

FRANKLIN COUNTY COMMISSIONERS MEETING AGENDA

LOCATION: Franklin County EOC, 120 County Way, Farmington

DATE AND TIME: March 17, 2026 @ 10:00 A.M.

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

Public Hearing - Pepins General Store Liquor License Renewal

RECOGNITION: Jake Nichols – IT Director – Employee Recognition

APPOINTMENTS:

NEW BUSINESS:

- 1. Administrator's Report**
- 2. Minutes**
- 3. Treasurer's Report**
- 4. Sheriff's Office – Purchase of Radios from Reserve Account**
- 5. Caribou Pond Dam- TIF Project repayment**
- 6. Personnel policy- 5.3 Annual Vacation Leave**
- 7. Abatements – Schedule Abatement Appeal Hearings**
- 8. District Attorney Request for Trial Assistant II**

OLD BUSINESS:

- 1. Legal question regarding Budget Committee statute**
- 2. Salary Structure- Set the COLA**
- 3. Acceptance of the Highway Safety Grant Funds**
- 4. Elected verses Appointed Treasurer's Position – Vote**
- 5. MEPRS Actuarial Study results vote**
- 6. Approval for HR Legal request**
- 7. Schedule Budget Review**

MISCELLANEOUS:

WARRANTS: County AP & UT

ADJOURNMENT:

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

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

PAM PRODAN, TREASURER – Report March 17, 2026, Franklin County Commissioners mtg.

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

General Fund Operating Cash \$2,366,748.64

General Fund Payroll Cash \$144,956.15

General Fund CDARS \$0.00

ARPA Fund Cash \$961,120.66

UT General Fund Cash \$287,307.07

UT General Fund CDARS \$0.00

UT TIF Fund Cash \$2,499,158.08

UT TIF CDARS: \$2,031,356.71

Interest rates

General Fund Operating Cash 3.25% as of 2/28/2026 invested w/Intrafi Cash Service at Androscoggin Savings

ARPA Fund Cash 2.65% as of 2/28/2026 invested w/ Intrafi Cash Service at Frankin Savings

UT General Fund Cash 3.25% as of 2/28/2026 invested w/Intrafi Cash Service at Androscoggin Savings

UT TIF Fund Cash 3.25% as of 2/28/2026 invested w/Intrafi Cash Service at Androscoggin Savings

UT TIF CDARS 6-month 3.19845% maturity date of 8/27/2026 invested at Androscoggin Savings

Town Tax Payments

The second payment of a municipality's County Tax of fifty percent (50%) was due on or before February 1, 2026. A total of \$4,814,251.00 was due. Interest will begin April 1, 2026. See next page for the current payments.

Warrants

AP Warrants for signatures 3/17/2026 (warrants may not be finalized as of this writing)

AP County Warrant \$338,160.01

AP UT Warrant \$3,656.19

AP ARPA Warrant \$7,587.50

Payroll Warrant \$233,573.66 ck date 3/12/2026

County Taxes 2nd Half FY 26 paid as of 03-13-2026 by municipalities of Franklin County:

AVON	\$45,432.00	
CARRABASSETT VALLEY	\$1,000,377.00	1/29/2026
CARTHAGE	\$70,579.50	2/17/2026
CHESTERVILLE	\$125,216.50	1/23/2026
COPLIN PLANTATION	\$47,238.50	2/19/2026
DALLAS PLANTATION	\$160,853.50	1/27/2026
EUSTIS	\$198,540.00	1/13/2026
FARMINGTON	\$603,123.00	1/27/2026
INDUSTRY	\$111,114.50	1/13/2026
JAY	\$338,345.00	2/17/2026
KINGFIELD	\$146,508.50	1/15/2026
NEW SHARON	\$108,752.50	1/23/2026
NEW VINEYARD	\$97,186.00	2/9/2026
PHILLIPS	\$98,019.50	3/3/2026
RANGELEY	\$676,064.50	2/19/2026
RANGELEY PLANTATION	\$244,736.50	
SANDY RIVER PLANTATION	\$168,148.00	1/29/2026
STRONG	\$98,575.50	1/22/2026
TEMPLE	\$45,362.50	12/15/2025
WELD	\$129,002.50	1/29/2026
WILTON	\$301,075.50	1/22/2026
TOTAL DUE ON 2ND PMT	\$4,814,251.00	
TOTAL paid by 2/13/2026	\$4,524,082.50	
OUTSTANDING 2/13/2026	\$290,168.50	
UNORGANIZED TOWNSHIPS	\$565,195.00	10/14/2025 paid for full fiscal year

**County Commissioner's Meeting
Agenda Discussion and Analysis
March 17, 2026**

RECOGNITION: Recognition is given to **Richard Wilde** for successfully completing his probationary period. Richard has demonstrated strong technical skills, professionalism, and a commitment to supporting the County's IT operations. His work during the probationary period has shown reliability, responsiveness, and a positive contribution to the team, and we look forward to his continued success in the role.

APPOINTMENTS:

NEW BUSINESS:

Administrator's Report

- We have filed our estimated quantity of rock salt needed for FY26-27 season with AVCOG for the UT.
- The County Administrator has signed the Certificate of Opioid Settlement for Six Remnant Defendants. The amount was not disclosed in the documents, one that is disclosed I will notify the board.
- The week of April 20th The Board may want to consider rescheduling as the County Administrator and HR Director are on vacation.
- County Received a settlement agreement for the Six Remanent Defendants Opioid Settlement; no amounts on this one yet, but the County will receive more funds.
- The Risk Pool is planning to fund regional driver safety/liability training sessions; Sheriff Office has some ID for attendance
- MCCA Conference will be at Sunday River Resort September 22-25, 2026
- UT complaint about missing street signs on Gilkie Hill and Cook Hill both sides.
- RFP for permitting of the Plog Property is being posted this week

Recommendation: Motion to accept the Administrator's Report.

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

Recommendation: Motion to approve March 3, 2026, and March 6, 2026, Minutes.

Treasurer's Report: Included in the Packet

Recommendation: Motion to accept the Treasurer's Report.

Sheriff's Office – Purchase of Radios from Reserve Account

Comments: The Franklin County Sheriff's Office has requested approval to use \$28,633.28 from the Sheriff's Office Capital Reserve account to purchase and install eight new Kenwood 110-watt vehicle radios to replace aging and non-functional units in patrol vehicles. Several current radios are either no longer working or are more than 20 years old and beyond their expected service life. Four competitive bids have been obtained, and the Sheriff's Office recommends purchasing through Island Tech Services (ITS), the county's current vehicle outfitter, as their bid includes installation and will better support future vehicle equipment changes. A copy of the request along with the quotes can be found in your packet.

