

FRANKLIN COUNTY COMMISSIONERS MEETING AGENDA

LOCATION: Franklin County EOC, 120 County Way, Farmington

DATE AND TIME: April 7, 2026 @ 9:00 A.M.

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

RECOGNITION: Jail Recognition - Hart Daley at 10:00 a.m.

APPOINTMENTS:

NEW BUSINESS:

1. Administrator's Report
2. Minutes
3. Treasurer's Report
4. Salary Discussion – Elected Officials
5. Senior's Plus – Present FY2027 Request
6. Tamra Benson - Community Resilience Director, Center for a Ecology-Based Economy - Update
7. FY2027 Budget Review Process
8. FY2027 Budget
 - A. 10 – EMA
 - B. 15 – District Attorney
 - C. 16 - Superior Court
 - D. 20 – Commissioner's Office
 - E. 25 – Treasurer's Office
 - F. 30 – Technical Services
 - G. 40 – Facilities
 - H. 65 – Registry of Deeds
 - I. 70 – Registry of Probate
 - J. 75 – Sheriff's Office
 - K. 80 – Communications
 - L. 100 - Jail
 - M. County-Wide
 - i. Other Expenditures
 - ii. Program Grants
 - a. Care and Share Food Pantry
 - b. Franklin County Extension Association
 - c. Franklin County Soil & Water Conservation
 - d. Franklin County Children's Task Force
 - e. Franklin County Adult and Community Education
 - f. Western Maine Community Action
 - g. Seniors Plus

- h. SAPARS
- i. Andwell Health Partners
- j. Greater Franklin Development Corp.
- k. Franklin County Firemen's Association
- l. Western Maine Transportation
- m. Safe Voices
- n. Franklin County Healthy Community Coalition
- iii. Debt Services Principal
- iv. Debt Services Interest
- 9. Jail – Donation from Tiffany Maiuri
- 10. Audit – Engagement Letter for Year Ending June 30, 2026
- 11. Plog – Sandy River Stabilization Project – Open Bids

OLD BUSINESS:

- 1. Madrid Pit – IEC Invoice
- 2. February Reconciliation Report – Sign-Off

MISCELLANEOUS:

WARRANTS: County AP, UT & Payroll

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
April 7, 2026**

RECOGNITION: Major Hart Daley, Franklin County Detention Center will be presenting individual recognition/awards to five (5) of his staff members.

APPOINTMENTS: None

NEW BUSINESS:

Administrator's Report

- The 2026 Round of TIF Application Process is now open and has been posted in the Daily Bulldog and on the County website. Applications are being accepted until May 8, 2026.
- The Commissioners have received a letter from Payton Mitchell, for his appreciation and gratitude as a recipient of the TIF Scholarship.
- FY2025 Audit Management Letter draft was received with an unmodified opinion.
- The County has received a Notice of Layout and Taking for a certain parcel of land in Industry owned by Peter Roberts, et al, located on State Aid Highway No. 1, Route 43, Industry Road., a copy of which can be found in the flower folder.
- Starr Thibodeau has accepted the position as Trail Assistant II at the District Attorney's office. Her first day will be April 13, 2026.
- Requested motion to move that the Board of Commissioners establish a Probate Storage Reserve Fund for the purpose of setting aside funds to address future storage needs and related expenses for the Probate Office.

Recommendation: Motion to accept the Administrator's Report.

Motion to approve the hiring of Starr Thibodeau for the Trial Assistant II position at the District Attorney's Office.

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

Recommendation: Motion to approve March 3, 2026, March 6, 2026, March 17, 2026, March 25, 2026, and April 2, 2026, Minutes.

Treasurer's Report: Included in the Packet

Recommendation: Motion to accept the Treasurer's Report.

Salary Discussion – Elected Officials

Comments: The Register of Deeds and Register of Probate have requested to present proposals for pay readjustments.

In March 2024, the Board of Commissioners approved moving elected officials to a separate pay structure. As part of that process, salaries were reviewed using the 2024 MCCA Salary Study. While some elected officials and non-union employees received significant adjustments, others did not. The positions of Register of Deeds and Register of Probate were determined to be at market rate based on that study. This information was presented by the former HR Director and approved by the Board on March 17, 2024.

If the Board chooses to revisit or modify this structure, it may result in additional requests for pay adjustments from other elected officials.

Recommendation: None at this time.

