	
		Penobscot	x			x	1					\$ 117,020	
		Sagadahoc	x			x	1				2	\$ 102,003	
		Somerset	x			x	1			\$ 48.08	0.6	\$ 100,006	
		Washington	x			x	1				1 year	\$ 85,890	

Department	Job Title		Elected	Union	# of employees in position	Hourly Wage Scale			Actual (Current Rate)	Years of Service or step on scale	OR Annual Salary
			Yes No	Yes No		Low	High				
Administration	Deputy County Administrator										
		Cumberland	X	X	1					11 Years	\$ 136,676
		Penobscot	X	X	1						\$ 89,690
	Deputy Admin/HR Manager	Somerset		X	1				\$ 34.83	1.3	\$ 72,446
Administration	Executive Assistant										
		Cumberland	X	X	1	\$ 26.62	\$ 38.47	\$ 31.80	3 Years		
		Oxford	X		1			\$ 31.35	6		
Administration	Administrative Assistant										
		Kennebec	X	X	1					1	\$ 56,508
		Lincoln	X	X	1			\$ 22.51			
		Oxford	X		1			\$ 24.10	3		
		Penobscot	X	X	1	\$ 23.28	\$ 28.16	\$ 26.58	Step 6/8		
		Sagadahoc	X		1			\$ 22.50			
		Washington	X	X	1			\$ 25.25	18 years		
OTHER	Regional Social Serv Coord (G.A.)	Cumberland	X	X	1	\$ 29.30	\$ 42.34	\$ 31.72	0.5 Years		
ADMIN	Domes Violence Inter/prev Coord	Cumberland	X	X	1	\$ 39.00	\$ 56.36	\$ 43.05	1.5 Years		
	Compliance and Audit Manager	Cumberland	X	X	1	\$ 42.85	\$ 61.92	\$ 47.30	6.5 Years		
	Director of Public Affairs	Cumberland	X	X	1	\$ 42.85	\$ 61.92	\$ 53.17	6.5 Years		
	Community Development Dir.	Cumberland	X	X	1	\$ 46.11	\$ 68.96	\$ 51.04	5.5 Years		
	Community Development Coord	Cumberland	X	X	1	\$ 29.30	\$ 42.34	\$ 33.00	2 Years		
Communications	Director of Communications										
		Cumberland	X	X	1	\$ 46.11	\$ 68.96	\$ 51.04	17 Years		
		Lincoln	X	X	1			\$ 40.38			
		Oxford	X	X	1					3	\$ 72,734
		Penobscot	X	X	1						\$ 87,277
		Sagadahoc	X	X	1			\$ 41.54	7		
	Communications/EMA Director	Somerset	X	X	1			\$ 48.68	23.8		

Department	Job Title		Elected Yes No	Union Yes No	# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
						Low	High	Actual (Current Rate)		
Deeds	Registrar of Deeds	Aroostook	x	x	2	\$ 29.77	\$ 33.50			
		Cumberland	X	X	1	\$ 46.11	\$ 68.96	\$ 49.01	8.5 Years	
		Kennebec	x	x	1					\$ 56,863
		Lincoln	x	x	1					\$ 61,505
		Oxford	x	x	1					\$ 62,147
		Penobscot	X	X	1				30+	\$ 64,147
		Sagadahoc	x	x	1					\$ 58,500
		Somerset	X	X	1					\$ 5,000
		Washington	X	X	1				16 years	\$ 56,563
Deeds	Deputy Registrar	Aroostook	x	x	2	\$ 25.74	\$ 25.74			
		Cumberland	X	X	1	\$ 32.14	\$ 46.43	\$ 35.47		
		Kennebec	x	x	1					12 \$ 44,130
		Lincoln	x	x						
		Oxford	x		1			\$ 22.96		
		Penobscot	X	X	1	\$ 23.28	\$ 28.16	\$ 23.77		
		Sagadahoc	X	X	1			\$ 26.58	Step 6/8	
	Office Manager	Somerset	X	X	1			\$ 30.00		11
		Washington	X	X	1			\$ 24.05		1
								\$ 23.49	8 years	
Deeds	Clerk	Aroostook	x	x	1			\$ 21.17	9 yrs	\$ 44,034
		Cumberland	X	X	5	\$ 22.01	\$ 31.82			
		Kennebec	x	x	3	\$ 14.88	\$ 15.79			
		Oxford	x		1			\$ 23.61		
		Penobscot	X	X	2	\$ 19.25	\$ 23.23	\$ 23.23	Step 8	
		Sagadahoc	X	X	1			\$ 25.65		4
		Somerset	X	X	2	\$ 19.00	\$ 26.00	\$ 26.00		
		Washington	X	X	1			\$ 21.09	1 year	

Department	Job Title	Elected		Union		# of employees in position	Hourly Wage Scale			Actual (Current Rate)	Years of Service or step on scale	OR Annual Salary			
		Yes	No	Yes	No		Low	High							
District Attorney's Office	Office Supervisor/Administrator														
		Aroostook	x			x	1				\$ 27.69	4 mos	\$ 57,590		
		Cumberland	x			x	1	\$ 32.14	\$ 46.43	\$ 40.59	26 Years				
		Kennebec	x			x	1					13	\$ 72,500		
		Lincoln	x			x	1				\$ 30.22				
		Oxford	x				1				\$ 27.83		3		
		Penobscot	x			x	1	\$ 26.28	\$ 32.57	\$ 32.57	Step 8				
		Somerset	x			x	1			\$ 28.01		8			
		Washington	x			x	2	\$ 22.59	\$ 23.69			3-13 years			
District Attorney's Office	Paralegal														
		Cumberland	x			x	1	\$ 24.15	\$ 34.93	\$ 29.99	2 Years				
		Kennebec	x		x	1						16	\$ 49,899		
		Lincoln	x		x	1				\$ 22.96					
		Sagadahoc	x		x	1				\$ 35.58		9			
District Attorney's Office	Legal Secretary														
		Aroostook	x			x	4	\$ 22.87	\$ 25.74						
		Kennebec	x			x	7	\$ 17.06	\$ 21.31						
		Lincoln	x			x					\$ 22.11				
		Oxford	x				2	\$ 220.30	\$ 21.54						
		Sagadahoc	x			x	2	\$ 25.33	\$ 27.60						
		Somerset	x			x	2	\$ 21.63	\$ 21.63		\$ 21.63				
		Washington	x			x	1				\$ 18.08	8 years			
District Attorney's Office	Victim Witness Advocate														
		Aroostook	x			x	3	\$ 19.15	\$ 25.74						
		Cumberland	x			x	5	\$ 24.15	\$ 34.93						
		Kennebec	x			x	2	\$ 25.55	\$ 25.93						
		Lincoln	x			x	2	\$ 23.88	\$ 25.34						
		Oxford	x				2	\$ 20.12	\$ 22.61						
		Penobscot	x			x	5	\$ 23.44	\$ 27.96						
		Sagadahoc	x			x	2	\$ 29.79	\$ 31.25						
		Somerset	x			x	1				\$ 25.50		0.8		
		Washington	x			x	2	\$ 22.48	\$ 24.05				1-16 years		

Department	Job Title		Elected Yes No	Union Yes No	# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
						Low	High	Actual (Current Rate)		
District Attorney's Office	Clerk									
	Office Coordinator	Aroostook	X	X	1			\$ 27.02	1yr/24 yrs	\$ 56,202
	Clerk	Cumberland	X	X	2	\$ 20.37	\$ 28.55			
		Oxford	X		1			\$ 19.14		
	Receptionist	Sagadahoc	X	X	1			\$ 23.03	1	
	Receptionist/Disc. Clerk	Somerset	X	X	1			\$ 22.13	1.3	
OTHER										
DA OFFICE	Business and Communicat Cord	Cumberland	X	X	1	\$ 32.14	\$ 46.43	\$ 42.84	28 Years	
	Coord-Rehab and Diversion	Cumberland	X	X	1	\$ 32.14	\$ 43.43	\$ 40.23	18.5 Years	
	Trial Assistant	Cumberland	X	X	12	\$ 20.37	\$ 28.55			
	DV Investigator	Sagadahoc	X	X				\$ 34.62	2	
	Restitution Clerk	Kennebec			1				23	\$ 50,752
	Domestic Violence Investigator	Kennebec			2	\$ 28.07	\$ 30.93			
	DA Investigator	Penobscot	X		1	\$ 31.30	\$ 38.79	\$ 38.79	Step 8	
	Part Time Receptionist	Penobscot	X	X	1	\$ 18.72	\$ 22.59	\$ 18.72	Step 1	
	Victim Witness Coordinator	Penobscot	X	X	1	\$ 24.51	\$ 29.22	\$ 28.26	Step 7/8	
	Clerk- (clerical specialist II's)	Penobscot	X	X	8	\$ 20.99	\$ 26.65			
	DV Detective	Somerset	X	X	1			\$ 36.76	11.9	
Emergency Management A	EMA Director									
		Aroostook	X	X	1			\$ 43.01	10.3/25 yrs	\$ 89,452
		Cumberland	X	X	1	\$ 46.11	\$ 68.96	\$ 50.01	2 Years	
		Kennebec	X	X	1				16	\$ 14,400
		Lincoln	X	X	1			\$ 35.23		
		Oxford	X		1				12	\$ 72,073
		Penobscot	X	X	1	\$ 34.98	\$ 42.88	\$ 37.92	Step 4/8	
		Sagadahoc	X	X	1			\$ 36.06	OPEN	
		Washington	X	X	1				3 years	\$ 51,250

Department	Job Title		Elected		Union		# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
			Yes	No	Yes	No		Low	High	Actual (Current Rate)		
Emergency Management A	Deputy EMA Director											
		Aroostook		X		X	1			\$ 28.06	5 mos	\$ 58,359
		Cumberland		X		X	1	\$ 35.34	\$ 51.06	\$ 37.49	1.5 Years	
		Kennebec		X		X	1					8 \$ 60,000
		Lincoln		X		X	1			\$ 22.96		
		Oxford		X			1			\$ 26.25		2
		Penobscot		X		X	1	\$ 27.02	\$ 35.29	\$ 33.28	Step 6/8	
	Programs Coordinator	Sagadahoc		X		X	1			\$ 30.00		1
Emergency Management A	Finance & Planning Assistant											
		Aroostook		X		X	1			\$ 22.87	4 mos	\$ 47,570
		Cumberland		X		X	1	\$ 22.01	\$ 31.82	\$ 25.28	1 Month	
		Oxford		X			1			\$ 20.20		4
	Finance- Part Time	Penobscot		X		X	1	\$ 21.09	\$ 27.77	\$ 23.78	Step 5/8	
Emergency Management A	Clerk											
	Clerk/Admin Asst	Washington		X		X	1			\$ 22.59	5 years	
Emergency Management A	Training & Operations Specialist											
		Cumberland		X		X	4	\$ 22.01	\$ 31.82			
		Lincoln		X		X	1			\$ 23.01		
Emergency Management A	GIS Coordinator											
		Penobscot		X		X	1	\$ 26.12	\$ 33.89	\$ 31.55	Step 6/8	
OTHER EMA	Community Outreach Planner	Aroostook		X		X	1			\$ 17.55	2.5/5 yrs	\$ 36,504
	EMA Planner	Kennebec					1					1 \$ 46,800