Recommendation: Motion: To approve the purchase of four new Kenwood 110-watt vehicle radios from Island Tech Services (ITS), in the amount of \$28,633.28, to be taken out of the Sheriff's Office Capital Reserve Account.

Caribou Pond Dam- TIF Project repayment

Comments: In 2023, questions regarding the Caribou Pond Dam project, which was under a formal agreement from 2020, were brought to the Commissioners. Sugarloaf representatives met with the Commissioners to provide an update and stated that they were reworking the project.

The prior Commissioners directed the County Administrator to meet with Sugarloaf to discuss potential amendments to the project agreement. During those discussions, it became clear that there were no viable amendments that could be made to continue the project as originally proposed. Sugarloaf then inquired about the possibility of applying for a new project.

The Caribou Pond Dam project was ultimately determined to be not viable due to the high cost of accessing the site. The project would have required replacement of several bridges and other infrastructure improvements, making it financially impractical.

Once this determination was made, the County Administrator reviewed the invoices submitted for reimbursement and found that many of the invoices were for costs incurred prior to the County's formal agreement with Sugarloaf in 2020. Additionally, invoices continued to be submitted after it was determined that the project was not viable.

The County sent this concern to the County Attorney, which she agreed that only invoices that meet the agreement are permissible. The County Administrator and Commissioner Carlton met with Sugarloaf representatives to discuss repayment of the TIF funds and requested documentation showing that Sugarloaf had contributed any of its own funds toward the project; however, that documentation has not been produced.

The County issued an invoice to Sugarloaf for **\$221,771.43** in September 2024 and again in December 2024. At the last meeting with Sugarloaf agreed to repay **\$69,547.79**, and the County has received those funds.

Since this is a new Board of Commissioners, and it is uncertain whether Sugarloaf intends to continue making payments toward the remaining balance, the Commissioners are asked how they would like to proceed.

Recommendation:

Personnel policy- 5.3 Annual Vacation Leave

Comments: Following the recent hiring of the Bookkeeper, Facilities Manager, and HR Director, requests have been made for previously scheduled vacation time. The current personnel policy does not allow flexibility for newly hired employees to take paid time off within their first 120 days of employment.

To address this situation, the HR Director has drafted additional language in **Section 5.3.2** that would provide the County Administrator with the flexibility to approve previously scheduled vacation time for new employees during their initial 120-day period.

This change would also serve as a recruitment tool, allowing the County to be more competitive and flexible when attracting qualified candidates who may already have previously scheduled commitments.

The Commissioners are asked to review the proposed language and determine whether they would like to approve the amendment to the personnel policy.

Recommendation: Motion: Move to approve the amendment to the Franklin County Personnel Policy, Section 5.3.2, allowing the County Administrator the discretion to approve vacation leave for newly hired employees within their first 120 days of employment.

Abatements – Schedule Abatement Appeal Hearings

Comments: The County has received two requests for Abatement Appeal Hearings. The Attorney has requested at least a two-week advance notice prior to the hearing to review documents and prepare the Memorandum. Attorney Libby is available as follows:

- April 1st through April 9th;
- April 14th through April 15th;
- April 27th through April 30th.

Recommendations: Motion to schedule Abatement Appeal Hearing on
_____ at _____ a.m./p.m.

District Attorney Request for Trial Assistant II

Comments: The District Attorney, **Neil McLean**, met with the County Administrator to provide an update on the search for a replacement for the outgoing Trial Assistant. The leading candidate would require a four-step increase on the County's salary scale for the position to be competitive with the State's pay for similar roles. The District Attorney plans to attend a Commissioners meeting to request approval to hire the new employee at the same salary step as the outgoing Trial Assistant.

Recommendation: None at this time

OLD BUSINESS:

Legal question regarding Budget Committee statute

Comments: Commissioner Saviello drafted a document requesting legal guidance from the County Attorney regarding the Franklin County Budget Advisory Committee under Title 30-A §§873–874. The questions seek clarification on the proper process for calling

district caucuses to elect committee members and whether a caucus may be convened if a member resigns or is no longer serving as a municipal officer.

The request also asks whether the current structure of the Budget Advisory Committee complies with the constitutional principle of "one person, one vote," particularly since the committee may have binding authority over the County budget. Additionally, guidance is requested on whether the statute should be amended to change committee representation and whether there is a way to provide representation for the Unorganized Territories, which do not have municipal governments but contribute significantly to the County tax base.

The Commissioners are seeking the County Attorney's legal opinion on these questions and any recommendations for statutory changes if needed.

Recommendation: Motion: Move to authorize the County Administrator to submit Commissioner Saviello's questions regarding the Budget Advisory Committee statute to the County Attorney for legal review and guidance.

Salary Structure- Set the COLA

Comments: The Commissioners must decide whether to approve a Cost-of-Living Adjustment (COLA) for staff in order to finalize the budget. At the last meeting, the options discussed were 2.85% COLA presented by Commissioner Saviello or a 3.3% COLA presented by Administration per personnel policy. The Commissioners will need to determine which option, if any, to adopt so the final personnel costs can be incorporated into the completed budget. The packet includes the salary structure reflecting both options for review. The Board should also discuss whether the same COLA adjustment should be applied to the elected officials' salary structure.

Recommendation: Establish a COLA of ___% for FY27 non-union employees.

Acceptance of the Highway Safety Grant Funds

Comments: The County has received notification that the Sheriff's Office has been awarded a **Highway Safety Grant**. At this time, the County has not yet received the official grant award documentation. During the last meeting, it was indicated that the grant amount is expected to be approximately **\$16,232**.

This agenda item is to inform the Commissioners of the award and request acceptance of the grant funds once the official documentation is received.

Recommendation Motion: Move to accept the Highway Safety Grant funds awarded to the Franklin County Sheriff's Office in the approximate amount of **\$16,232**, pending receipt of the official grant award documentation.

Elected versus Appointed Treasurer's Position - Vote

Comments: The next step is for officials to review the potential transition from an elected Treasurer to an appointed Finance Director/Treasurer and determine whether the question should be placed before voters. This involves considering the advantages—such as professional financial expertise, stronger financial oversight, and improved long-term financial planning—alongside the drawbacks, including higher salary and benefit costs, transition and training expenses, and reduced direct voter oversight. Commissioners must also evaluate budget impacts, develop an appropriate salary structure to attract qualified candidates, and plan for a transition period where existing business services may still be needed. After reviewing these factors, the Board can decide whether to move forward with placing the proposal on the ballot for voter approval.

