

## Minutes

**PRESENT:** Commissioner Carlton, Commissioner Fowler, Commissioner Gilbert, Commissioner Saviello, and Commissioner Skolfield

The meeting was held via: Zoom

**Franklin County Commissioners' Meeting  
February 10, 2026**

The meeting was called to order by Commissioner Carlton at 1:00 p.m.

**AUDIENCE:** Mt. Blue T.V, Earl Martin, Nathan Hiltz, Janet White, Doug Hiltz, LeeAnn Dalessandro, Dennis O'Neil, Richard Morton, Louise Hiltz, Sue Pratt, David Rackliff, Jake Nichols, Dave St. Laurent, Hart Daley, Ryan Close, Rupert Pratt, Karen Rea, Amy Bernard, Tiffany Baker, and Jamie Sullivan.

**ZOOM:** Donna Perry, Tiffany Maurai, Deeds, and Brad Timberlake.

**RECOGNITION:** Commissioner Carlton recognized Sam Moore from Carrabassett Valley for representing Franklin County at the Olympics as a member of the U.S. Ski Team.

**APPOINTMENTS:** None

### **NEW BUSINESS:**

- 1. HR Job Description** – The HR job description was revised to remove the Deputy County Administrator duties and change the title of the position. **Motion to accept the provision with the change in the commissioner's names for approval: Tom Saviello/Tom Skolfield (5/0).**
- 2. Cultural Evaluation – Employee Pay for Participation** – A discussion was had regarding paying the employees for participating in the cultural study. In order to maintain confidentiality of each participant, Tiffany suggested that the County blanket pay all employees for one hour of participation after the data collection phase of the evaluation is completed. **Motion to grant one hour of extra pay at the end of the initial evaluation by the HR evaluator: Tom Saviello/Tom Skolfield (3/2) Commissioner Gilbert and Commissioner Fowler.**
- 3. Jail – Board of Visitors Report** – The Board of Visitors Report was recently received, however, additional time is needed to review it in order to have a discussion regarding the concerns and recommendations. Major Daley indicated that after briefly going through the report they have met or rectified approximately 90% of the concerns they had. **Motion to Table until a March Commissioner's Meeting: Tom Saviello/Tom Skolfield (5/0).**

### **OLD BUSINESS:**

- 1. Kitchen Grease Trap Removal & Replacement Project – Jail – Award Bid** – Major Daley and the jail's maintenance manager reviewed the two bids that were received and

recommend awarding the project to H.E. Callahan based upon the details, flexibility and quality of the product they believe the county will receive at the end of the project. **Motion to award bid to H.E. Callahan and start negotiations with contractor to include two specific items, a drop-dead date and a fixed price contract and others as see fit during the conversation: Tom Saviello/Tom Skolfield (5/0).**

2. **MainePers – Study** – Major Rackliffe rescinded his request for this study, however there is still an outstanding request for the study from 2006 to 2013 for the buyback of years for the 4 employees. The cost of the buyback is \$248,842. Information provided by MainePers indicated that this is all or nothing and 100% on the county if the Board decides to proceed forward. The Board cannot negotiate any cost to the employee, and the burden would be on the County and taxpayers. Major Rackliffe requested an executive session to discuss the matter to which Amy indicated that this was a public matter concerning money. Commissioner Carlton indicated they would look into this matter and come back hopefully by the next meeting with a decision as to the matter being discussed in an executive session or an open meeting. Major Rackliffe requested time to prepare if the matter was going to be done in public.
3. **County Administrator Evaluation – Approval – Motion to move forward in the review process using the forms provided: Tom Saviello/Tom Skolfield (5/0).** Commissioner's set Amy's review for March 23, 2026, at 9:00 a.m. Everyone will complete the evaluation and come together to discuss/review the information together.

**MISCELLANEOUS:**

1. Shawn O'Leary accepted the conditional offer for the HR Director position and will begin working on February 11, 2026.
2. Commissioner Gilbert indicated that at the meeting he attended earlier in the week, a discussion was held regarding a counties' ability to file bankruptcy. They are discussing requiring audits to be completed prior to receiving State and Federal funding.

**WARRANTS: County AP, Payroll & UT – Motion to sign Warrants: Tom Skolfield/Jeff Gilbert (5/0).**

**WORKSHOP:**

1. **Salary Structure** – A discussion was had regarding the salary compensation structure for county employees.

**ADJOURNMENT: Motion to adjourn at 4:24 p.m.: Tom Skolfield/Fen Fowler (5/0).**

A recording is available for this meeting.

  
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