Department	Job Title		Elected		Union		# of employees in position	Hourly Wage Scale				Years of Service or step on scale	OR Annual Salary
			Yes	No	Yes	No		Low	High	Actual (Current Rate)			
Finance	County Treasurer												
		Aroostook	x		x		1				5 yrs	\$	5,938
		Kennebec	x		x		1				2	\$	11,421
		Lincoln	x		x		1					\$	585
		Oxford	x		x		1				5	\$	17,082
		Penobscot	x				1				1	\$	26,270
		Sagadahoc	x		x		1				1	\$	1,625
		Somerset	x		x		1					\$	6,400
		Washington	x		x		1				25 years	\$	40,307
Finance	Deputy County Treasurer												
	Deputy County Treasurer/Finance Dir.	Penobscot	x		x		1	\$ 37.26	\$ 46.05	\$ 38.38	Step 2		
Finance	Finance Director												
		Aroostook	x		x		1					\$ 43.01	3.8 yrs
		Cumberland	x		x		1	\$ 46.11	\$ 68.96	\$ 56.48	7.5 Years	\$	89,452
		Kennebec	x		x		1					\$	51,098
		Lincoln	x		x		1					\$ 48.12	
	Assistant Finance Director	Penobscot	x		x		1	\$ 26.71	\$ 33.70	\$ 33.70	30+		
		Sagadahoc	x		x		1			\$ 42.38		5	
		Somerset	x		x		1			\$ 49.18		9.5	
Finance	Bookkeeper												
		Lincoln	x		x		1					\$ 25.34	
	Part Time Finance Clerk	Penobscot	x		x		1	\$ 21.46	\$ 27.02	\$ 22.96	Step 3/8		
	Treasurer/Finance Clerk/Bookkeeper	Somerset	x		x		1			\$ 35.19	17.1		
	Finance Clerk	Washington	x		x		1			\$ 23.21	8 years		
Finance	Payroll Clerk												
	Payroll Clerk/AP	Aroostook	x		x		1					\$ 27.02	11.5 yrs
		Cumberland	x		x		1	\$ 32.14	\$ 46.43	\$ 36.91	5 Years	\$	56,202
		Penobscot	x		x		1	\$ 23.44	\$ 27.96	\$ 25.41	Step 4/8		
	Payroll & Accounts Spec	Sagadahoc	x		x					\$ 31.25	13		
		Washington	x		x		1			\$ 19.79	1 year		

Department	Job Title		Elected	Union	# of employees in position	Hourly Wage Scale			Actual (Current Rate)	Years of Service or step on scale	OR Annual Salary
			Yes	No		Low	High				
OTHER	Accounting Clerk	Cumberland	X		1	\$ 22.01	\$ 31.82	\$ 26.83	3 Years		
FINANCE	HR/Finance Specialist	Cumberland	X		1	\$ 26.62	\$ 38.47	\$ 33.33	5 Years		
	Operations Assistant	Aroostook	X		1			\$ 24.01	1.2 yrs		\$ 49,941
	Finance Specialist	Kennebec	X		2	\$ 24.54	\$ 27.63				
	Finance Manager	Kennebec			1						
Human Resources	HR Director									2	\$ 80,726
		Aroostook	X		1						
		Cumberland	X		1	\$ 46.11	\$ 68.96	\$ 43.01	21 yrs		\$ 89,452
		Kennebec	X		1			\$ 59.84	6 Years		
Human Resources	HR Director & Deputy Administrator	Penobscot	X		1	see above				2	\$ 107,401
		Sagadahoc	X		1			\$ 38.75		2	
	HR Generalist										
		Aroostook	X		1			\$ 27.02	1.8/20 yrs		\$ 56,202
	HR Coordinator	Lincoln	X		1			\$ 26.90			
		Penobscot	X		1	\$ 24.32	\$ 30.06	\$ 25.05	Step 2/8		
OTHER	Recruiter	Cumberland	X		1	\$ 35.34	\$ 51.06	\$ 41.39	2 Years		
HR	Employee Relations Coord.	Cumberland	X		1	\$ 29.30	\$ 42.34	\$ 38.71	7 Years		
	HR Specialist	Cumberland	X		1	\$ 26.62	\$ 38.47	\$ 32.73	5 Years		
	Labor Relations Specialist	Cumberland	X		1	\$ 35.34	\$ 51.06	\$ 51.06	18 Years		
	Safety Coordinator	Cumberland	X		1	\$ 29.30	\$ 42.34	\$ 36.68	3.5 Years		
	Human Resources Admin Assist	Cumberland	X		1	\$ 22.01	\$ 31.82	\$ 28.56	4 Months		
	HR Admin	Kennebec	X		1					1	\$ 65,312
Information Technology	Systems Administrator										
		Cumberland	X		1	\$ 35.34	\$ 51.06	\$ 36.03	2.5 Years		
		Oxford	X		1					1	\$ 78,500
	IT Director	Penobscot	X		1			\$ 37.32			
		Sagadahoc	X		1			\$ 39.01		1	
	IT Director	Somerset	X		1			\$ 42.80		2.7	

Department	Job Title		Elected		Union		# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
			Yes	No	Yes	No		Low	High	Actual (Current Rate)		
Information Technology	Computer Support Technician											
	IT Tech	Kennebec	x			x	1				3	\$ 51,253
		Oxford	x				1			\$ 21.26	2	
		Penobscot	x			x	2	\$ 18.37	\$ 25.47			
	System Support Specialist	Somerset	x			x	5	\$ 27.15	\$ 34.55			
OTHER	IT Director	Cumberland	x			x	1	\$ 46.11	\$ 68.96	\$ 52.08	22.5 Years	
	Software Admin/GIS Mapper	Cumberland	x			x	1	\$ 29.30	\$ 42.34	\$ 37.35	14 Years	
	Tech Support Coordinator	Cumberland	x			x	1	\$ 26.62	\$ 38.47	\$ 28.81	2.5 Years	
	IT Deputy Director	Kennebec	x			x	1				7	\$ 57,104
	IT Director	Kennebec	x			x	1				11	\$ 78,744
	Systems Administrator II	Penobscot	x			x	1	\$ 23.20	\$ 32.27	\$ 25.25	Step 2/8	
Jail	Jail Administrator											
		Aroostook	x			x	1			\$ 43.01	10.6/35 yrs	\$ 89,452
		Cumberland	x			x	1	\$ 46.11	\$ 68.96	\$ 56.48	5 Years	
		Kennebec	x			x	1				15	\$ 86,728
		Oxford	x				1				7	\$ 85,160
		Penobscot	x			x	1			\$ 43.79	30+	
		Somerset	x			x	1			\$ 44.56	12	
		TBRJ	x			x	1	\$ 40.80	\$ 61.37	\$ 50.72	14	
		Washington	x			x	1				24 years	\$ 75,258
Jail	Deputy Jail Administrator	Aroostook	x			x	1			\$ 39.10	2 yrs/17 yrs	\$ 81,320
		Kennebec	x			x	1				17	\$ 76,897
		Oxford	x				1				3	\$ 73,668
		Penobscot	x			x	2	\$ 38.12	\$ 43.00			
	Assistant Jail Administrator	Somerset	x			x	1			\$ 34.09	6.2	
		TBRJ	x			x	1	\$ 36.80	\$ 54.93	\$ 44.79	13	
Jail	Staff Sergeant											
	Staff Sergeant/Comp Mgt	Kennebec	x			x	2	\$ 27.58	\$ 28.89			
		Somerset	x			x	1			\$ 30.18	15.3	
		Waldo	x			x		\$ 24.03	\$ 26.60			

Department	Job Title		Elected	Union	# of employees in position	Hourly Wage Scale			Actual (Current Rate)	Years of Service or step on scale	OR Annual Salary
			Yes	No	Yes	No	Low	High			
Jail	Programs Officer	Kennebec		X		X	3	\$ 22.61	\$ 25.68		
		Lincoln		X		X	1	\$ 25.50	\$ 36.76		
		Penobscot		X		X	2	\$ 25.49	\$ 31.16		
		Sagadahoc		X		X	1			\$ 29.19	5
		Somerset		X		X	1			\$ 35.16	1
		TBRJ									
		Washington		X		X	1			\$ 30.22	23 years
		Corrections Officer - Sergeant									
		Aroostook		X		X	5	\$ 25.32	\$ 32.88		
		Cumberland		X		X	9	\$ 31.16	\$ 34.83		
Jail	Shift Supervisor Sgt.	Kennebec		X		X	3	\$ 25.00	\$ 27.29		
		Oxford		X		X		\$ 23.50	\$ 26.00		
		Penobscot		X		X	4	\$ 29.48	\$ 36.50		
		Somerset		X		X	4	\$ 23.92	\$ 29.22	\$ 25.43	2
		TBRJ		X		X	4	\$ 27.30	\$ 39.65		
		Corrections Officer - Corporal									
		Kennebec		X		X	3	\$ 23.76	\$ 25.62		
		Oxford		X		X		\$ 22.03	\$ 24.35		
		Penobscot		X		X	4	\$ 25.49	\$ 31.16		
		TBRJ		X		X	4	\$ 26.30	\$ 38.04		
Jail	Corrections Officer	Waldo		X		X		\$ 24.82	\$ 32.77		
		Aroostook		X		X	24	\$ 20.44	\$ 27.51		
		Cumberland		X		X	64	\$ 24.34	\$ 27.31		
		Kennebec		X		X	44	\$ 19.58	\$ 25.13		
		Oxford		X		X		\$ 21.50	\$ 23.76		
		Penobscot		X		X	80-90	\$ 23.69	\$ 29.09		
		Somerset		X		X	33	\$ 21.23	\$ 27.34	\$ 21.73	1.4
		TBRJ		X		X	30	\$ 25.50	\$ 36.76		
		Waldo		X		X		\$ 22.57	\$ 28.85		
		Washington		X		X	24	\$ 21.29	\$ 30.22		1-21 years

Department	Job Title		Elected		Union		# of employees in position	Hourly Wage Scale			Actual (Current Rate)	Years of Service or step on scale	OR Annual Salary
			Yes	No	Yes	No		Low	High				
Jail	Food Service Manager												
		Cumberland	X		X		1	\$ 30.52	\$ 38.24	\$ 32.82	4.5 Years		
	Food Service Manager- Head Cook	Penobscot	X		X		1	\$ 29.48	\$ 36.50	\$ 36.50	20+		
	Kitchen Manager	Somerset	X			X	1			\$ 34.09	23.6		
		Waldo	X		X			\$ 20.47	\$ 26.17				
	Food Service Manager	Washington	X		X		1			\$ 23.22	1 year		
Jail	Food Service Specialist												
	Food Service Specialist (Cook)	Cumberland	X		X		4	\$ 22.26	\$ 31.52				
	Cooks	Penobscot	X		X		3	\$ 23.69	\$ 29.09				
	Full Time Cook	Somerset	X		X		2	\$ 23.83	\$ 25.92				
	Food Service Specialist	Washington	X		X		2	\$ 21.32	\$ 20.82		1-3 years		
Jail	Administrative Assistant												
		Aroostook	X			X	1			\$ 24.51	20 yrs	\$ 50,981	
		Cumberland	X		X		1	\$ 24.03	\$ 26.42	\$ 31.97	40 Years		
		Kennebec	X			X	1					12 \$ 54,554	
	Clerical Specialist I	Penobscot	X			X	1	\$ 19.90	\$ 23.69	\$ 21.92	Step 7/8		
	Administrative Assistant	Somerset	X			X	1			\$ 32.79	27.4		
		TBRJ	X			X	1	\$ 25.00	\$ 35.95				
Jail	Transport Supervisor												
		Kennebec	X		X		1					16 \$ 69,784	
		Penobscot	X		X		3	\$ 29.48	\$ 36.50				
Jail	Transport Officer												
		Cumberland	X		X		9	\$ 25.65	\$ 28.05				
		Kennebec	X		X		3	\$ 25.26	\$ 29.01				
		Lincoln	X		X		3	\$ 25.82	\$ 36.26				
		Penobscot	X		X		7	\$ 23.69	\$ 29.09				
		Sagadahoc	X		X		3	\$ 28.69	\$ 31.10				
		Somerset	X		X		2	\$ 23.60	\$ 25.37				