Recommendation: N/A

Approval for HR Legal request

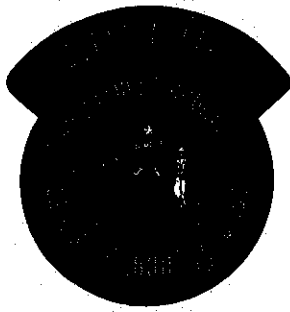
Comments: The document recommends granting the County Administrator authority to seek legal counsel for Human Resources matters without needing prior approval from the County Commissioners. HR issues such as employee discipline, workplace investigations, union contract interpretation, accommodation requests, and employment law compliance can involve legal risk and often require timely and confidential action. Because the Commissioners meet only every two weeks, requiring their approval before consulting legal counsel could delay investigations, disciplinary decisions, and legal guidance, increasing the County's exposure to grievances, arbitration, or litigation. Allowing the Administrator to initiate legal review when risks arise would support timely decision-making, ensure compliance with employment laws and collective bargaining agreements, and strengthen risk management, while maintaining transparency through regular updates to the Commissioners.

Recommendation: Motion: I move that the County Commissioners authorize the County Administrator to seek legal review and consultation on Human Resources matters involving potential legal risk, labor contract implications, or employee rights concerns, with the understanding that the Administrator will provide regular updates to the Commissioners to maintain transparency and oversight.

Schedule Budget Review

Comments: Look at your calendars for the Commissioners' review, this typically takes 2-5 hours, so I suggest the Budget Review at a separate meeting.

Recommendation: Motion: set a date and time.



Franklin County Sheriff's Office

Scott R. Nichols, Sheriff

Steve Lowell, Chief Deputy

Business Office: (207) 778-2680

Toll Free: (800) 773-2680

Fax: (207) 778-9064

120 County Way, Suite 1

Farmington, ME 04938

March 9, 2026

TO: County Commissioners

FROM: Major David Rackliffe

REGARDING: Use of Sheriff's Office Capital Reserve to purchase new vehicle radios

Good day gentlemen,

We have sought and received four competitive bids to begin rolling out new cruiser radios to replace the oldest and one non-functioning cruiser radios. The radio in Chief Lowell's cruiser was a remanufactured radio we purchased last year and within six months it was no longer working. When we sought support from the vendor we found that there is no warranty on those remanufactured radios we had been purchasing and they cannot even be repaired any longer.

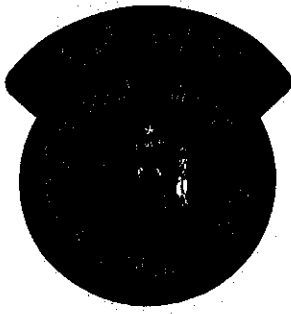
We also have seven radios which we acquired from the US military about 14 years ago. Those were used when we received them and they are now 20 years old and are well past their expected useful life.

The Sheriff's Office Capital Reserve account was established several years ago to accommodate such purchases for capital equipment. As of February 24, 2026, Bluestar Accounting reports that we have \$215,724 in that reserve account. I have attached an email from Bluestar with that information. That email also reflects the Vehicle Reserve account had \$269,045 on that date.

We are seeking funding in the amount of \$28,633.28 from the Sheriff's Office Capital Reserve account to purchase EIGHT new Kenwood 110 Watt radios. We received four quotes from vendors. One vendor quoted Motorola radios and three quoted the same Kenwood radio. The Motorola quote from Whitten's 2-Way in Brewer, Maine is \$21,600 for four radios (\$5,400.00 each) WITHOUT installation. We did evaluate replacing fewer radios (4 now and 4 later) but the purchase of 8 now saves over \$3000, almost the cost of one of the radios.

The remaining three quotes are all for identical radio systems from Kenwood:

ITS (Our current vehicle upfitter in Levant) bid for EIGHT radios INSTALLED (\$3,579.16 each) - for a total of \$28,633.28.



Franklin County Sheriff's Office

Scott R. Nichols, Sheriff

Steve Lowell, Chief Deputy

Business Office: (207) 778-2680

Toll Free: (800) 773-2680

Fax: (207) 778-9064

120 County Way, Suite 1
Farmington, ME 04938

Communication Consulting bid for 8 radios. Installation is NOT AVAILABLE - (\$3,704.70 each). For a total of \$29,637.60 PLUS INSTALLATION

Yankee Communications bid for EIGHT radios INSTALLED (\$3,550.34 each) – for a total of \$28,402.72.

While all three bids are competitive and close, we believe that ITS, our current vehicle upfitter, is the best option for this purchase and installation. Their bid is a total of \$230.56 more than the lowest bid.

We respectfully request approval for \$28,633.28 from the Sheriff's Office Capital Reserve account to purchase 8 new Kenwood 110 watt radios, to include installation from Island Tech Services, our current vehicle upfitter. We believe the purchase of eight radios from Island Tech Services achieves the goal of replacing all the oldest and non-working radios this year. Future radio replacements should be rolled out more slowly as this administration has replaced some cruiser radios over the past decade through the normal budgeting process prior to the establishment of the Capital Equipment Reserve.

Major David Rackliffe

Attachments:

Island Tech Services Bid

Communication Consulting Service, Inc Bid – Installation NOT available

Yankee Communications Bid

Whitten's 2-Way Service Bid

Email from Bluestar showing Capital Reserve balances on 2/24/2026



Franklin County SO - Kenwood Radios

Quote #071353 v1

Prepared by:
Island Tech Services

Jeffery Coon
3454 Union St
Levant, ME 04456

P: (207) 814-9613
E: jcoon@itsg.us.com

Bill to:
Franklin County Sheriffs Office
(**ME**)

Gerald Maccione
123 County Way
Farmington, ME 04938

P: +12075784409
E:
GMaccione@franklincountymaine.gov

Ship to:
Franklin County Sheriffs Office
(**ME**)

Gerald Maccione
123 County Way
Farmington, ME 04938

P: +12075784409
E:
GMaccione@franklincountymaine.gov

Date Issued:

02.19.2026

Expires:

04.20.2026

Contract #:

Products		Price	Qty	Ext. Price
NX5700HBF	Kenwood KEN HIGH POWER NX-5700HBF (110W, 136-174 MHz) RF Deck Only	\$2,175.16	8	\$17,401.28
KENWOOD HIGH POWER KCH-20	FULL FEATURE KCH-20 HEAD 6AFMIG KMC-65M, KCH-20RM, KCT-71M2, KCT-23M4, KCT-72M, KES-5A, KCT-18, KMB-36	\$1,081.00	8	\$8,648.00
MLFML195-NC	PCTEL, Inc. 3/4" 6000 MHz Mount Coaxial cable, No Connector	\$34.75	8	\$278.00
SQ275	Surface Mount Ceiling Speaker	\$69.95	8	\$559.60
BB132R	LAIRD TE Connectivity Corporation 132-525 MHz Tunable Black Elastomer Spring, Unity	\$99.55	8	\$796.40
			Subtotal:	\$27,683.28

ITS Shipping		Price	Qty	Ext. Price
Shipping	Shipping	\$0.00	1	\$0.00
			Subtotal:	\$0.00

Installation		Price	Qty	Ext. Price
Vehicle-Upfit-Labor Rate	Installation - 2hrs/vehicle	\$118.75	8	\$950.00
			Subtotal:	\$950.00

Quote Summary	Amount
Products	\$27,683.28
Installation	\$950.00
Total:	\$28,633.28

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

WE SHALL NOT BE LIABLE FOR ANY LOSS OF PROFITS, BUSINESS, GOODWILL, DATA, INTERRUPTION OF BUSINESS, NOR FOR INCIDENTAL OR CONSEQUENTIAL MERCHANTABILITY OR FITNESS OF PURPOSE, DAMAGES RELATED TO THIS AGREEMENT. MINIMUM 15% RESTOCKING FEE WITH ORIGINAL PACKAGING. PANASONIC & GETAC PRODUCTS ARE BUILT TO ORDER AND NOT RETURNABLE.