Senior's Plus – Resent FY2027 Request

Comments: Seniors Plus was not included in the prior budget review process. Representatives will attend the meeting to present and discuss their FY2027 funding request with the Commissioners.

Recommendation: None at this time.

Tamra Benson - Community Resilience Director, Center for a Ecology-Based Economy – Update

Comments: Tamra Benson, Community Resilience Director for the Center for an Ecology-Based Economy, will attend the upcoming meeting to provide an update. She has shared supporting materials in advance and may be joined by Catherine Mardosa from AVCOG.

Recommendation: None at this time.

FY2027 Budget Review Process

Comments: Traditionally, the Commissioners vote on the budget to forward each department's budget to the Budget Committee for their review. At the April 2, 2026, meeting, Commissioner Fowler suggested an alternative approach: forwarding department head budgets to the Budget Committee for a collaborative discussion with the Budget Committee. This approach is intended to provide greater understanding of departmental needs through direct dialogue and shared review.

Recommendation: None at this time.

FY2027 Budget

Comments: After the first draft presentation the following changes were made:

- District Attorney: Insurance decreased by \$30,709.
- Commissioners: Insurance decreased by \$30,586.
- Treasurer: Insurance decreased by \$1,225.
- IT/Technical Services: Insurance decreased by \$11,141; services increased by \$55,048 (offset by reimbursement from municipalities).
- Facilities: Insurance decreased by \$3,498.
- Registry of Deeds: Insurance increased by \$2,674.
- Sheriff's Office: Insurance decreased by \$58,735; correction of incentive pay resulted in -\$100,000 adjustment with overtime +\$67,000; net personnel reduction \$70,429.
- Communications: Insurance decreased by \$38,060; full-time wages reduced by \$8,776 with corresponding reductions in payroll taxes and retirement.
- Jail/Corrections: Insurance decreased by \$14,166.

The overall changes result in a net decrease to the budget of approximately \$185,446, driven primarily by insurance cost reductions across departments totaling \$188,120, partially offset by a \$2,674 increase in the Registry of Deeds. The IT services increase of \$55,048 is fully offset by reimbursement and does not have an impact on the net budget. Many of these changes are the result of employee turnover and differences in employee benefit selections.

Recommendation: None at this time.

Jail – Donation from Tiffany Maiuri

Comments: The County has received an offer of a personal donation of furniture with an estimated value of \$1,616.00, as previously documented (February 1, 2026). This donation is separate from any potential future items that may be available from UMF. At the Commissioners' discretion, this donation may be treated as tax-deductible.

Recommendations: Motion to move that the Board of Commissioners accept the donation of furniture valued at \$1,616.00 from Tiffany Mauri.

Audit – Engagement Letter for Year Ending June 30, 2026

Comments: The County must sign the FY2026 audit engagement letter within 30 days to avoid the risk of being removed from RHR's client list. There is a significant increase in audit costs. It is recommended that the Commissioners authorize the Treasurer to sign the engagement letter.

Recommendation: Motion move that the Board of Commissioners authorize the Treasurer to sign the FY2026 audit engagement letter with RHR.

Plog – Sandy River Stabilization Project – Open Bids

Comments: At this time, no bids have been received for the Sandy River Stabilization Project. The bid deadline is April 6, 2026, at 3:30 P.M.

Recommendation:

OLD BUSINESS:

Madrid Pit – IEC Invoice

Comments: At the February 3, 2026, Commissioner’s meeting, the Commissioner authorize the IEC to perform the electrical work at the Madrid Pit for an estimated cost of \$6,950.00 with funding to be expended from the Unorganized Territory Reserve Fund for Roads and Bridges. The work was completed on or about March 4, 2026. The County was invoiced \$7,814.53 for the project. There was an overage of \$864.53, the reasoning behind the overage was labor driven. The crew had to provide reinforcement or blocking for several of the lights due to the age/condition of the wood, and there was some lost time for the dozer that was in the bay and was moved on the second trip.

Recommendation: Motion to pay IEC the overage on the estimate of \$864.53 out of the Unorganized Territory Reserve Fund for Roads and Bridges.

February Reconciliation Report – Sign Off

Comments:

Recommendation:

PAM PRODAN, TREASURER – Report April 7, 2026, Franklin County Commissioners mtg.

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

General Fund Operating Cash \$2,132,879.20

General Fund Payroll Cash \$205,802.07

General Fund CDARS \$0.00

ARPA Fund Cash \$960,501.95 (cr.)

UT General Fund Cash \$594,309.96 (cr.)