Department	Job Title		Elected		Union		# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
			Yes	No	Yes	No		Low	High	Actual (Current Rate)		
Jail	Records Officer											
	Records Officer	Cumberland					1	\$ 22.70	\$ 25.09	\$ 29.13	35 Years	
	Classification Officer	Kennebec	X		X		2	\$ 24.37	\$ 24.79			
	Intake Clerical Specialist	Penobscot	X		X		5	\$ 21.46	\$ 27.02			
	Classification Officer	TBRJ	X		X		1	\$ 25.80	\$ 37.24			
OTHER CORRECTIONS	Captain - Administrative Support	Cumberland	X		X		1	\$ 35.34	\$ 51.06	\$ 43.06	27 Years	
	Compliance Manager	Cumberland	X		X		1	\$ 29.30	\$ 42.34	\$ 35.07	22.5 Years	
	Chaplin	Cumberland	X		X		1	\$ 32.14	\$ 46.43	\$ 38.40	22.5 Years	
	Captain-Security/Operations	Cumberland	X		X		1	\$ 35.34	\$ 51.06	\$ 47.09	9 Years	
	Medication Assist Treatm Coord	Cumberland	X		X		1	\$ 22.01	\$ 31.82	\$ 24.30	2 Years	
	Executive Assistant	Cumberland	X		X		1	\$ 26.62	\$ 38.47	\$ 31.19	-1 Month	
	Corrections Officer-Lieutenant	Cumberland	X		X		8	\$ 36.03	\$ 41.85			
	Crime Analyst	Cumberland	X		X		1	\$ 24.03	\$ 26.42	\$ 31.97	43 Years	
	Education Technician	Cumberland	X		X		1	\$ 24.03	\$ 26.42	\$ 25.17	8 Years	
	Administrative Civil Deputy	Cumberland	X		X		1	\$ 24.57	\$ 26.96	\$ 32.56	43 Years	
	Civil Deputy	Cumberland	X		X		2	\$ 24.57	\$ 26.96			
	Property Officer	Cumberland	X		X		1	\$ 25.65	\$ 28.05	\$ 30.97	34.5 Years	
	Complaint Officer	Cumberland	X		X		1	\$ 25.65	\$ 28.05	\$ 27.76	18 Years	
	Recreation Officer	Cumberland	X		X		1	\$ 26.21	\$ 28.61	\$ 33.09	34.5 Years	
	Trustee Coordinator	Cumberland	X		X		1	\$ 26.21	\$ 28.61	\$ 28.32	19 Years	
	Staff Development Specialist	Cumberland	X		X		1	\$ 26.21	\$ 28.61	\$ 28.61	32 Years	
	Re-Entry Specialist	Cumberland	X		X		2	\$ 24.03	\$ 26.42			
	Community Corrections Caseworker	Aroostook	X		X		3	\$ 22.87	\$ 25.74			
	ACCCP Supervisor	Aroostook	X		X		1			\$ 29.37	6 mos/2.6 y	\$ 61,097
	Part-Time Deputy	Aroostook	X		X		2	\$ 22.23	\$ 22.23			
	Part-Time Corrections Officer	Aroostook	X		X		8	\$ 14.85	\$ 21.17			
	Intake Sergeant	Kennebec	X		X		1					
	Program Director	Kennebec					1					
	Training Sgt	Kennebec					1					
	Chaplain	Kennebec					1					
	File Room Clerk	Kennebec					1					
	File Room Manager	Kennebec					1					
	Quartermaster	Kennebec					1					

Department	Job Title		Elected	Union	# of employees in position	Hourly Wage Scale			Actual (Current Rate)	Years of Service or step on scale	OR Annual Salary
			Yes	No		Low	High				
OTHER CORRECTIONS	Compliance Specialist	Kennebec			1					35	\$ 53,976
	Maintenance Manager	Kennebec			1					7	\$ 53,227
	Maintenance	Kennebec			1					10	\$ 58,531
	Training Sergeant	Penobscot	X	X	1	\$ 29.48	\$ 36.50			2	
	CO - Video Court Officer	Somerset	X	X	1				\$ 22.21	2.8	
	Community Corrections Program	Somerset	X	X	1				\$ 25.85	7.5	
	Disciplinary Hearing Officer	Somerset	X	X	1				\$ 35.81	25.6	
	Intake Supervisor SGT	Somerset	X	X	1				\$ 24.32	2.9	
	Lobby Officer	Somerset	X	X	1				\$ 27.02	15.9	
	Maintenance	Somerset	X	X	2	\$ 21.76	\$ 23.80		\$ 23.80	3.4	
	Maintenance Chief	Somerset	X	X	1				\$ 34.99	2.5	
	Programs Case Worker	Somerset	X	X	1				\$ 22.87	1.9	
	Programs MGR	Somerset	X	X	1				\$ 35.80	8.1	
Maintenance	Shift Supervisor CPL	Somerset	X	X	4	\$ 22.10	\$ 25.08		\$ 24.00	4.1	
	Special Projects Investigator	Somerset	X	X	1				\$ 29.24	1	
	Staff Development Specialist	Somerset	X	X	1				\$ 28.78	15.3	
	Warehouse Supervisor	Somerset	X	X	1				\$ 27.65	13.3	
	Work Crew Supervisor TBD	Somerset	X	X	1				\$ 21.23	0.2	
	Ast. Compliance CPL	Somerset	X	X	1				\$ 25.13	4.1	
	Classification Sgt	Somerset	X	X	1				\$ 30.79	16.2	
Maintenance	Facilities Director										
	Facilities & IT Director	Aroostook	X	X	1				\$ 43.01	5 yrs/ 38 yrs	\$ 89,452
	Facilities Director	Cumberland	X	X	1	\$ 46.11	\$ 68.96		\$ 52.08	3 Years	
	Facilities Director	Kennebec	X	X	1					5	\$ 75,000
	Maintenance Director	Penobscot	X	X	1	\$ 30.16	\$ 38.55		\$ 35.98	Step 6/8	
		Sagadahoc	X	X					\$ 35.00	6	
Maintenance	Maintenance Supervisor	Aroostook	X	X	1				\$ 35.54	1 mos/12.4	\$ 73,927
		Cumberland	X	X	2	\$ 26.62	\$ 38.47				
		Lincoln	X	X	1				\$ 25.29		
		Oxford	X		1				\$ 25.96	4	
		Somerset	X	X	1				\$ 17.60	2.1	
		Washington	X	X	1				\$ 25.02	13 years	

Department	Job Title			Elected		Union		# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
				Yes	No	Yes	No		Low	High	Actual (Current Rate)		
Maintenance	Maintenance Worker/Technician												
		Aroostook	x		x		1				\$ 23.34	4 mos	\$ 48,547
		Cumberland	x		x		4	\$ 22.01	\$ 31.82				
		Kennebec	x		x		3	\$ 19.31	\$ 30.00				
		Lincoln	x		x		2	\$ 19.64	\$ 22.56				
		Oxford	x		x		2	\$ 21.12	\$ 22.44				
		Penobscot	x		x		2	\$ 21.28	\$ 25.71				
		Washington	x		x		3	\$ 20.00	\$ 24.15		1-14 years		
Maintenance	Custodian												
		Aroostook	x		x		1				\$ 18.81	5.3 yrs	\$ 39,125
		Aroostook	x		x		1				\$ 19.38	5 mos	\$ 40,310
		Cumberland	x		x		7	\$ 18.55	\$ 26.01				
		Penobscot	x		x		4	\$ 17.99	\$ 22.20				
		Sagadahoc	x		x						\$ 23.00	2	
OTHER	Parking Garage Attendant	Cumberland	x		x		1	\$ 22.01	\$ 31.82	\$ 25.28	2 Years		
MAINTENANCE	Maintenance Tech II	Cumberland	x		x		4	\$ 24.15	\$ 34.93				
	Custodian Supervisor	Cumberland	x		x		1	\$ 24.15	\$ 34.93	\$ 26.15	2 Years		
	Executive Assistant	Cumberland	x		x		1	\$ 26.62	\$ 38.47	\$ 29.97	8.5 Years		
	Electrician	Cumberland	x		x		2	\$ 26.62	\$ 38.47				
	Electrician Supervisor	Cumberland	x		x		1	\$ 39.00	\$ 56.36	\$ 45.70	4 Years		
	Fleet Automotive Technician	Cumberland	x		x		1	\$ 26.62	\$ 38.47	Vacant			
	Fleet Automotive Coordinator	Cumberland	x		x		1	\$ 29.30	\$ 42.34	\$ 36.04	7.5 Years		
	Part-time Custodian	Aroostook	x		x		1			\$ 16.71	1.2 yrs	\$ 17,378	

Department	Job Title	Elected		Union		# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary		
		Yes	No	Yes	No		Low	High	Actual (Current Rate)				
Probate	Probate Judge												
		Arroostook	x			x							
		Cumberland	x			x	1	Not on Pay Plan		\$ 36.39			
		Kennebec	x			x	1				7 \$ 42,288		
		Lincoln	x			x	1				\$ 47,756		
		Oxford	x			x	1				7 \$ 35,599		
		Penobscot	x			x	1			\$ 23.41	1		
		Sagadahoc	x			x	1				2 \$ 24,003		
		Somerset	x			x	1			\$ 21.12	9.1		
		Washington	x			x	1				35 years \$ 52,456		
		Probate	Probate Register										
				Arroostook	x			x	1			\$ 35.54	14.3 yrs
Cumberland	x					x	1	Not on Pay Plan		\$ 31.30			
Kennebec	x					x	1				1 \$ 64,863		
Lincoln	x					x	1			\$ 27.86			
Oxford	x					x	1				11 \$ 62,147		
Penobscot	x					x	1			\$ 29.79	8		
Sagadahoc	x					x	1			\$ 34.36	1		
Somerset	x					x	1			\$ 27.52	23.1		
Washington	x					x	1				20 years \$ 57,620		
Probate	Deputy Probate Register												
				Arroostook	x			x	1			\$ 25.74	1.8 yrs
		Cumberland	x			x	1	\$ 35.34	\$ 51.06	\$ 40.58	3 Years		
		Kennebec	x			x	1				3 \$ 55,675		
		Lincoln	x			x	1			\$ 20.43			
		Oxford	x				1			\$ 25.03			
		Penobscot	x			x	1	\$ 23.28	\$ 28.16	\$ 27.25	Step 7/8		
		Sagadahoc	x			x	1			\$ 27.97	2		
		Somerset	x	x			1			\$ 23.77	31.3		
		Washington	x			x	1			\$ 23.89	5 years		