A 3% PROCESSING FEE WILL BE ADDED TO ALL INVOICES PAID BY CREDIT CARD.



263 Neck Road
 Benton , Maine 04901
 207-453-2000

Estimate

Date	Estimate #
2/2/2026	EST25-316

Name / Address
Franklin County Sheriff's Office Franklin County Sheriff 123 County Way FARMINGTON, Maine 04938

Rep	Project

Item	Description	Qty	Rate	Total
NX-5700HBF Ke...	Kenwood Mobile VHF NX-5700HBF 100 Watt Mobile deck only	8	2,000.00	16,000.00
6AFMIG Kenwoo	Kenwood High Power Single Head Full Remote Mount Kit: KMC-65M, KCH-20RM, KCT-71M2, KCT-23M4, KC	8	1,000.00	8,000.00
422966 Antenna ...	Antenna Mount 3/4 25' MB8U25 422966	8	43.95	351.60
575850 Antenna	Antenna Mobile 132.525 MHz Elastomer Spring 575850	8	136.44	1,091.52
54771 PL259 Con...	Connector PL259 Male crimp-on, RG58 54771	8	5.95	47.60
Install Kit	Wire, Wire Connectors, Fuse, Taps, Fuses, and other non inventoried supplies	8	25.00	200.00
Labor Installation	Installation Tech 1 to Install New Kenwood Mobile radios in Cruisers @ 4 hours per car	32	85.00	2,720.00

Sales Tax (0.0%)	\$0.00
Total	\$28,402.72

**Communication Consulting
Service, Inc.**

PO BOX 224
Weld, ME 04285 US
(207) 831-3708
rdavol@ccsradio.com



Quotation

ADDRESS
Scott Nichols
Franklin County Sheriff Dept
123 County Way
Farmington, ME 04938

QUOTATION 1061
DATE 03/09/2026

DATE	DESCRIPTION	QTY	COST	AMOUNT
02/04/2026	Kenwood NX5700H 100 watt mobile radio	8	2,250.95	18,007.60
	KCH-20m remote head	8	675.95	5,407.60
	KRK-14 radio interface	8	179.95	1,439.60
	KCT-71 17 foot interface cable	8	78.95	631.60
	KMC-65 Microphone	8	58.95	471.60
	KES-5A speaker	8	69.95	559.60
	KCT-72 Accessory connection	8	41.95	335.60
	KCT-23M3 DC Power Cable 23 feet	8	60.95	487.60
	KMB-36 high power mounting bracket	8	84.70	677.60
	VHF FLEX ANTENNA	8	99.95	799.60
	ROOF MOUNT ANTENNA KIT	8	39.95	319.60
	Shipping, Handling and Insurance estimate. Actual charges or credits may be billed separately.	1	500.00	500.00

3 YEAR WARRANTY ON KENWOOD EQUIPMENT.

Installation not included.

Pricing subject to change due market fluctuations and tariffs.
Pricing will be confirmed at time of order.

SUBTOTAL	29,637.60
TAX	0.00
TOTAL	\$29,637.60

David Rackliffe

From: Marc Roy <marc@bluestarcpa.com>
Sent: Tuesday, February 24, 2026 10:27 AM
To: David Rackliffe
Cc: Karen Rea; Steve Lowell
Subject: RE: Equipment Reserve Accounts

Caution: External (marc@bluestarcpa.com)

First-Time Sender [Details](#)

[Safe](#) [Spam](#) [Phish](#) [More...](#)

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

Hi David,

Yes, there are some reserves:

- SO Capital Reserve - \$215,724
- SO Vehicle Reserve - \$269,045

Those balances are as of 1/31/26.

Let me know if you have any questions.

Marc

Marc R. Roy, CPA



PO BOX 31 • LEWISTON, ME 04243
(207) 844-1258 • www.bluestarcpa.com

From: David Rackliffe <DRackliffe@franklincountymaine.gov>
Sent: Tuesday, February 24, 2026 10:09 AM
To: Marc Roy <marc@bluestarcpa.com>



Franklin County, Maine

September 5, 2024

Karl Strand
Sugarloaf Mountain Corporation
5092 Access Road
Carrabassett Valley, Maine 04947

RE: Caribou Pond Dam Project

Dear Mr. Strand:

This letter is in follow-up to the meeting we had on May 29, 2024 with respect to the TIF funding you received for the Caribou Pond Dam Project pursuant to a signed Agreement between Franklin County, Maine and Sugarloaf Mountain Corporation dated March 6, 2020. At that meeting, you may recall the discussion we had regarding Sugarloaf Mountain Corporation reimbursing Franklin County funds that were misallocated. Enclosed please find an Invoice reimbursing Franklin County for the project. If you have any questions, please contact me.

Thank you for your attention to this matter.

Sincerely,

Amy Bernard
County Administrator

140 MAIN STREET, SUITE 3 · FARMINGTON, MAINE 04938 · (207) 778-6614

TERRY BRANN
District #1

LANCE HARVELL
District #2

BOB CARLTON
District #3

AMY BERNARD
County Administrator

ABernard@franklincountymaine.gov

County of Franklin
 140 Main Street, Suite 3
 Farmington, Maine 04938
 Phone 207-778-6614

INVOICE

DATE: SEPTEMBER 5, 2024

TO:
 Karl Strand
 Sugarloaf Mountain Corporation
 5092 Access Road
 Carrabassett Valley, Maine 04947