UT General Fund CDARS \$0.00

UT TIF Fund Cash \$1,018,152.11 (cr.)

UT TIF CDARS: \$1,469,563.50

Interest rates

General Fund Operating Cash 3.25% as of 12/31/2025 invested w/Intrafi Cash Service at Androscoggin Savings

ARPA Fund Cash 2.65% as of 12/31/2025 invested w/ Intrafi Cash Service at Franklin Savings

UT General Fund Cash 3.25% as of 12/31/2025 invested w/Intrafi Cash Service at Androscoggin Savings

UT TIF Fund Cash 3.25% as of 12/31/2025 invested w/Intrafi Cash Service at Androscoggin Savings

UT TIF CDARS 3.77796% maturity date of 1/29/2026 invested at Androscoggin Savings

Town Tax Payments

All municipalities made second payments of County Tax before April 1, 2026.

Warrants

AP Warrants for signatures 4/7/2026 (warrants not finalized at the time of this writing)

AP County Warrant \$428,882.14

AP UT Warrant \$268,975.10

Payroll Warrant \$225,329.53 ck. date 4/2/2026

Recording Fees and Surcharge 2025 vs 2026

Recording Fees:	Jan-Mar (25)	Jan-Mar (26)	
	\$43,651.00	\$67,125.00	\$23,474.00 more revenue

Surcharge Fees:	Jan-Mar (25)	Jan-Mar (26)	
	\$3,744.00	\$7,200.00	\$3,456.00 more revenue

Documents recorded in 2025: 5,184

Documents recorded in 2026: 2,095

Difference 3,089 less documents but more in revenue

According to the FY 26 pay structure for the elected officials I make 61,281.94 which is correct.

If you look at the FY 27 pay structure for the elected officials in the Column marked **current**, she has a figure of 60,402.29 which is less than I make now. (61,281.94)

For whatever reason, she took my FY 25 salary which was 58,643.00 x 3% to come up with 60,402.29.

She then took the 60,402.29 x 2.85% x 1.5% to equal the 63,055.61.

I believe the correct figures in FY 27 in the **current** column should be 61,281.94, which is what I am currently making, and in the **proposed** column if you take the 61,281.94 x 2.85% x 1.5% it comes out to 63,973.90. You will see those figures on the **Corrected FY 27** structure.

Model #3 Elected Positions 3% COLA

FY 26

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

FY 27

FY27 Salary Structure

COLA	Year 1	Year 2	Year 3	Year 4
1.0285	Step 1	Step 2	Step 3	Step 4
	Commissioners			
	Judge			
	Treasurer			
	Register of Deeds			
	Register of Probate			
	Sheriff			

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

Total Cost excluding Commissioners \$ 13,025.33

The highlighted information indicates current rate

CORRECTED FY27

FY27 Salary Structure

COLA	Year 1	Year 2	Year 3	Year 4
1.0285	Step 1	Step 2	Step 3	Step 4
	Commissioners			
	Judge			
	Treasurer			
	Register of Deeds			
	Register of Probate			
	Sheriff			

COLA Explained:

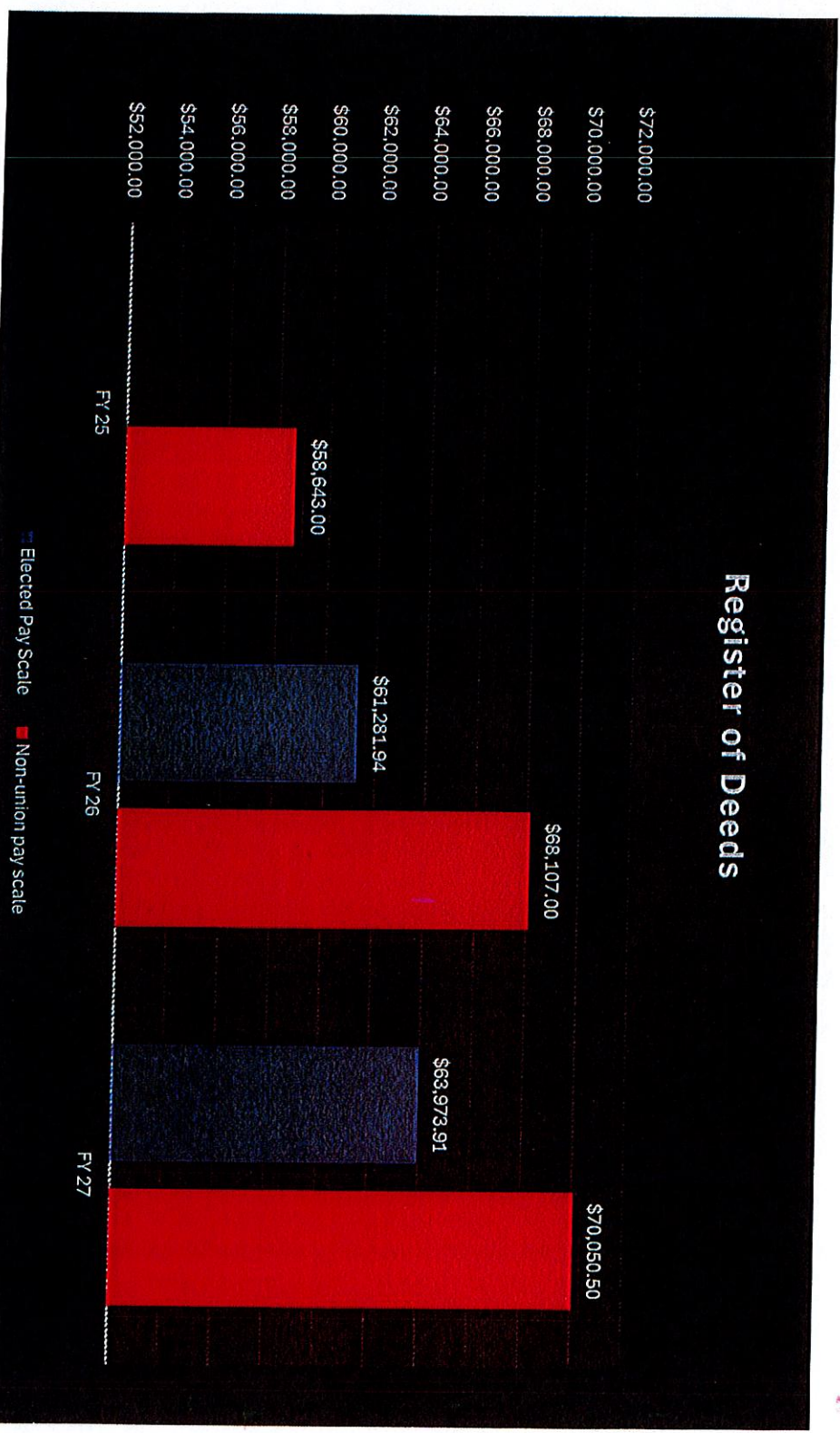
2.85% COLA plus 1.5% for step

Current	Proposed	Cost
\$ 12,000.00	\$ 12,527.13	\$ 527.13
\$ 45,965.00	\$ 47,984.13	\$ 2,019.13
\$ 22,419.00	\$ 23,403.81	\$ 984.81
\$ 61,281.94	\$ 63,973.90	\$ 2,691.96
\$ 59,842.90	\$ 62,471.65	\$ 2,628.75
\$ 107,889.60	\$ 112,628.92	\$ 4,739.32