Department	Job Title		Elected		Union		# of employees in position	Hourly Wage Scale			Actual (Current Rate)	Years of Service or step on scale	OR Annual Salary
			Yes	No	Yes	No		Low	High				
Probate	Probate Clerk/Secretary												
		Aroostook		x		x	1				\$ 21.17	4yrs/8 yrs	\$ 44,034
		Cumberland		x		x	3	\$ 22.01	\$ 31.82				
		Kennebec		x		x	3	\$ 15.64	\$ 19.41				
		Lincoln		x		x				\$ 19.65			
		Penobscot					1	\$ 20.99	\$ 26.65	\$ 20.99	Step 1/8		
		Sagadahoc		x		x	1			\$ 23.08	1		
		Somerset		x	x		2	\$ 19.00	\$ 20.00				
		Washington		x	x		1			\$ 21.09	9 years		
OTHER	Legal Assistant	Cumberland		x		x	1	\$ 22.01	\$ 31.82	\$ 25.79	6 Years		
PROBATE	Probate Clerk (Clerical Specialists I)	Penobscot		x			2	\$ 18.72	\$ 22.59				
Sheriff	County Sheriff												
		Aroostook		x		x	1			\$ 49.67	4 mos/10 yr	\$ 103,319	
		Cumberland		x		x	1	Not on Pay Plan		\$ 61.24	38 Years	\$ 127,379	
		Kennebec		x		x	1					6	\$ 95,503
		Lincoln		x		x	1						\$ 110,094
		Oxford		x		x	1					5	\$ 95,521
		Penobscot		x		x	1				30+		\$ 115,066
		Sagadahoc		x		x	1			\$ 47.66	14	\$ 99,132	
		Somerset		x		x	1			\$ 54.25	11.4	\$ 112,840	
		Washington		x		x	1				9 years	\$ 83,060	
Sheriff	Chief Deputy												
		Aroostook		x		x	1			\$ 47.31	2 mos/9.6 y	\$ 98,397	
		Cumberland		x		x		Not on Pay Plan		\$ 50.48	0.5 Years	\$ 104,998	
		Kennebec		x		x	1					16	\$ 92,241
		Lincoln		x		x							\$ 108,180
		Oxford		x		x	1					5	\$ 90,715
		Penobscot		x		x	1	\$ 39.61	\$ 49.86	\$ 46.77	10+	\$ 97,281	
		Sagadahoc		x		x	1			\$ 43.92	15	\$ 91,353	
		Somerset		x		x	1			\$ 51.47	4.7	\$ 107,057	
		Washington		x		x	1				9 years	\$ 78,575	

Department	Job Title	Elected		Union		# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
		Yes	No	Yes	No		Low	High	Actual (current Rate)		
Sheriff	Lieutenant-Detective/Support Services										
	Lincoln	X		X		1	\$ 36.17	\$ 50.03	\$ 43.67	30+	40.3
	Penobscot	X			X	1			\$ 42.57		
	Somerset	X		X		1					
Sheriff	Sergeant-Detective										
	Lincoln	X		X		1	\$ 31.54	\$ 43.43			
	Penobscot	X		X		5	\$ 32.30	\$ 39.79			
	Sagadahoc	X		X		1			\$ 39.59		18
Sheriff	Detective-DEA										
	Aroostook	X			X	2	\$ 35.38	\$ 36.76			
	Cumberland	X		X		1	Rate set by State		\$ 32.80		
	Kennebec	X		X		1					28 \$ 84,094
Sheriff	Lincoln	X		X		1	\$ 31.54	\$ 43.43			
	Penobscot	X		X		1					
	Washington	X		X		2	\$ 34.06	\$ 36.76		1-17 years	State Paid
Sheriff	Detective										
	Cumberland	X		X		9	\$ 29.43	\$ 35.87			
	Kennebec	X		X		3	\$ 37.20	\$ 38.46			
	Lincoln	X		X		3	\$ 29.48	\$ 40.49			
Sheriff	Penobscot	X		X		1	\$ 32.74	\$ 40.25			
	Sagadahoc	X		X		2	\$ 35.57	\$ 36.69			
	Somerset	X		X		5	\$ 27.99	\$ 37.01			
	Washington	X		X		2	\$ 29.75	\$ 32.25		5-22 years	
Sheriff	Lieutenant-Patrol										
	Cumberland	X		X		4	\$ 39.94	\$ 44.63			
	Kennebec	X		X		1					7 \$ 91,530
	Lincoln	X		X		1	\$ 36.17	\$ 50.03			
Sheriff	Penobscot	X		X		1			\$ 43.67	10+	
	Sagadahoc	X			X	1			\$ 42.32		7
	Somerset	X		X		1			\$ 42.32		23.8
	Washington	X		X		1			\$ 31.75	17 years	

Department	Job Title		Elected	Union	# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
			Yes	No		Low	High	Actual (Current Rate)		
Sheriff	Sergeant-Patrol	Aroostook	X	X	4	\$ 34.39	\$ 38.70			
		Cumberland	X	X	7	\$ 36.45	\$ 41.22			
		Kennebec	X	X	5	\$ 40.89	\$ 43.17			
		Lincoln	X	X	4	\$ 31.54	\$ 43.43			
		Penobscot	X	X	4	\$ 32.74	\$ 40.25			
		Sagadahoc	X	X	2	\$ 39.95	\$ 41.35			
		Somerset	X	X	3	\$ 39.60	\$ 39.85			
		Washington	X	X	3	\$ 29.75	\$ 30.75		9-11 years	
Sheriff	Corporal-Patrol	Penobscot	X	X	4	\$ 29.84	\$ 36.99			
		Sagadahoc	X	X	2	\$ 36.94	\$ 38.01			
Sheriff	Patrol Deputy	Aroostook	X	X	12	\$ 28.09	\$ 34.56			
		Cumberland	X	X	37	\$ 28.36	\$ 34.83			
		Kennebec	X	X	15	\$ 23.99	\$ 34.18			
		Lincoln	X	X	12	\$ 27.58	\$ 37.77			
		Penobscot	X	X	30	\$ 27.81	\$ 33.94			
		Sagadahoc	X	X	10	\$ 28.61	\$ 34.95			
		Somerset	X	X	16	\$ 27.23	\$ 33.17			
		Washington	X	X	12	\$ 22.77	\$ 29.50		1-9 years	
Sheriff	Sergeant - Court Security	Lincoln	X	X	1	\$ 31.54	\$ 43.43			
		Somerset	X	X	1			\$ 21.56	27.3	
Sheriff	Court Security Officer	Lincoln	X	X	1.5	\$ 25.82	\$ 35.26			
		Somerset	X	X	2	\$ 22.51	\$ 22.51			

Department	Job Title	Elected		Union		# of employees in position	Hourly Wage Scale			Years of Service or step on scale	OR Annual Salary
		Yes	No	Yes	No		Low	High	Actual (Current Rate)		
Sheriff	School Resource Officer										
	Cumberland	X		X		3	*\$1.38/hr Stipend in addition to Deputy Pay				
	Lincoln	X	X	X		1	\$ 27.58	\$ 37.77			
	Penobscot	X		X							Same as Patrol
Sheriff	Animal Control Officer										
	Lincoln	X		X		1			\$ 22.00		
	Penobscot	X		X		4			\$ 16.50		
Sheriff	Civil Service Officer										
	Aroostook	X			X	5	\$ 22.23	\$ 22.23			
	Kennebec	X		X		4	\$ 18.45	\$ 18.80			
	Penobscot	X	X			2	\$ 27.81	\$ 33.94			
	Sagadahoc	X		X					\$ 22.83	1	
Sheriff	Administrative Assistant										
	Aroostook	X		X		1			\$ 24.51	21.8 yrs	\$ 50,981
	Cumberland	X		X		1	\$ 22.01	\$ 31.82	\$ 22.90	1 Week	
	Kennebec					1					5 \$ 38,016
	Lincoln	X		X		1	\$ 20.04	\$ 27.52			
	Oxford	X				1			\$ 23.05		
	Penobscot	X		X		1	\$ 26.28	\$ 32.57	\$ 32.57	30+	
	Sagadahoc	X		X		1			\$ 26.93	4	
	Somerset	X		X		1			\$ 23.10	2.8	
	Washington	X		X		1				38 years	\$ 61,266
Sheriff	Clerk										
	Kennebec	X		X		1					
	Lincoln	X		X		1	\$ 19.25	\$ 26.43			21 \$ 46,858
	Oxford	X				1			\$ 19.13		
	Sagadahoc	X		X		1			\$ 28.03	18	
	Washington	X		X		1			\$ 21.10	7 years	

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2025 Wage and Benefits Survey

On behalf of Aroostook County

Facilitated by Laurie Bouchard, Independent HR Consultant

Position Title (Refer to Descriptions)	Number of Positions	Salaried (S) or Hourly (H)	2025 Hourly Rate (average if multi incumbent)	Salary Range			Years of Service in this Position (only if single incumbent)
				Minimum Hourly Rate	Midpoint Hourly Rate	Maximum Hourly Rate	
ADMINISTRATION							
County Commissioner - Chair							
Aroostook County	1	S	\$ 6,391.00				24
Somerset County	1	S	\$ 10,000.00				9
Kennebec County	1	S	\$ 16,153.00				9
Washington County	1	S	\$ 10,314.77				1
Oxford County	1	S	\$ 16,161.00				10
Sagadahoc County	1	S	\$ 12,000.00				
Penobscot County	1	H	\$ 18,231.00				
Piscataquis County	1	S	\$ 8,593.00				3
York County	1	S	\$ 16,526.00				18
Franklin County	1	S	\$ 12,000.00				
Waldo County	1	S	\$ 18,513.00				14
Position Total, Compensation & Tenure Averages:	11	S	\$ 13,171.16				11
County Commissioner							
Aroostook County	2	S	\$ 4,566.00				
Somerset County	4	S	\$ 9,000.00				
Kennebec County	2	S	\$ 15,307.00				
Washington County	2	S	\$ 8,718.41				
Oxford County	2	S	\$ 14,818.00				0
Sagadahoc County	2	S	\$ 12,000.00				
Penobscot County	2	H	\$ 17,409.00				
Piscataquis County	2	S	\$ 8,203.00				
York County	4	S	\$ 14,923.00				
Franklin County	4	S	\$ 12,000.00				
Waldo County	2	S	\$ 13,679.00				
Position Total, Compensation & Tenure Averages:	28	S	\$ 11,874.86				0
County Treasurer							
Aroostook County	1	S	\$ 6,134.04				6
Somerset County	1	S	\$ 6,806.00				18
Kennebec County	1	S	\$ 13,000.00				3
Washington County	1	S	\$ 44,337.90				25
Oxford County	1	S	\$ 20,544.00				5
Sagadahoc County	1	S	\$ 8,000.00				
Penobscot County	1	H	\$ 13,655.00				
Piscataquis County	1	S	\$ 25,000.00				2
York County	1	S	\$ 500.00				
Franklin County	1	S	\$ 18,540.00				
Waldo County	1	S	\$ 2,500.00				2
Position Total, Compensation & Tenure Averages:	11	S	\$ 14,456.09				9
County Administrator							
Aroostook County	1	S	\$ 56.73				8
Somerset County	1	S	\$ 49.76				2
Kennebec County	1	S	\$ 60.84				3
Washington County	1	S	\$ 45.42				1
Oxford County	1	S	\$ 53.66	\$ 52.10	\$ 55.23	\$ 56.54	1
Sagadahoc County	1	S	\$ 53.07				4
Penobscot County	1	S	\$ 58.51				
Piscataquis County	1	S	\$ 43.75				6
York County	1	S	\$ 84.50				13
Franklin County	1	S	\$ 55.29				
Waldo County	1	H	\$ 39.18	\$ 32.19	\$ 33.82	\$ 39.18	26
Position Total, Compensation & Tenure Averages:	11	S	\$ 54.61	\$ 42.15	\$ 44.53	\$ 47.86	7
HUMAN RESOURCES							
Human Resources Director							
Aroostook County	1	S	\$ 44.42	\$ 31.16	\$ 37.20	\$ 44.42	21
Somerset County	1	S	\$ 35.83				3
Kennebec County	1	S	\$ 53.96				3
Washington County							