FOR:
 Reimbursement for TIF Funds

DESCRIPTION	AMOUNT
7/18/2018, Nickerson Buildings Movers – Move equipment	\$300.00
7/31/2018, Eagle Rental – Rental of Flair Mower	\$2,350.00
8/23/2018, Jordan Excavation – Move Excavator to Pond	\$250.00
9/04/2018, ECO Analysis – Biodiversity research, equipment prep...	\$38,070.60
9/05/2018, Jordan Excavation – Remove Excavator from Pond	\$250.00
10/01/2018, ECO Analysis – Equip. rental, fish tracking, meals, lodging ...	\$13,962.88
11/19/2018, CPM Constructors – New England Boring Inv. & Admin Fee	\$2,240.00
11/23/2018, ECO Analysis – Site monitoring, wetland plant inventory, tracking	\$20,780.78
12/06/2018, ECO Analysis – consulting & contractor meetings, data analysis	\$20,266.82
1/3/2019, ECO Analysis – Project planning, data analysis, equipment prep.	\$14,992.11
3/11/2019, CPM Constructors – Calderwood Inv., Site Survey, Project Management	\$8,910.47
4/10/2019, ECO Analysis - consulting & contractor meetings, data analysis	\$9,829.66
7/16/2019, ECO Analysis – Permitting Services	\$9,996.66
8/14/2019, ECO Analysis – Permitting Services	\$9,996.66
4/28/2021, VHB – Technical & Professional Services – Snowmaking	\$2,507.50
5/26/2021, VHB - Technical & Professional Services – Snowmaking	\$44,634.79
6/24/2021, VHB – Water Availability Modeling & Memorandum	\$2,641.25
7/22/2021, VHB - Modeling Memo, off-stream storage pipeline scenarios	\$1,368.75
8/17/2021, VHB - Regulatory/Strategy Consultation	\$171.25
9/17/2021, VHB – Meetings w/client & attys, water availability	\$1,243.75
8/09/2021, PretiFlahery – Professional Services – Boyne Resort Water Withdrawal	\$4,906.00

9/08/2021, PretiFlahery – Professional Services – Boyne Resort Water Withdrawal	\$2,100.00
10/07/2021, PretiFlahery – Professional Services – Boyne Resort Water Withdrawal	\$4,804.00
10/09/2021, VHB - Technical & Professional Services – Snowmaking	\$665.00
11/04/2021, Professional Services – Boyne Resort Water Withdrawal	\$1,200.00
12/07/2021, VHB – Snowmaking Watershed Mapping & Analysis	\$1,502.50
12/07/2021, PretiFlahery – Professional Services – Boyne Resort Water Withdrawal	\$1,830.00
TOTAL	\$221,771.43
<p>Make all checks payable to County of Franklin Payment is due within 30 days.</p> <p>IF YOU HAVE ANY QUESTIONS CONCERNING THIS INVOICE CONTACT: FRANKLIN COUNTY COMMISSIONER’S OFFICE</p>	

5.3. ANNUAL VACATION LEAVE

Annual Vacation Leave is credited to each employee on January 1 of each calendar year. Vacation leave is based on years of service with the County: Beginning on January 1, 2024, the employer shall place a newly hired probationary employee on the vacation schedule equivalent to the employee's prior relevant full-time experience. This language will be inclusive of current employees as of the date stated above.

Period of Employment	40 Hour Week	37.5 Hour Week	32.5 Hour Week
0-36 Months Completed (3 weeks)	120 hours	112.5 hours	97.5 hours
48-96 Months Completed (4 weeks)	160 hours	150 hours	130 hours
108-156 Months Completed (5 weeks)	200 hours	187.5 hours	162.5 hours
168 + Months Completed (6 weeks)	240 hours	225 hours	195 hours

2.) Vacation leave for new employees will be prorated in accordance with the table below. Upon completion of 120 days of continuous employment, an employee may use up to forty (40) hours of vacation time under the Earned Paid Leave (EPL) Law. The first 40 hours of vacation time used will be considered paid leave. The County Administrator, at their discretion, may authorize the use of vacation leave during the initial one hundred twenty (120) days of employment. The remaining balance of vacation time may be used upon completion of six (6) months of employment.

Date of Hire:	40 Hour Week	37.5 Hour Week	32.5 Hour Week
January	120 hours	112.5 hours	97.5 hours
February	110 hours	103.125 hours	89.375 hours

Current Account Status

R 160-6999 UT TIF - Misc Inc

0.00 = Budget
0.00 = Bud Adj

-69,574.79 = YTD Net

-69,574.79 = Balance

Per	Jrnl	Check	Date	Vendor-----	Description-----	RCB / Type	Debits	Credits
08	0161		08/27/25		08/27/2025 C/R	R CR	0.00	20,000.00
01	0688		01/16/26		01/16/2026 C/R	R CR	0.00	20,000.00
02	0738		02/09/26		02/09/2026 C/R TIF	R CR	0.00	29,574.79
Totals-							0.00	69,574.79

Monthly Summary

Month	--Regular Entries--		--Budget Entries--	
	Debits	Credits	Debits	Credits
August	0.00	20,000.00	0.00	0.00
January	0.00	20,000.00	0.00	0.00
February	0.00	29,574.79	0.00	0.00
Totals	0.00	69,574.79	0.00	0.00

5.3. ANNUAL VACATION LEAVE

Annual Vacation Leave is credited to each employee on January 1 of each calendar year. Vacation leave is based on years of service with the County: Beginning on January 1, 2024, the employer shall place a newly hired probationary employee on the vacation schedule equivalent to the employee's prior relevant full-time experience. This language will be inclusive of current employees as of the date stated above.

Period of Employment	40 Hour Week	37.5 Hour Week	32.5 Hour Week
0-36 Months Completed (3 weeks)	120 hours	112.5 hours	97.5 hours
48-96 Months Completed (4 weeks)	160 hours	150 hours	130 hours
108-156 Months Completed (5 weeks)	200 hours	187.5 hours	162.5 hours
168 + Months Completed (6 weeks)	240 hours	225 hours	195 hours

2.) Vacation leave for new employees will be prorated in accordance with the table below. Upon completion of 120 days of continuous employment, an employee may use up to forty (40) hours of vacation time under the Earned Paid Leave (EPL) Law. The first 40 hours of vacation time used will be considered paid leave. The County Administrator, at their discretion, may authorize the use of vacation leave during the initial one hundred twenty (120) days of employment. The remaining balance of vacation time may be used upon completion of six (6) months of employment.

Date of Hire:	40 Hour Week	37.5 Hour Week	32.5 Hour Week
January	120 hours	112.5 hours	97.5 hours
February	110 hours	103.125 hours	89.375 hours

Good day. The Franklin County Commissioners have several questions regarding our Budget Advisory Committee and are seeking your counsel to clarify these issues.

First, we would like guidance on the process for convening the caucus to elect members of the Budget Advisory Committee, as outlined in Title 30-A, §873. The statute specifies that, *by April 1st each year, municipal officers within each commissioner district must caucus and elect municipal officers from their district to fill any vacancies for terms as described in paragraph B.* We are unsure whether the statute requires that only municipal officers within a county district have the authority to call for the caucus, or if it also permits the County or a Commissioner to initiate the caucus process.