\$ 13,063.97
Total Cost excluding Commissioners

The highlighted information indicates current rate

Register of Deeds



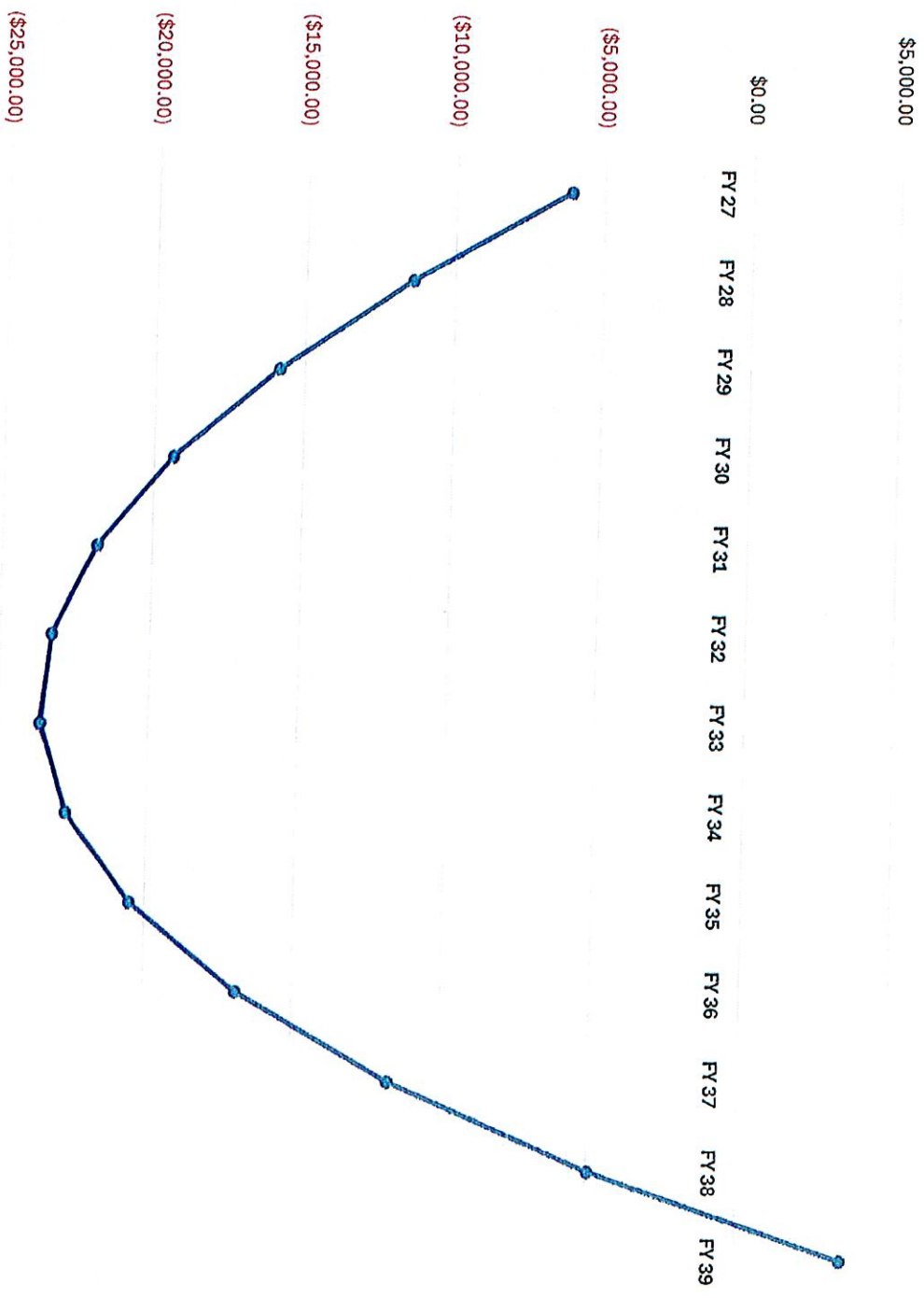
Hourly Rate	Hours per week	Annual salary	FY	Increase	Pay scale
\$34.70	32.5	\$58,643.00	FY25		Non-Union
\$40.30	32.5	\$68,107.00	FY26	16.14%	Non-Union
\$41.45	32.5	\$70,050.50	FY27	2.85%	Non-Union
n/a	32.5	\$61,281.94	FY26	4.50%	Elected
n/a	32.5	\$63,973.91	FY27	4.39%	Elected

* Estimated figures based on grade 7, step 15

**Register of Deeds
Comparison of income loss/gain
FY 27 - FY42**

	FY 27	FY 28	FY 29	FY 30	FY 31	FY 32	FY 33
Elected Pay Scale							
2.85% COLA	\$63,973.91	\$66,756.78	\$69,660.69	\$72,690.94	\$75,852.99	\$79,152.60	\$82,595.73
plus 1.5% step							
Non-Union Pay Scale							
2.85% COLA no step	\$70,050.50	\$72,046.94	\$74,100.28	\$76,212.13	\$78,384.18	\$80,618.13	\$82,915.75
Difference	(\$6,076.59)	(\$5,290.16)	(\$4,439.58)	(\$3,521.20)	(\$2,531.19)	(\$1,465.53)	(\$320.01)
Elected Pay Scale	FY 34	FY 35	FY 36	FY 37	FY 38	FY 39	
2.85% COLA	\$86,188.65	\$89,937.85	\$93,850.15	\$97,932.63	\$102,192.70	\$106,638.08	
plus 1.5% step							
Non-Union Pay Scale							
2.85% COLA no step	\$85,278.85	\$87,709.29	\$90,209.01	\$92,779.96	\$95,424.19	\$98,143.78	
Difference	\$909.80	\$2,228.56	\$3,641.14	\$5,152.67	\$6,768.51	\$8,494.30	
	Loss		Profit				
	(\$6,076.59)		\$909.80				
	(\$5,290.16)		\$2,228.56				
	(\$4,439.58)		\$3,641.14				
	(\$3,521.20)		\$5,152.67				
	(\$2,531.19)		\$6,768.51				
	(\$1,465.53)		\$8,494.30				
	(\$320.01)						
	(\$23,644.26)		\$27,194.98				