Oxford County								
Sagadahoc County	1	S	\$ 41.93					3
Penobscot County	1	S	\$ 39.25	\$ 34.87	\$ 39.25	\$ 43.10		1
Piscataquis County								
York County	1	S	\$ 66.24					11
Franklin County	1	S	\$ 40.45	\$ 28.54	\$ 36.34	\$ 44.14		3
Waldo County	1	S	\$ 38.42	\$ 34.13	\$ 36.94	\$ 41.55		2
Position Total, Compensation & Tenure Averages:	8	S	\$ 45.06	\$ 32.17	\$ 37.43	\$ 43.30		6
Human Resources Manager								
Aroostook County								
Somerset County								
Kennebec County								
Washington County								
Oxford County								
Sagadahoc County								
Penobscot County	1	H	\$ 29.89	\$ 28.17	\$ 30.79	\$ 34.82		0
Piscataquis County								
York County	1	S	\$ 36.40					
Franklin County								
Waldo County								
Position Total, Compensation & Tenure Averages:	2	S/H	\$ 33.15	\$ 28.17	\$ 30.79	\$ 34.82		0
Human Resources Generalist								
Aroostook County								
Somerset County								
Kennebec County	1	S	\$ 32.81					2
Washington County								
Oxford County	1	S	\$ 48.22	\$ 41.59	\$ 44.13	\$ 48.22		10
Sagadahoc County								
Penobscot County								
Piscataquis County								
York County	1	H	\$ 26.00					1
Franklin County								
Waldo County								
Position Total, Compensation & Tenure Averages:	3	S	\$ 35.68	\$ 41.59	\$ 44.13	\$ 48.22		4
Human Resources Specialist								
Aroostook County	1	H	\$ 27.91	\$ 19.58	\$ 23.38	\$ 27.91		3
Somerset County								
Kennebec County	1	S	\$ 26.44					0
Washington County								
Oxford County								
Sagadahoc County								
Penobscot County								
Piscataquis County								
York County	1	H	\$ 41.97					
Franklin County								
Waldo County								
Position Total, Compensation & Tenure Averages:	3	H	\$ 32.11	\$ 19.58	\$ 23.38	\$ 27.91		1
Benefits Specialist								
Aroostook County								
Somerset County								
Kennebec County								
Washington County								
Oxford County								
Sagadahoc County								
Penobscot County	1	H	\$ 21.69					1
Piscataquis County								
York County								
Franklin County								
Waldo County								
Position Total, Compensation & Tenure Averages:	1		\$ 21.69					1
Adm/Operations/Finance Coordinator								
Aroostook County	1	H	\$ 25.55	\$ 19.58	\$ 23.38	\$ 27.91		2
Somerset County								
Kennebec County								
Washington County								
Oxford County								
Sagadahoc County								
Penobscot County								
Piscataquis County								
York County								

Franklin County	1	H	\$ 31.50	\$ 20.37	\$ 25.94	\$ 31.50	1
Waldo County	1	H	\$ 21.63	\$ 21.00	\$ 22.02	\$ 23.03	1
Position Total, Compensation & Tenure Averages:	3	H	\$ 26.23	\$ 20.32	\$ 23.78	\$ 27.48	1
FINANCE							
Finance Director							
Aroostook County	1	S	\$ 44.42	\$ 31.16	\$ 37.20	\$ 44.42	5
Somerset County	1	S	\$ 53.21				10
Kennebec County	1	S	\$ 45.22				1
Washington County							
Oxford County	1	H	\$ 50.49	\$ 38.95	\$ 41.32	\$ 50.49	0
Sagadahoc County	1	S	\$ 45.86				
Penobscot County	1	S	\$ 41.11	\$ 38.75	\$ 42.35	\$ 47.89	2
Piscataquis County							
York County	1	S	\$ 51.09				
Franklin County							
Waldo County	1	S	\$ 37.40	\$ 34.56	\$ 37.40	\$ 42.07	2
Position Total, Compensation & Tenure Averages:	8	S	\$ 46.10	\$ 35.85	\$ 39.57	\$ 46.22	3
Accounts Payable/Payroll Specialist							
Aroostook County	1	H	\$ 27.91	\$ 19.58	\$ 23.38	\$ 27.91	13
Somerset County	1	S	\$ 39.91				18
Kennebec County	2	S	\$ 27.87				
Washington County	1	H	\$ 21.77				1
Oxford County							
Sagadahoc County	1	H	\$ 32.25				
Penobscot County	1	H	\$ 35.05	\$ 27.77	\$ 30.69	\$ 35.05	2
Piscataquis County							
York County							
Franklin County	1	H	\$ 22.47	\$ 21.83	\$ 27.80	\$ 33.76	1
Waldo County							
Position Total, Compensation & Tenure Averages:	8	H	\$ 29.60	\$ 23.06	\$ 27.29	\$ 32.24	7
FACILITIES AND IT							
Facilities and IT Director							
Aroostook County	1	S	\$ 36.12	\$ 31.16	\$ 37.20	\$ 44.42	0
Somerset County	1	S	\$ 46.30				3
Kennebec County	2	S	\$ 38.62				
Washington County							
Oxford County	1	S	\$ 41.14	\$ 35.48	\$ 38.77	\$ 41.14	4
Sagadahoc County	2	S	\$ 38.19	\$ 36.12	\$ 38.19	\$ 40.26	
Penobscot County	2	S	\$ 39.37	\$ 36.22	\$ 38.97	\$ 42.58	4
Piscataquis County							
York County							
Franklin County	1	S	\$ 40.96	\$ 26.48	\$ 33.72	\$ 40.96	10
Waldo County	1	S	\$ 45.67	\$ 43.47	\$ 47.04	\$ 52.92	5
Position Total, Compensation & Tenure Averages:	11	S	\$ 40.80	\$ 34.82	\$ 38.98	\$ 43.71	4
Maintenance Supervisor							
Aroostook County	1	S	\$ 36.71	\$ 25.75	\$ 30.75	\$ 36.71	1
Somerset County	1	H	\$ 20.29				4
Kennebec County							
Washington County							
Oxford County	1	H	\$ 28.30	\$ 24.41	\$ 25.90	\$ 28.30	4
Sagadahoc County							
Penobscot County							
Piscataquis County	1	S	\$ 28.20				13
York County							
Franklin County	1	H	\$ 29.19	\$ 21.83	\$ 27.80	\$ 33.76	9
Waldo County	1	S	\$ 27.13	\$ 26.86	\$ 29.07	\$ 32.70	1
Position Total, Compensation & Tenure Averages:	6	S/H	\$ 28.30	\$ 24.71	\$ 28.38	\$ 32.87	5
Maintenance Worker II (higher level)							
Aroostook County	1	H	\$ 26.58	\$ 18.65	\$ 22.26	\$ 26.58	1
Somerset County							
Kennebec County							
Washington County	2	H	\$ 28.16				
Oxford County	2	H	\$ 21.84	\$ 18.84	\$ 19.98	\$ 21.84	
Sagadahoc County							
Penobscot County							
Piscataquis County	1	H	\$ 22.87	\$ 16.72	\$ 20.37	\$ 24.01	2
York County	5	H	\$ 22.05	\$ 20.32	\$ 24.11	\$ 27.90	
Franklin County							
Waldo County	1	H	\$ 24.82	\$ 22.07	\$ 26.33	\$ 29.62	1
Position Total, Compensation & Tenure Averages:	12	H	\$ 24.39	\$ 19.32	\$ 22.61	\$ 25.99	1

Maintenance Worker I (lower level)							
Aroostook County	1	H	\$ 23.41	\$ 16.91	\$ 20.19	\$ 24.11	1
Somerset County							
Kennebec County	2	H	\$ 27.58	\$ 23.80	\$ 27.58	\$ 31.35	
Washington County	3	H	\$ 24.54				
Oxford County							
Sagadahoc County							
Penobscot County	2	H	\$ 23.06	\$ 22.13	\$ 23.99	\$ 26.74	
Piscataquis County	1	H	\$ 18.56				1
York County							
Franklin County							
Waldo County							
Position Total, Compensation & Tenure Averages:	9	H	\$ 23.43	\$ 20.95	\$ 23.92	\$ 27.40	1
Custodian							
Aroostook County	3	H	\$ 19.47	\$ 15.34	\$ 18.32	\$ 21.87	
Somerset County	1	H	\$ 17.68				3
Kennebec County	1	H	\$ 23.00				35
Washington County							
Oxford County							
Sagadahoc County	1	H	\$ 23.74				4
Penobscot County	5	H	\$ 20.57	\$ 18.47	\$ 20.00	\$ 22.81	
Piscataquis County							
York County	1	H	\$ 19.32				1
Franklin County	1	H	\$ 21.34	\$ 16.91	\$ 21.54	\$ 26.16	1
Waldo County	1	H	\$ 22.96	\$ 20.42	\$ 24.36	\$ 27.08	3
Position Total, Compensation & Tenure Averages:	14	H	\$ 21.01	\$ 17.79	\$ 21.05	\$ 24.48	8
EMA							
Emergency Management Director							
Aroostook County	1	S	\$ 44.42	\$ 31.16	\$ 37.20	\$ 44.42	11
Somerset County	1	S	\$ 50.35				20
Kennebec County	1	S	\$ 37.68				1
Washington County	1	S	\$ 27.10				3
Oxford County	1	S	\$ 40.51	\$ 34.94	\$ 37.07	\$ 40.51	14
Sagadahoc County	1	S	\$ 37.22				
Penobscot County	1	S	\$ 39.43	\$ 36.37	\$ 39.43	\$ 44.60	1
Piscataquis County	1	S	\$ 30.03				0
York County	1	S	\$ 49.50				10
Franklin County	1	S	\$ 40.96	\$ 26.48	\$ 33.72	\$ 40.96	
Waldo County	1	S	\$ 35.56	\$ 30.38	\$ 32.88	\$ 36.99	19
Position Total, Compensation & Tenure Averages:	11	S	\$ 39.34	\$ 31.87	\$ 36.06	\$ 41.50	9
EMA Deputy Director							
Aroostook County	1	S	\$ 29.85	\$ 25.75	\$ 30.75	\$ 36.71	1
Somerset County	1	S	\$ 42.00				1
Kennebec County	1	S	\$ 30.41				0
Washington County	1	H	\$ 24.85				3
Oxford County	1	H	\$ 31.84	\$ 27.46	\$ 29.13	\$ 31.84	2
Sagadahoc County	1	S	\$ 30.28				
Penobscot County	1	H	\$ 35.64	\$ 28.10	\$ 30.71	\$ 36.70	3
Piscataquis County	1	H	\$ 27.19				0
York County	1	S	\$ 42.09				
Franklin County							
Waldo County	1	H	\$ 27.60	\$ 23.48	\$ 26.56	\$ 28.12	19
Position Total, Compensation & Tenure Averages:	10	S/H	\$ 32.18	\$ 26.20	\$ 29.29	\$ 33.34	4
Planner							
Aroostook County	1	H	\$ 24.33	\$ 18.65	\$ 22.26	\$ 26.58	1
Somerset County							
Kennebec County							
Washington County							
Oxford County	1	H	\$ 24.06	\$ 20.75	\$ 22.02	\$ 24.06	5
Sagadahoc County							
Penobscot County							
Piscataquis County							
York County							
Franklin County							
Waldo County	1	H	\$ 19.33				7
Position Total, Compensation & Tenure Averages:	3	H	\$ 22.57	\$ 19.70	\$ 22.14	\$ 25.32	4
Community Outreach Planner							
Aroostook County	1	H	\$ 18.67	\$ 16.11	\$ 19.23	\$ 22.96	4
Somerset County							
Kennebec County							