Additionally, we seek clarification on whether it is permissible under the statute to convene a caucus for a specific county district when a member resigns or is no longer serving as a municipal officer within that district. Understanding these points is crucial for ensuring compliance and maintaining appropriate representation on the Budget Advisory Committee.

Second, we would like to address whether the current statute for Franklin County aligns with the principle of “one person, one vote.” Franklin County consists of five districts, each with roughly 6,000 residents. Each district selects two budget committee members—municipal officers elected by their district’s caucus—so each committee member represents about 3,000 residents. There is also a “floater” seat that rotates annually among districts, giving temporary additional representation to the district holding it. This arrangement ensures equal baseline representation, with the floater not permanently advantaging any district. *Title 30-A, §873* establishes the advisory committee, while *Title 30-A, §874* notes that a two-thirds committee vote can be binding for the County.

We recognize that the U.S. and Maine Constitutions do not use the exact phrase “one person, one vote,” but the principle derives from the Equal Protection Clause and Maine’s approach to structuring and apportioning elected bodies. Maine’s Constitution, particularly Articles II and IV, requires apportionment of legislative districts based on population, aligning with federal equal protection standards. Maine courts and state practices follow the federal doctrine for legislative and many local districts, grounding these protections in both the 14th Amendment and state constitutional provisions.

Our central question is whether, for a county budget committee with binding budget authority, the same equal-representation standards as a legislative body must be met. If our current committee structure is unconstitutional, should we consider amending he statue to include ten municipal officers, with two from each County Commissioner District? **It appears that Knox County has a similar budget ptocess covered in a charter. The**

details seem to indicate there maybe a conflict with "one person, one vote". And does the case *Salyer Land Co. v. Tulare Water Dist.*, 410 U.S. 719 (1973) have any bearing on our question about "one person, one vote". [Salyer Land Co. v. Tulare Water Dist. | 410 U.S. 719 \(1973\) | Justia U.S. Supreme Court Center](#)

Finally, we seek advice on how the Franklin County Advisory Budget Committee might establish representation for the Unorganized Territories within the county. These areas lack an organized municipal government but are among the largest taxpayers in Franklin County. We are interested in whether the membership statute could be amended to permit unelected citizens—if chosen by municipal officers within a commissioner district—to serve on the budget committee. Your guidance on this matter, or any other constitutional mechanisms to address this issue, would be greatly appreciated.

If you are aware of any case law or statutes relevant to these questions or suggestions on how we can change the laws if needed, we would welcome your input.

Finance Transition Discussion

Pros

- Professional financial expertise: A Finance Director is hired based on education, training, and experience, ensuring consistent and knowledgeable financial management.
- Stronger financial oversight: Improves budgeting, financial reporting, audit preparation, and compliance with state and federal rules.
- Long-term financial planning: Allows focus on capital planning and financial policies rather than election cycles.
- Potential reduction in Business Services costs: Once fully trained, it is reasonable to assume a reduction in the Business Services budget line.
- Clear roles and accountability: Defined job duties and performance expectations improve clarity and responsibility.

Cons

- Increased cost of the position: A Finance Director will have higher costs due to salary (Average 2024 salary was \$88,380) CHPGT states its roughly 111,784 per year (Govsalaries.com), benefits, and professional development.
- Significant work must be done for the salary structure to support the hiring of a qualified employee.
- Training and transition costs: Initial onboarding and training may create short-term additional expenses.
- Reduced direct voter oversight: The position is appointed rather than elected.
- Adjustment period: Staff and officials may need time to adapt to new roles and processes.
- Short-term budget impact: Early budgets may reflect both the higher position cost and continued Business Services use.

FRANKLIN COUNTY COMMISSIONER'S MEETING BRIEFING MEMO

To: County Commissioners

From: Shawn O'Leary – HR Director

Subject: Maintaining Competitive Compensation and Organizational Stability

This memorandum provides an overview of the County Administrator's recommended Cost of Living Adjustment (COLA) for county employees and outlines the factors supporting the recommendation. The proposed adjustment is intended to maintain compensation equity across the organization, address emerging salary compression issues, and help ensure the County remains competitive in recruiting and retaining qualified employees in a challenging labor market. The recommendation also considers recent union wage adjustments, rising employee benefit costs, and the long-term organizational and fiscal impacts of delaying necessary compensation adjustments.

EQUITY AND FAIRNESS ACROSS THE ORGANIZATION

- Union employees recently negotiated **significantly higher wage increases over a three-year period** to address documented pay gaps with comparable agencies in Maine.
- Non-union employees, including **senior Directors, do not have the ability to negotiate their salaries**, and therefore rely on the Commissioners to maintain equitable compensation adjustments.
- Excluding non-union Directors from COLA adjustments creates an **uneven compensation structure** where those with the greatest responsibility may fall furthest behind.

GROWING SALARY COMPRESSION

- Salary compression is already occurring where **union and non-union staff are earning wages comparable to or greater than their department Directors**.
- This creates several operational risks:
 - Difficulty maintaining **clear supervisory authority and leadership structure**.
 - Reduced incentive for employees to pursue **management or Director-level roles**.
 - Increased challenges in **recruiting and retaining qualified leadership**.
 - Potential morale issues when supervisors earn **equal to or less than those they manage**.

DELAYED COLA WILL INCREASE FUTURE FINANCIAL BURDEN

- If COLA adjustments are withheld by Directors now, a **future catch-up correction will eventually be required** to realign leadership salaries with line staff.
- When this correction occurs, it will likely require **larger, sudden adjustments**, which:
 - Increases the financial burden on **county residents and taxpayers**.
 - Exacerbates the **salary compression problem rather than solving it gradually**.

IMPACT ON ORGANIZATIONAL STABILITY AND LEADERSHIP

- Continued exclusion of Directors from cost-of-living adjustments can create the perception that **leadership roles are undervalued by the Commissioners**.
- This may lead to:
 - Reduced morale among Directors.
 - Difficulty retaining experienced leadership.
 - Reduced willingness for staff to assume **high-responsibility administrative roles** in the future.

INSURANCE COST INCREASES OFFSET COLA

- Rising employee insurance premiums already reduce the real value of any COLA provided.
- For many employees:
 - Any COLA increase will effectively be a **financial “wash” after insurance cost increases**.
 - In some cases, Directors may experience an **actual reduction in take-home pay despite nominal raises**.

CHALLENGING EMPLOYMENT MARKET

- The current employment market is **not saturated with qualified candidates**, and in many cases, there are **very few applicants for open positions**.
 1. **HR Director** – Only two candidates applied during the recruitment process. With such a small applicant pool, the ability to compare qualifications, leadership experience, and organizational fit was extremely limited. This creates risk in filling a key leadership role responsible for personnel management, compliance, and organizational policy oversight.
 2. **Facility Manager** – The most recent recruitment period produced only one candidate. In the recruitment cycle prior to that, seven candidates initially applied. However, offers were extended to three individuals before the position was successfully filled. Two of those candidates reported to work but resigned after approximately one hour on the job,

indicating either a misunderstanding of job expectations, compensation concerns, or a lack of preparedness for the role's responsibilities.