Register of Deeds
Income Loss/Gain



MODEL #3				
3% Increase and rebalance of grades				
	Rate FY25 (step 1)	Rate FY26 (step 1)	Percent increase	
Grade 10	\$ 31.24	\$ 34.56	11%	
Grade 9	\$ 28.54	\$ 31.47	10%	
Grade 8	\$ 26.48	\$ 28.63	8%	
Grade 7	\$ 22.44	\$ 26.06	16%	
Grade 6	\$ 21.83	\$ 23.48	8%	
Grade 5	\$ 20.37	\$ 21.42	5%	
Grade 4	\$ 16.91	\$ 19.36	14%	
Grade 3	\$ 15.55	\$ 17.56	13%	

FY 26 Register of Deeds Salaries	
Androscoggin	\$67,500.00
Aroostook N	\$67,533.00
Aroostook S	\$79,238.00
Cumberland	\$111,168.60
Hancock	\$63,839.00
Kennebec	\$72,000.00
Knox	\$71,614.00
Lincoln	\$68,994.00
Oxford	\$72,966.00
Penobscot	\$66,600.00
Piscataquis	\$60,000.00
Sagadahoc	\$71,721.00
Somerset	\$55,275.00
Waldo	\$63,543.00
Washington	\$62,200.00
York	\$88,552.00
Average	\$67,358.79