Washington County								
Oxford County								
Sagadahoc County								
Penobscot County								
Piscataquis County								
York County								
Franklin County								
Waldo County								
Position Total, Compensation & Tenure Averages:	1	H	\$ 18.67	\$ 16.11	\$ 19.23	\$ 22.96	4	
DEEDS								
Register of Deeds								
Aroostook County	2	S	\$ 33.66	\$ 25.75	\$ 30.75	\$ 36.72		
Somerset County	1	S	\$ 26.45					2
Kennebec County	1	S	\$ 31.25					2
Washington County	1	S	\$ 29.91					4
Oxford County	1	S	\$ 34.95					5
Sagadahoc County	1		\$ 35.46					33
Penobscot County	1	S	\$ 32.08					20
Piscataquis County	1	S	\$ 32.96					2
York County	1	S	\$ 43.23					6
Franklin County	1	S	\$ 34.70					39
Waldo County	1	S	\$ 34.91					28
Position Total, Compensation & Tenure Averages:	12	S	\$ 33.60	\$ 25.75	\$ 30.75	\$ 36.72	14	
Deputy Register of Deeds								
Aroostook County	2	H	\$ 26.58	\$ 18.65	\$ 22.26	\$ 26.58		
Somerset County	1	H	\$ 28.15					30
Kennebec County	1	S	\$ 30.26					0
Washington County	1	H	\$ 25.84					2
Oxford County	1	H	\$ 25.13	\$ 21.68	\$ 22.99	\$ 25.13		2
Sagadahoc County	1		\$ 30.96					13
Penobscot County	1	S	\$ 28.33	\$ 24.22	\$ 26.29	\$ 29.28		5
Piscataquis County	1	H	\$ 22.38					2
York County	1	S	\$ 32.88					6
Franklin County	1	H	\$ 29.72	\$ 20.37	\$ 25.94	\$ 31.50		3
Waldo County	1	H	\$ 26.57	\$ 22.80	\$ 25.79	\$ 27.30		10
Position Total, Compensation & Tenure Averages:	12	H	\$ 27.89	\$ 21.54	\$ 24.65	\$ 27.96	7	
Deeds Specialist								
Aroostook County	1	H	\$ 21.87	\$ 15.34	\$ 18.32	\$ 21.87		9
Somerset County	1	H	\$ 20.70					3
Kennebec County	3	H	\$ 20.41					
Washington County								
Oxford County	1	H	\$ 19.89	\$ 17.16	\$ 18.21	\$ 19.90		2
Sagadahoc County	1		\$ 26.48					6
Penobscot County	2	H	\$ 22.23	\$ 19.25	\$ 20.84	\$ 23.23		
Piscataquis County								
York County								
Franklin County								
Waldo County	1	H	\$ 23.57	\$ 19.78	\$ 22.88	\$ 24.90		2
Position Total, Compensation & Tenure Averages:	10	H	\$ 22.16	\$ 17.88	\$ 20.06	\$ 22.48	4	
PROBATE								
Probate Judge								
Aroostook County	1	S	\$ 39,474	\$ 31,894.00	\$ 38,289.00	\$ 45,926.00		0
Somerset County	1	S	\$ 50,000					12
Kennebec County	1	S	\$ 45,000					9
Washington County	1	S	\$ 57,701					35
Oxford County	1	S	\$ 41,636	\$ 20.02	\$ 20.02	\$ 20.02		8
Sagadahoc County	1	S	\$ 45,937					6
Penobscot County	1	S	\$ 50,648					2
Piscataquis County	1	S	\$ 25,000					New
York County	1	S	\$ 71,858					6
Franklin County	1	S	\$ 38,361					
Waldo County	1	S	\$ 40,000					2
Position Total, Compensation & Tenure Averages:	11	S	\$ 45,965.00	\$ 15,957.01	\$ 19,154.51	\$ 22,973.01	9	
Register of Probate								
Aroostook County	1	S	\$ 29.85	\$ 25.75	\$ 30.75	\$ 36.72		0
Somerset County	1	S	\$ 33.65					24
Kennebec County	1	S	\$ 37.24					0
Washington County	1	S	\$ 30.47					3
Oxford County	1	S	\$ 34.95					10
Sagadahoc County	1	S	\$ 33.24					0

Penobscot County	1	S	\$ 30.98				0
Piscataquis County	1	S	\$ 32.22				15
York County	1	S	\$ 57.15				44
Franklin County	1	S	\$ 31.81				5
Waldo County	1	S	\$ 38.00	\$ 22.80	\$ 25.79	\$ 27.30	40
Position Total, Compensation & Tenure Averages:	11	S	\$ 35.41	\$ 24.28	\$ 28.27	\$ 32.01	13
Probate Specialist							
Aroostook County	1	H	\$ 21.87	\$ 15.34	\$ 18.32	\$ 21.87	5
Somerset County	2	H	\$ 21.80				
Kennebec County							
Washington County							
Oxford County	1	H	\$ 20.90	\$ 19.70	\$ 20.90	\$ 22.84	2
Sagadahoc County	1	H	\$ 25.52				2
Penobscot County	4	H	\$ 18.91	\$ 18.25	\$ 19.80	\$ 22.23	
Piscataquis County	1	H	\$ 20.55	\$ 19.14	\$ 23.32	\$ 27.49	0
York County							
Franklin County							
Waldo County	3	H	\$ 26.82	\$ 23.18	\$ 26.33	\$ 27.84	
Position Total, Compensation & Tenure Averages:	13	H	\$ 22.34	\$ 19.12	\$ 21.73	\$ 24.45	2
DISTRICT ATTORNEY'S OFFICE							
Victim/Witness Advocate							
Aroostook County	3	H	\$ 23.76	\$ 18.65	\$ 22.26	\$ 26.58	
Somerset County	1	S	\$ 28.39				3
Kennebec County	3	H	\$ 29.80				
Washington County	2	H	\$ 25.60				
Oxford County	2	H	\$ 26.79	\$ 23.11	\$ 24.51	\$ 26.79	
Sagadahoc County	2	H	\$ 31.50	\$ 30.75	\$ 31.50	\$ 32.25	
Penobscot County	6	H	\$ 26.78	\$ 24.37	\$ 26.41	\$ 29.38	
Piscataquis County	1	H	\$ 26.68	\$ 20.48	\$ 24.95	\$ 29.41	10
York County	4	H	\$ 25.81	\$ 22.56	\$ 29.07	\$ 35.57	
Franklin County	1	H	\$ 26.16	\$ 16.91	\$ 21.54	\$ 26.16	2
Waldo County	2	H	\$ 26.32	\$ 23.25	\$ 26.31	\$ 27.85	
Position Total, Compensation & Tenure Averages:	27	H	\$ 27.05	\$ 22.51	\$ 25.82	\$ 29.25	5
Legal Assistant							
Aroostook County	4	H	\$ 26.02	\$ 18.65	\$ 22.26	\$ 26.58	
Somerset County	4	H	\$ 21.50				
Kennebec County							
Washington County							
Oxford County	2	H	\$ 26.32	\$ 22.73	\$ 24.11	\$ 26.32	
Sagadahoc County	2	H	\$ 24.84	\$ 21.15	\$ 24.82	\$ 28.49	
Penobscot County							
Piscataquis County	1	H	\$ 28.55	\$ 21.91	\$ 26.69	\$ 31.47	10
York County							
Franklin County	1	S	\$ 33.76	\$ 21.83	\$ 27.80	\$ 33.76	20
Waldo County	2	H	\$ 26.05	\$ 22.51	\$ 25.56	\$ 27.03	
Position Total, Compensation & Tenure Averages:	16	H	\$ 26.72	\$ 21.46	\$ 25.21	\$ 28.94	15
Office Coordinator							
Aroostook County	1	H	\$ 27.91	\$ 19.58	\$ 23.38	\$ 27.91	2
Somerset County	1	S	\$ 30.00				3
Kennebec County	1	S	\$ 36.42				2
Washington County	1	H	\$ 26.06				13
Oxford County	1	H	\$ 32.74	\$ 28.24	\$ 29.96	\$ 32.74	3
Sagadahoc County							
Penobscot County	1	H	\$ 33.87	\$ 27.41	\$ 29.95	\$ 33.87	36
Piscataquis County	1	S	\$ 37.61				20
York County	2	S	\$ 36.55	\$ 29.23	\$ 36.55	\$ 43.87	
Franklin County	1	H	\$ 26.46	\$ 20.37	\$ 25.94	\$ 31.50	3
Waldo County							
Position Total, Compensation & Tenure Averages:	10	H	\$ 31.96	\$ 24.97	\$ 29.16	\$ 33.98	10
SHERIFF'S OFFICE							
Sheriff							
Aroostook County	1	S	\$ 51.31	\$ 35.99	\$ 42.97	\$ 51.31	2
Somerset County	1	S	\$ 56.15				14
Kennebec County	1	S	\$ 47.98				8
Washington County	1	S	\$ 43.93				10
Oxford County	1	S	\$ 53.48				6
Sagadahoc County	1	S	\$ 51.57				16
Penobscot County	1	S	\$ 57.53				35
Piscataquis County	1	S	\$ 44.68				6
York County	1	S	\$ 66.55				