3. **IT Director** – Only one applicant applied for this leadership-level technical position. For a role responsible for overseeing the County's technology infrastructure, cybersecurity, and strategic IT planning, having only a single candidate significantly limits the ability to evaluate multiple qualified professionals and select the strongest long-term fit.
4. **IT Specialist** – Four applicants applied for the position. While this produced a slightly larger pool, the top candidate ultimately declined the offer due to compensation. This highlights a recurring challenge in technical positions where private-sector salaries and benefits are often substantially higher than those available in local government.
5. **Trial Assistant** – Four candidates applied. After reviewing qualifications and conducting salary comparisons, the two most viable candidates determined that the compensation offered did not align with their expectations or market standards. As a result, neither candidate accepted the position, leaving the recruitment effort unsuccessful.
6. **Bookkeeper** – Only two candidates applied during the recruitment period. This limited applicant pool reduces the County's ability to select among multiple qualified individuals with experience in governmental accounting practices, financial reporting, and internal controls.
7. **Sheriff's Office Secretary** – Seven candidates applied. While this number is slightly higher than other recruitments, many candidates lacked the specialized administrative skills, confidentiality requirements, and experience needed for a law enforcement office environment, limiting the number of viable applicants.
8. **Communications Director** – Five individuals applied for the position 3 years ago. With the current Director leaving there has only been one viable applicant.
9. **EMA Deputy Director** – The position was open for several months with limited applicants. Out of four applicants only one individual have minimal qualifications.

- These recruitment experiences reflect a broader workforce trend, impacting many public-sector organizations, particularly in rural areas. Across multiple industries, there is a continued shortage of qualified candidates, and public employers are increasingly competing with private-sector wages and benefits that are often significantly higher.
- This gap is especially evident in specialized fields such as information technology, finance, and administrative support. Additionally, rural communities face unique recruiting challenges, including smaller local labor pool and difficulty attracting candidates from outside the region due to relocation considerations and limited housing availability. As a result, departments are frequently operating with limited applicant pools, extended vacancy periods, and increased difficulty retaining candidates once offers are made.

LONG-TERM ORGANIZATIONAL HEALTH

- A consistent COLA policy across all non-union employees helps maintain:
 - **Stable leadership structure**
 - **Competitive compensation**
 - **Predictable budgeting**
 - **Employee morale and retention**

POTENTIAL NON-UNION MOVING TO UNIONIZE GROUP

There is always the potential that a group of non-union employees who do not have the ability to directly negotiate wages, benefits, or other employment conditions may choose to pursue union representation to collectively bargain for these items. When employees feel they have limited influence over compensation, benefits, workload, scheduling, or workplace policies, unionization may be viewed as a way to gain a stronger collective voice in discussions with management. Through a union, employees can negotiate formal agreements related to wages, health insurance, retirement contributions, leave policies, and other terms of employment. Interest in unionization may also arise when employees compare their compensation or benefits to similar positions in other organizations and believe collective bargaining could help achieve more competitive or standardized employment conditions.

Operational Impacts if a Group Unionizes

- **Collective Bargaining Requirements**
Management must negotiate wages, benefits, and working conditions through a formal collective bargaining process rather than setting these terms unilaterally.
- **Reduced Management Flexibility**
Operational changes such as scheduling, job assignments, or policy adjustments may require negotiation or adherence to contract provisions.
- **Formal Grievance and Arbitration Processes**
Employee disputes and disciplinary actions may need to follow formal grievance procedures, which can increase administrative time and documentation requirements.
- **Standardized Compensation Structures**
Pay increases, step systems, and promotion processes are often defined within the collective bargaining agreement, limiting individual negotiation or merit-based adjustments.
- **Increased Administrative and Legal Oversight**
HR and management may need to dedicate additional time and resources to contract interpretation, labor relations, and compliance with labor laws.
- **Budgetary Impacts**
Negotiated agreements may affect organizational budgets through changes in wages, benefits, overtime rules, or staffing requirements.
- **Changes to Workplace Policies**
Existing policies and procedures may need to be reviewed or renegotiated to ensure compliance with the collective bargaining agreement.

- **Labor-Management Relationship Dynamics**
Communication with employees may shift to include union representatives, potentially changing how management interacts with staff on workplace matters.
- **Longer Decision-Making Timelines**
Implementing operational or staffing changes may take longer if consultation or negotiation with the union is required.
- **Contractual Obligations**
Once a contract is in place, management and employees must operate within its terms until renegotiation, which may limit rapid adjustments to changing operational needs.

KEY CONSIDERATION FOR COMMISSIONERS

- Addressing compensation adjustments **proactively and consistently** is fiscally responsible and helps prevent **larger, more disruptive corrections in the future** while maintaining a strong leadership structure for county operations.
- **Consistence with the County Commissioners Approved Personnel Policy**
 - The **County Commissioners approved Personnel Policy** establishes that a compensation pay plan will be maintained to recognize **job value, performance, and length of service.**
 - The policy also states that the **wage scale will be reviewed annually by the County Commissioners or their designee** to determine whether adjustments are necessary.
 - Factors identified in the policy include **cost of living, recruitment requirements, wages paid by similar employers, and the County's financial ability and policies.**
 - Current conditions—such as **increased insurance costs, a difficult recruitment market, and wage compression between staff and directors—align directly with the factors the policy instructs the Commissioners to consider.**
 - Providing COLA or market adjustments for non-union employees, including directors, is therefore **consistent with the intent and structure of the County Commissioners approved Personnel Policy and helps preserve the integrity of the County's compensation plan.**

EXECUTIVE SUMMARY

The County Administrator's recommended COLA of 3.31%, compared to the proposed 2.85%, is intended to help maintain fairness, organizational stability, and the County's ability to attract and retain qualified employees. In recent years, union employees negotiated wage adjustments to address documented pay gaps with comparable public safety agencies across Maine. While these adjustments were necessary, non-union employees, including department Directors, do not have the ability to negotiate their salaries and instead rely on the Commissioners to ensure equitable compensation through COLA considerations.

It is important to recognize that any increase in county spending ultimately impacts taxpayers, particularly those on fixed incomes who are also experiencing rising costs of living. That reality must always remain part of the conversation. At the same time, County employees are facing many of those same financial pressures while continuing to provide essential services to our communities, often with limited resources and increasing responsibilities. Balancing these two considerations is an important part of responsible decision-making.