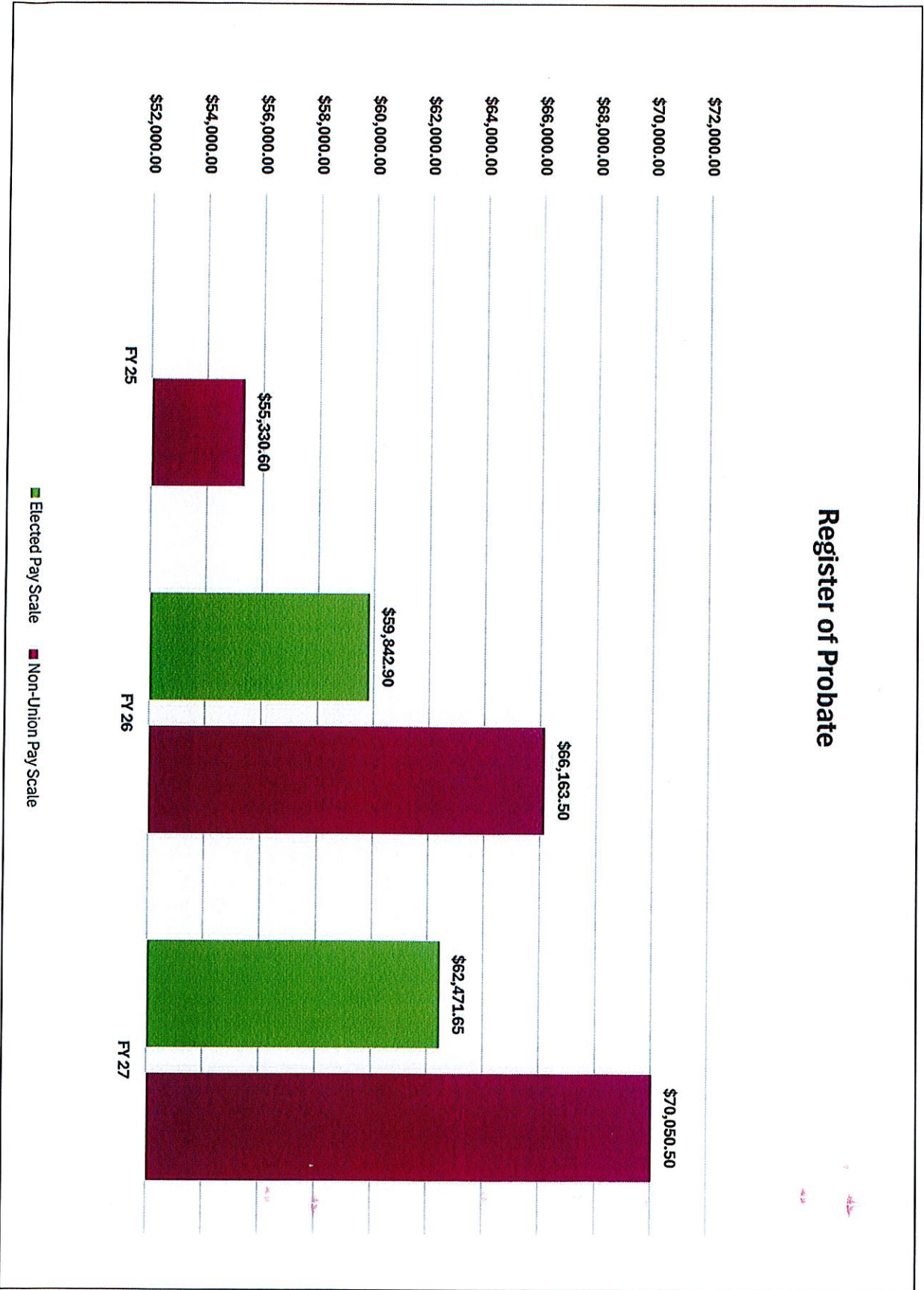
**Cumberland and York omitted

FY 26 Register of Deeds Salaries	
Androscoggin	\$67,500.00
Aroostook N	\$67,533.00
Aroostook S	\$79,238.00
Cumberland	\$111,168.60
Hancock	\$63,839.00
Kennebec	\$72,000.00
Knox	\$71,614.00
Lincoln	\$68,994.00
Oxford	\$72,966.00
Penobscot	\$66,600.00
Piscataquis	\$60,000.00
Sagadahoc	\$71,721.00
Somerset	\$55,275.00
Waldo	\$63,543.00
Washington	\$62,200.00
York	\$88,552.00
Average	\$69,735.71

** Highest and lowest salaries omitted

FY 26 Salary for Franklin County Register = **\$61,281.94**

Register of Probate



Registers of Deeds and Probate Salary Structure Concerns and Request

Concerns:

1. The March 2025 vote to adopt Model 3¹ with a 3% COLA for FY26 took the elected officials off the non-union salary scale that we had been on since 2022.
2. This vote gave a 'rebalancing' salary increase ranging from 5% to 16% to the various position grades². Grade 7 had a 16% increase. This is the grade that the Registers of Deeds and Probate were on. The Register of Deeds and the Register of Probate were the only positions removed from grade 7³.
3. An elected official salary scale was created and the Register of Probate was given an 8.16% increase and the Register of Deeds was given a 4.5% increase. Substantially less than the increase given to grade 7.
4. The change in salary scales resulted in a salary \$6320 less for the Register of Probate and \$6825 less for the Register of Deeds than if they had remained on the non-union elected salary scale.

Request:

1. Provide the Register of Deeds and the Register of Probate the 'rebalancing' increase provided to the other non-union staff by either putting us back on the salary scale or by adjusting the elected official salary with that increase.*
2. Set our FY27 salaries at \$70,050.

Note:

It has been stated that the elected officials have the 'benefit' of a 1.5% step (plus a COLA) on their salary scale that we would not receive if we were on the non-union scale. On the surface this looks like a benefit but given the extreme cut we took when the elected official salary scale was implemented, it is not a benefit.⁴

If the County continues to give a 2.85% annual COLA and the elected official pay scale continues to give a 1.5% step and a 2.85% COLA, it will take 8 years (FY35) to reach the same income – a loss of over \$35,000⁴ over those 8 years.

*If the elected official salary scale is used going forward and the FY27 salary is set at \$70,050, the 'step' of 1.5% should be eliminated.

Model #3 Elected Positions 3% COLA

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	Judge			
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	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	\$ 12,000.00	\$ -
\$ 38,361.18	\$ 45,965.00	\$ 7,603.82
\$ 18,540.08	\$ 22,419.00	\$ 3,878.92
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\$ 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

MODEL #3			
3% Increase and rebalance of grades			
	Rate FY25 (step 1)	Rate FY26 (step 1)	Percent increase
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Grade 9	\$ 28.54	\$ 31.47	10%
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Grade 5	\$ 20.37	\$ 21.42	5%
Grade 4	\$ 16.91	\$ 19.36	14%
Grade 3	\$ 15.55	\$ 17.56	13%