Franklin County	1	S	\$ 46.94	\$ 31.24	\$ 39.78	\$ 48.32	12
Waldo County	1	S	\$ 50.46				2
Position Total, Compensation & Tenure Averages:	11	S	\$ 51.87	\$ 33.61	\$ 41.38	\$ 49.82	11
Chief Deputy							
Aroostook County	1	S	\$ 48.87	\$ 34.27	\$ 40.93	\$ 48.87	0
Somerset County	1	S	\$ 53.27				7
Kennebec County	1	S	\$ 46.34				0
Washington County	1	S	\$ 41.55				10
Oxford County	1	S	\$ 47.54	\$ 41.00	\$ 43.50	\$ 47.54	6
Sagadahoc County	1	S	\$ 46.83				17
Penobscot County	1	S	\$ 50.10	\$ 41.20	\$ 47.22	\$ 51.85	7
Piscataquis County	1	S	\$ 40.97				6
York County	1	S	\$ 53.23				3
Franklin County	1	S	\$ 44.14	\$ 28.54	\$ 36.34	\$ 44.14	34
Waldo County	1	S	\$ 46.25	\$ 37.99	\$ 41.11	\$ 46.25	26
Position Total, Compensation & Tenure Averages:	11	S	\$ 47.19	\$ 36.60	\$ 41.82	\$ 47.73	11
Law Enforcement Captain							
Aroostook County	1	S	\$ 44.42	\$ 31.16	\$ 37.20	\$ 44.42	1
Somerset County	5	H	\$ 42.50	\$ 38.81	\$ 41.53	\$ 44.25	
Kennebec County							
Washington County							
Oxford County	1	S	\$ 44.63	\$ 38.20	\$ 41.53	\$ 44.63	1
Sagadahoc County							
Penobscot County	2	H	\$ 45.25	\$ 38.45	\$ 42.86	\$ 46.83	4
Piscataquis County							
York County							
Franklin County							
Waldo County							
Position Total, Compensation & Tenure Averages:	9	S	\$ 44.20	\$ 36.66	\$ 40.78	\$ 45.03	2
Law Enforcement Sergeant							
Aroostook County	4	H	\$ 37.62	\$ 31.04	\$ 35.98	\$ 41.73	
Somerset County	3	H	\$ 41.73				
Kennebec County	3	H	\$ 41.06				
Washington County	3	H	\$ 34.85	\$ 26.26	\$ 29.41	\$ 36.35	
Oxford County	3	H	\$ 30.82	\$ 28.29	\$ 31.27	\$ 32.18	
Sagadahoc County	2	H	\$ 41.95	\$ 38.66	\$ 39.83	\$ 42.82	
Penobscot County	10	H	\$ 35.20	\$ 35.61	\$ 39.85	\$ 43.65	
Piscataquis County	1	H	\$ 39.14	\$ 26.65	\$ 32.65	\$ 38.64	27
York County	5	H	\$ 41.02	\$ 35.82	\$ 40.24	\$ 44.66	
Franklin County	4	H	\$ 34.25	\$ 30.92	\$ 31.99	\$ 33.06	
Waldo County	4	H	\$ 43.79	\$ 34.25	\$ 39.69	\$ 43.79	
Position Total, Compensation & Tenure Averages:	42	H	\$ 38.31	\$ 31.94	\$ 35.66	\$ 39.65	27
Law Enforcement Deputy							
Aroostook County	9	H	\$ 33.62	\$ 27.71	\$ 32.13	\$ 37.26	
Somerset County	18	H	\$ 33.55	\$ 29.33	\$ 33.55	\$ 36.65	
Kennebec County	13						
Washington County	6	H	\$ 26.62	\$ 24.26	\$ 27.41	\$ 34.35	
Oxford County	21	H	\$ 28.16	\$ 25.87	\$ 28.58	\$ 29.42	
Sagadahoc County	12	H		\$ 29.77	\$ 35.14	\$ 36.77	
Penobscot County	28	H	\$ 35.20	\$ 29.79	\$ 32.32	\$ 36.36	
Piscataquis County	6	H	\$ 28.87				
York County	14	H	\$ 34.95	\$ 28.73	\$ 36.05	\$ 43.36	
Franklin County	7	H	\$ 30.20				
Waldo County	13	H	\$ 35.11	\$ 28.24	\$ 34.36	\$ 37.91	
Position Total, Compensation & Tenure Averages:	147	H	\$ 31.81	\$ 27.96	\$ 32.44	\$ 36.51	
Civil Process Server/Deputy							
Aroostook County	5	H	\$ 22.96	\$ 16.11	\$ 19.23	\$ 22.96	
Somerset County	1	H	\$ 24.31				3
Kennebec County							
Washington County	4	H	\$ 21.77				
Oxford County	2	H	\$ 28.16	\$ 25.87	\$ 28.58	\$ 29.42	
Sagadahoc County							
Penobscot County	5	H	\$ 36.36				
Piscataquis County							
York County	3	H	\$ 26.30	\$ 24.50	\$ 26.71	\$ 28.92	
Franklin County	1	H	\$ 26.97				
Waldo County	1	H	\$ 24.54				3
Position Total, Compensation & Tenure Averages:	22	H	\$ 26.42	\$ 22.16	\$ 24.84	\$ 27.10	3
Sheriff's Office Administrative Assistant							
Aroostook County	2	H	\$ 25.32	\$ 17.76	\$ 21.20	\$ 25.32	

Somerset County	3	H	\$ 26.82	\$ 25.90	\$ 26.82	\$ 30.75	
Kennebec County	1	H	\$ 20.19				7
Washington County	1	S	\$ 32.40				38
Oxford County	2	H	\$ 25.13	\$ 21.68	\$ 22.99	\$ 25.13	7
Sagadahoc County	2	H					
Penobscot County	1	H		\$ 26.28	\$ 29.58	\$ 32.48	1
Piscataquis County	1	H	\$ 30.22	\$ 21.66	\$ 25.94	\$ 30.22	20
York County	1	H	\$ 32.89				22
Franklin County	1	H	\$ 26.46	\$ 20.37	\$ 25.94	\$ 31.50	1
Waldo County	1	H	\$ 27.32	\$ 23.18	\$ 25.82	\$ 27.84	8
Position Total, Compensation & Tenure Averages:	16	H	\$ 27.42	\$ 22.40	\$ 25.47	\$ 29.03	13
Dispatcher							
Aroostook County	6	H	\$ 24.12	\$ 21.04	\$ 27.77	\$ 32.23	
Somerset County	15	H	\$ 26.80	\$ 22.38	\$ 26.80	\$ 32.29	
Kennebec County							
Washington County	16	H	\$ 26.20	\$ 22.19	\$ 26.43	\$ 28.63	
Oxford County	14	H	\$ 24.80	\$ 22.38	\$ 25.72	\$ 27.07	
Sagadahoc County	16	H	\$ 32.58	\$ 26.29	\$ 32.58	\$ 38.88	
Penobscot County	31	H		\$ 25.72	\$ 28.41	\$ 32.23	
Piscataquis County	9	H	\$ 25.20	\$ 21.25	\$ 26.05	\$ 30.85	
York County							
Franklin County	12	H	\$ 23.89	\$ 20.22	\$ 24.58	\$ 28.93	
Waldo County	12	H	\$ 27.91	\$ 20.88	\$ 27.55	\$ 30.63	
Position Total, Compensation & Tenure Averages:	131	H	\$ 26.44	\$ 22.48	\$ 27.32	\$ 31.30	
CORRECTIONS							
Jail Administrator							
Aroostook County	1	S	\$ 44.42	\$ 31.16	\$ 37.20	\$ 44.42	12
Somerset County	1	S	\$ 45.00				1
Kennebec County	1	S	\$ 43.57				17
Washington County	1	S	\$ 39.80				10
Oxford County	1	S	\$ 44.63	\$ 38.49	\$ 40.84	\$ 44.63	8
Sagadahoc County							
Penobscot County	1	S	\$ 47.14	\$ 42.91	\$ 44.21	\$ 47.14	31
Piscataquis County	1	S	\$ 41.07				0
York County	1	S	\$ 48.08				
Franklin County	1	S	\$ 40.96	\$ 26.48	\$ 33.72	\$ 40.96	22
Waldo County	1	S	\$ 34.94	\$ 28.70	\$ 31.06	\$ 34.94	22
Position Total, Compensation & Tenure Averages:	10	S	\$ 42.96	\$ 33.55	\$ 37.41	\$ 42.42	14
Assistant Jail Administrator							
Aroostook County	1	S	\$ 40.39	\$ 28.33	\$ 33.82	\$ 40.39	3
Somerset County	1	S	\$ 40.38				1
Kennebec County	1	S	\$ 38.63				18
Washington County							
Oxford County	1	S	\$ 38.60	\$ 33.30	\$ 35.32	\$ 38.91	2
Sagadahoc County							
Penobscot County	2	S	\$ 44.88	\$ 39.65	\$ 41.47	\$ 44.88	21
Piscataquis County							
York County							
Franklin County	1	S	\$ 34.70	\$ 22.44	\$ 28.57	\$ 34.70	21
Waldo County	VACANT	H		\$ 36.20	\$ 39.18	\$ 44.07	
Position Total, Compensation & Tenure Averages:	7	S	\$ 39.60	\$ 31.98	\$ 35.67	\$ 40.59	11
Corrections Adm Support Sergeant							
Aroostook County	1	H	\$ 32.57	\$ 23.49	\$ 30.99	\$ 35.98	8
Somerset County	1	H	\$ 35.27				17
Kennebec County	1	S	\$ 28.12				6
Washington County							
Oxford County	1	H	\$ 28.35	\$ 25.23	\$ 27.23	\$ 28.35	
Sagadahoc County							
Penobscot County							
Piscataquis County							
York County							
Franklin County							
Waldo County							
Position Total, Compensation & Tenure Averages:	4	H	\$ 31.08	\$ 24.36	\$ 29.11	\$ 32.17	10
Community Corrections Program Supervisor							
Aroostook County	1	S	\$ 30.34	\$ 21.28	\$ 25.41	\$ 30.34	2
Somerset County	1	H	\$ 28.50				8
Kennebec County							
Washington County							
Oxford County							