Without consistent COLA adjustments, the County risks increased salary compression, where employees earn wages comparable to or greater than the Directors responsible for supervising them. Over time, this can weaken organizational structure, reduce incentives for employees to pursue leadership roles, and make it more difficult to recruit and retain experienced management staff. Addressing compensation incrementally through reasonable COLA adjustments may also help avoid the need for larger corrective increases in the future.

Additionally, rising employee insurance costs continue to reduce the real value of salary adjustments. In many cases, COLA increases largely offset higher benefit costs rather than substantially increasing take-home pay. Without adjustments, some employees may effectively experience a reduction in purchasing power.

February 2, 2026

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

Re: Actuarial Study Results for Limited All Service Plan Change for Non-Union Law Enforcement Officers with Regular AC Service to Special 3C Service

Dear Tiffany Baker:

Maine Public Employees Retirement System (MainePERS) has completed the calculations to determine the cost to Franklin County (County) to adopt Special Plan 3C effective July 1, 2026 for all service of its current, non-union law enforcement officers with Regular Plan AC service during the period from July 1, 2006 through December 31, 2013.

If the County adopts Special Plan 3C effective July 1, 2026 for all service during the period from July 1, 2006 through December 31, 2013 for its non-union law enforcement officers who are employed and participating in MainePERS on July 1, 2026, it would mean all of their service during this limited period would be as if it had been earned under Special Plan 3C. Adopting Special Plan 3C for all service for this limited period for non-union law enforcement officers currently participating on July 1, 2026 would create an additional liability of \$248,842.00 as of July 1, 2026. The County could either pay the entire amount or elect to establish an IUUAL of \$248,842.00 as of July 1, 2026 to be amortized over 15 years and develop a monthly payment of \$2,137.00. This all service change would only impact service these employees had accrued and/or purchased with the County during the period from July 1, 2006 through December 31, 2013.

If the County makes the decision to move forward with this limited period all service plan change for these officers effective July 1, 2026, a certified copy of the minutes of the meeting of its executive body documenting the motion and the results of the vote on it or a signed, certified order should be submitted to my attention. If/when you get to this point, please contact me to provide sample language for the County Commissioners' motion or order. It is important that any action by the County be taken and submitted to my attention prior to the effective date of the change. We would prefer receipt 20 to 30 days in advance to allow time for drafting the Amended Agreement to be signed by MainePERS and the County.

If the County should decide to not to make this change, I would also appreciate notification.

The County requested a breakdown of the cost per employee and that breakdown is provided below. As we have discussed, this breakdown is being provided for informational purposes only. The County cannot pass any of this cost on to its employees, nor can it opt to make the change for only certain employees within this job classification.

<u>Employee</u>	<u># of Years of AC Service from 7/1/2006 – 12/31/2013</u>	<u>Cost to Covert to 3C</u>
B David Rackliffe, Jr	7.5	\$124,229.00
David A St Laurent	7.5	\$ 54,401.00
Steven E Lowell	7.5	\$ 65,734.00
Scott Nichols	1.0	\$ 4,479.00

Please feel free to contact me toll free at the number listed at the bottom of page 1 or using my direct line at (207) 512-3131 or via email at deanna.doyle@mainepers.org if I may be of any further assistance in this matter.

Sincerely,



Deanna Doyle
PLD Plan Administrator
Service Programs Division

cc: Employer Record, P0015

FY26 Salary Structure

COLA	Year 1	Year 2	Year 3	Year 4
1.0285	Step 1	Step 2	Step 3	Step 4
Commissioners				
	2025-26	2026-27	2027-28	2028-29
Salary	\$ 12,000.00	\$ 12,000.00		
Judge				
	2026-27	2027-28	2028-29	2029-30
Salary	\$ 47,984.13	\$ 48,703.89	\$ 49,434.45	\$ 50,175.96
Treasurer				
	2026-27	2027-28	2028-29	2029-30
Salary	\$ 23,403.81	\$ 23,754.87	\$ 24,111.19	\$ 24,472.86
Register of Deeds				
	2026-27	2027-28	2028-29	2029-30
Salary	\$ 63,055.61	\$ 64,001.45	\$ 64,961.47	\$ 65,935.89
Register of Probate				
	2025-26	2026-27	2027-28	2028-29
Salary	\$ 59,842.90	\$ 62,471.65	\$ 65,215.87	\$ 67,074.52
Sheriff				
	2025-26	2026-27	2027-28	2028-29
Salary	\$ 107,889.60	\$ 112,628.92	\$ 114,318.35	\$ 116,033.13

COLA Explained:
2.85% COLA plus 1.5% for step

Current	Proposed	Cost
\$ 12,000.00	\$ 12,000.00	\$ -
\$ 45,965.00	\$ 47,984.13	\$ 2,019.13
\$ 22,419.00	\$ 23,403.81	\$ 984.81
\$ 60,402.29	\$ 63,055.61	\$ 2,653.32
\$ 59,842.90	\$ 62,471.65	\$ 2,628.75
\$ 107,889.60	\$ 112,628.92	\$ 4,739.32

The highlighted information indicates current rate

\$ 13,025.33

Total Cost excluding Commissioners

FY26 Salary Structure

COLA	Year 1	Year 2	Year 3	Year 4
1.033	Step 1	Step 2	Step 3	Step 4
Commissioners				
	2025-26	2026-27	2027-28	2028-29
Salary	\$ 12,000.00	\$ 12,000.00		
Judge				
	2026-27	2027-28	2028-29	2029-30
Salary	\$ 48,194.07	\$ 48,916.98	\$ 49,650.74	\$ 50,395.50
Treasurer				
	2026-27	2027-28	2028-29	2029-30
Salary	\$ 23,506.21	\$ 23,858.80	\$ 24,216.68	\$ 24,579.93
Register of Deeds				
	2026-27	2027-28	2028-29	2029-30
Salary	\$ 63,331.50	\$ 64,281.47	\$ 65,245.69	\$ 66,224.38
Register of Probate				
	2025-26	2026-27	2027-28	2028-29
Salary	\$ 59,842.90	\$ 62,744.98	\$ 65,787.80	\$ 67,958.80
Sheriff				
	2025-26	2026-27	2027-28	2028-29
Salary	\$ 107,889.60	\$ 113,121.71	\$ 114,818.53	\$ 116,540.81

The highlighted information indicates current rate

COLA Explained:

3.3% COLA plus 1.5% for step

Current	Proposed	Cost
\$ 12,000.00	\$ 12,000.00	\$ -
\$ 45,965.00	\$ 48,194.07	\$ 2,229.07
\$ 22,419.00	\$ 23,506.21	\$ 1,087.21
\$ 60,402.29	\$ 63,331.50	\$ 2,929.21
\$ 59,842.90	\$ 62,744.98	\$ 2,902.08
\$ 107,889.60	\$ 113,121.71	\$ 5,232.11

\$ 14,379.68

Total Cost excluding Commissioners