Sagadahoc County								
Penobscot County	1	H	\$ 35.38	\$ 30.51	\$ 33.55	\$ 37.85	19	
Piscataquis County								
York County								
Franklin County								
Waldo County	1	H	\$ 34.47	\$ 25.32	\$ 30.22	\$ 34.47	19	
Position Total, Compensation & Tenure Averages:	4	H	\$ 32.17	\$ 25.70	\$ 29.73	\$ 34.22	12	
Corrections Sergeant								
Aroostook County	4	H	\$ 31.37	\$ 23.49	\$ 30.99	\$ 35.98		
Somerset County	14	H	\$ 27.60	\$ 24.15	\$ 27.60	\$ 33.81		
Kennebec County	3	H	\$ 28.20					
Washington County	3	H	\$ 30.49	\$ 24.19	\$ 28.43	\$ 30.63		
Oxford County	3	H	\$ 25.96					
Sagadahoc County								
Penobscot County	3	H	\$ 25.86	\$ 30.51	\$ 33.55	\$ 37.85		
Piscataquis County	1	H	\$ 32.83	\$ 22.92	\$ 27.88	\$ 32.83	20	
York County	3	H	\$ 32.86	\$ 28.94	\$ 32.14	\$ 35.33		
Franklin County	5	H	\$ 28.30	\$ 23.90	\$ 27.31	\$ 30.71		
Waldo County	5	H	\$ 33.18	\$ 25.32	\$ 30.22	\$ 34.47		
Position Total, Compensation & Tenure Averages:	44	H	\$ 29.66	\$ 25.43	\$ 29.76	\$ 33.95	20	
Corrections Officer								
Aroostook County	25	H	\$ 23.74	\$ 21.04	\$ 27.77	\$ 32.23		
Somerset County	42	H	\$ 23.50					
Kennebec County	48	H	\$ 23.33	\$ 21.65	\$ 25.62	\$ 29.58		
Washington County	14	H	\$ 24.95	\$ 22.19	\$ 26.43	\$ 28.63		
Oxford County	14	H	\$ 24.33					
Sagadahoc County								
Penobscot County	44	H	\$ 25.86	\$ 21.69	\$ 24.14	\$ 27.09		
Piscataquis County	14	H	\$ 22.97	\$ 20.34	\$ 24.61	\$ 28.87		
York County	44	H	\$ 25.79	\$ 23.32	\$ 28.71	\$ 34.09		
Franklin County	10	H	\$ 24.65	\$ 21.89	\$ 25.56	\$ 29.22		
Waldo County	13	H	\$ 26.57	\$ 21.92	\$ 25.89	\$ 29.43		
Position Total, Compensation & Tenure Averages:	268	H	\$ 24.57	\$ 21.76	\$ 26.09	\$ 29.89		
UNORGANIZED TERRITORIES								
Unorganized Territories Services Director								
Aroostook County	1	S	\$ 39.47	\$ 31.16	\$ 37.20	\$ 44.42	0	
Somerset County	1	S	\$ 32.19				24	
Kennebec County								
Washington County	1	S	\$ 26.44				1	
Oxford County	1	H	\$ 36.12	\$ 31.16	\$ 33.05	\$ 36.12		
Sagadahoc County								
Penobscot County	1	S	\$ 36.39	\$ 29.57	\$ 32.00	\$ 36.39	12	
Piscataquis County								
York County								
Franklin County	1	S	\$ 57.70				1	
Waldo County								
Position Total, Compensation & Tenure Averages:	6	S	\$ 38.05	\$ 30.63	\$ 34.08	\$ 38.98	8	

Proposed 3% Increase for Nonunion Including Rebalance among Grades

Position	Grade	Step	Hourly Rate	Current Annual Salary	Grade	New Step	FY26 Proposed Rate 3%	FY26 Proposed Salary 3%
Commissioners Secretary (PT) (14)	4	8	\$ 21.34	\$ 15,535.52	4	9	\$ 25.16	\$ 18,313.17
Custodian	4	8	\$ 21.34	\$ 44,387.20	4	9	\$ 25.16	\$ 52,323.35
Administrative Assistant	5	15	\$ 31.50	\$ 65,520.00	5	15	\$ 33.14	\$ 68,922.20
Bookkeeper	6	1	\$ 22.47	\$ 46,737.60	6	2	\$ 24.89	\$ 51,771.19
EMA Deputy Director	7	7	\$ 27.50	\$ 57,200.00	7	7	\$ 31.94	\$ 66,436.32
Trial Assistant I	4	15	\$ 26.16	\$ 54,412.80	4	15	\$ 29.95	\$ 62,295.07
Sheriff Admin. Assistant	5	9	\$ 26.46	\$ 55,036.80	5	10	\$ 28.65	\$ 59,597.41
Trial Assistant II	5	8	\$ 26.46	\$ 55,036.80	5	9	\$ 27.83	\$ 57,889.67
Facilities Manager	6	10	\$ 29.19	\$ 60,715.20	6	11	\$ 32.33	\$ 67,255.11
Deeds Deputy (32.5)	5	13	\$ 29.72	\$ 50,226.80	5	14	\$ 32.19	\$ 54,394.65
Food Service Supervisor	6	12	\$ 30.94	\$ 64,355.20	6	13	\$ 34.27	\$ 71,281.69
Probate Deputy (32.5)	5	15	\$ 31.50	\$ 53,235.00	5	15	\$ 33.14	\$ 55,999.29
County Administrator				\$ 115,000.00				\$ 118,450.00
Chief deputy	9	15		\$ 91,809.02	9	15		\$ 99,572.70
HR Director/ Deputy Admin/UT MGR	9	12		\$ 84,140.73	9	13		\$ 93,948.01
Lieutenant Patrol	9	15		\$ 85,187.84	8	15		\$ 91,288.79
Lieutenant CDI	9	15		\$ 85,187.84	8	15		\$ 91,288.79
Jail Admin	9	15		\$ 85,187.84	8	15		\$ 91,288.79
EMA Director	9	15		\$ 85,187.96	8	15		\$ 91,288.79
IT Director	9	15		\$ 85,187.96	8	10		\$ 78,937.92
IT Specialist	7	5		\$ 62,418.26	7	7		\$ 65,779.83
Assistant Jail Admin	8	15		\$ 72,184.41	7	15		\$ 83,004.87
Communications Director	9	12		\$ 80,375.62	8	13		\$ 86,132.04
Office Admin DA	6	15		\$ 70,214.50	6	15		\$ 75,549.34

3% Increase

Current \$ 1,624,480.90

New \$ 1,753,008.96

Cost \$ 128,528.06

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

The highlighted information indicates current rate

COLA Explained:
3% COLA plus 1.5% for step

Current	Proposed	Cost
\$ 12,000.00		
\$ 38,361.18	\$ 45,965.00	\$ 7,603.82
\$ 18,540.08	\$ 22,419.00	\$ 3,878.92
\$ 58,643.00	\$ 61,281.94	\$ 2,638.94
\$ 55,330.60	\$ 59,842.90	\$ 4,512.30
\$ 97,632.08	\$ 107,889.60	\$ 10,257.52

Total Cost excluding Commissioners \$ 28,891.50

Fringe Benefits Comparison

Fringe Benefit Type	Franklin County	Oxford County	Somerset County
Medical Plan (Best)	POS-C (Acadia) Max Value \$30,997.90	POS-C (Acadia) Max Value \$29,174.50	POS-200 (Baxter) Max Value \$30,213.24
Medical Insurance (Individual)	100% employer paid	100% employer paid	100% employer paid
Medical Insurance (Dependent)	85% employer paid	80% employer paid	75% employer paid
Medical Insurance (Buyout)	\$12,193.20 annually (75% premium cost)	\$4,000 annually	\$7,800 annually
Dental	Employee funded	Employee Funded	Employer funded for individual, employee funded for dependent coverage
Vision	Employee funded	Employee Funded	Employee funded
Short Term Disability	Employee funded	Employee Funded	Employee funded
Life Insurance	Basic coverage with health enrollment. Employee funded for additional coverage	Basic coverage with health enrollment. Employee funded for additional coverage	Basic coverage with health enrollment. Employee funded for additional coverage
Retirement	MainePERS AC Plan OR 457b with up to 6% match	MainePERS AC Plan OR 457b with up to 3% match	Mainepers AC plan or 457b with up to 7.5% match
Holidays	13 paid holidays	13 paid holidays	14 paid holidays
	*Begin with 3 weeks of time off minus months not employed within the year	*Begin with 3 weeks of time off	*Begin with 1 week of time off
	*Increase at 4 years	*Increases 1 week after 5 years	*Increases to 2 weeks after 1 year
	*Max at 6 weeks	*Max of 5 weeks	*Increases to 4 weeks after 5 years
Vacation	*Max carry forward of 100 hours	*Max carry forward of 120 hours	*Max of 6 weeks
			*Carry forward of 120 hours.
Sick	Cap at 480, no pay out	Cap at 720, those above the cap receive 50% of that time paid out EOY, 50% paid out when they leave employment.	No cap, no pay out.
Personal Days	No personal days	3 days	1 personal day per 6 month period if no sick time used

Questions from Commissioner Saviello

1. Can we have the "step" table explained". How it was put together, how it was review, how it was approved, How does it work? We follow the Salary Administration Policy which works concurrently with the structure. Grades are designed by level of responsibility, like positions are put on the same grade. The steps within a grade represent years of service. Employees receive prior years of relevant work experience toward their steps within their grade. Once an employee has worked for FC, for 15 continuous years, they receive a longevity stipend of \$1.00 per hour in addition to their regular rate/salary. Please reference the policy for more detailed information.

Process: Annually, beginning in late December, Administration/HR collects comparative data from like size counties (MMA/MCCA salary surveys) and provides the Commissioners with a couple of options for annual increases. The Commissioners vote to implement the option of their choosing in a public meeting sometime during the early stages of budget preparation.

2. Who is in what grades? Refer to the current rates document.
3. What are the present employees' salaries now? Refer to the current rates document. These are not listed by employee, rather position within the county.
4. What budgets do the salaries come from? For example: County account, UT account, TIF account, grants etc: by dollar amounts. Each department has their own salary and benefits budget line. The County Administrator's salary is split 3 ways; 1/3 each from the TIF, Commissioners, and UT. The HR Director's salary is split 1/3 UT and 2/3 Commissioners. The Administrative Assistant in the Commissioners office is 1/3 Treasurer, 1/3 Commissioner, and 1/3 UT.

Model # 3

1. I think I understand Model #3 with a 3% increase (elected officials separate), however, I would like the details and breakout for each position described under the total costs. Refer to the 3% Proposed Increase with Rebalance of Grades document.
2. I would like to know what employees receive and what salary. I do not care if it is by name; by position would be fine. This is a duplicate question, answered above and in the attached document.

Questions from Commissioner Saviello

3. I would like more salary details on the Probate Judge and Register, Treasurer, and sheriff. I am confused by the table. Am I correct by saying the yellow highlighted is the present salary for the elected officials? An explanation of this table would be helpful.

You are correct, the highlighted fields indicate current salaries for the elected officials. All positions, with the exception of the Deeds Register are below market currently. The proposal for those in elected positions was to bring them to market average which is what you will see the year immediately following this. For any remaining years of their term, you will see a calculation of 3% COLA applied.

Other:

1. I would like to know the benefit package value. The value of the health insurance coverage for the highest level, family coverage is \$22,548.48. The cost to employees for family coverage is \$3,979.20 annually. For those who are grandfathered under the old benefits plan, the value is \$19,557.60. Under the old benefits design, employees received a set amount of flex dollars which could be applied to health, dental, vision, IPP, life, and 457. If employees applied all of the "flex benefit dollars" to their family insurance, the cost to the employee out of pocket is \$16,910.52. Those who take the family coverage moved to the lower cost, new option, however a majority of employees who only need individual health coverage remain under the grandfathered plan.
2. I would like to know the retirement value. This varies as it depends on the employees earnings. The current nonunion employer rate is 9.9% for MainePERS. The nonunion employee rate is 6.75% or 7.5% depending on their retirement age.
3. I would like the comparison to Oxford, Somerset and Piscataquis county. A comparison of wages can be found on the wage study documents. A comparison of the fringe benefits is listed on