Model #3 Includes 3% Increase and Rebalance of Grades

1.03	Year 0-12 Months		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15
	Begin	Step 1	Step 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	\$ 71,877.52	\$ 73,997.91	\$ 76,180.85	\$ 78,428.18	\$ 80,741.81	\$ 83,123.69	\$ 85,575.84	\$ 88,100.33	\$ 90,699.29	\$ 93,374.92	\$ 96,129.48	\$ 98,965.30	\$ 101,884.78	\$ 104,890.38	\$ 107,984.64	\$ 111,170.19	
Hourly	\$ 34.56	\$ 35.38	\$ 36.63	\$ 37.71	\$ 38.82	\$ 39.96	\$ 41.14	\$ 42.36	\$ 43.61	\$ 44.89	\$ 46.22	\$ 47.58	\$ 48.98	\$ 50.43	\$ 51.92	\$ 53.45	
Grade 9	\$ 65,450.32	\$ 67,391.10	\$ 69,368.85	\$ 71,415.23	\$ 73,521.98	\$ 75,690.88	\$ 77,923.76	\$ 80,222.54	\$ 82,589.07	\$ 85,025.45	\$ 87,533.70	\$ 90,115.94	\$ 92,774.36	\$ 95,511.21	\$ 98,328.79	\$ 101,229.49	
Hourly	\$ 31.47	\$ 32.39	\$ 33.35	\$ 34.33	\$ 35.35	\$ 36.39	\$ 37.46	\$ 38.57	\$ 39.71	\$ 40.88	\$ 42.08	\$ 43.32	\$ 44.60	\$ 45.92	\$ 47.27	\$ 48.67	
Grade 8	\$ 59,558.72	\$ 61,515.70	\$ 63,124.52	\$ 64,986.69	\$ 66,903.80	\$ 68,877.46	\$ 70,909.34	\$ 73,001.17	\$ 75,154.70	\$ 77,371.77	\$ 79,654.23	\$ 82,004.03	\$ 84,423.15	\$ 86,913.64	\$ 89,477.59	\$ 92,117.18	
Hourly	\$ 28.63	\$ 29.48	\$ 30.35	\$ 31.24	\$ 32.17	\$ 33.11	\$ 34.09	\$ 35.10	\$ 36.13	\$ 37.20	\$ 38.30	\$ 39.43	\$ 40.59	\$ 41.79	\$ 43.02	\$ 44.29	
Grade 7	\$ 54,202.72	\$ 55,801.70	\$ 57,447.85	\$ 59,142.56	\$ 60,887.27	\$ 62,683.44	\$ 64,532.60	\$ 66,436.32	\$ 68,396.19	\$ 70,413.87	\$ 72,491.08	\$ 74,629.57	\$ 76,831.14	\$ 79,097.66	\$ 81,431.04	\$ 83,833.26	
Hourly	\$ 26.06	\$ 26.83	\$ 27.62	\$ 28.43	\$ 29.27	\$ 30.14	\$ 31.03	\$ 31.94	\$ 32.88	\$ 33.85	\$ 34.85	\$ 35.88	\$ 36.94	\$ 38.03	\$ 39.15	\$ 40.30	
Grade 6	\$ 48,846.72	\$ 50,287.70	\$ 51,771.19	\$ 53,298.44	\$ 54,870.74	\$ 56,489.43	\$ 58,155.86	\$ 59,871.46	\$ 61,637.67	\$ 63,455.98	\$ 65,327.93	\$ 67,255.11	\$ 69,239.13	\$ 71,281.69	\$ 73,384.50	\$ 75,549.34	
Hourly	\$ 23.48	\$ 24.18	\$ 24.89	\$ 25.62	\$ 26.38	\$ 27.16	\$ 27.96	\$ 28.78	\$ 29.63	\$ 30.51	\$ 31.41	\$ 32.33	\$ 33.29	\$ 34.27	\$ 35.28	\$ 36.32	
Grade 5	\$ 44,561.92	\$ 45,876.50	\$ 47,229.85	\$ 48,623.13	\$ 50,057.52	\$ 51,534.21	\$ 53,054.47	\$ 54,619.58	\$ 56,230.86	\$ 57,889.67	\$ 59,597.41	\$ 61,355.54	\$ 63,165.52	\$ 65,028.91	\$ 66,947.26	\$ 68,922.20	
Hourly	\$ 21.42	\$ 22.06	\$ 22.71	\$ 23.38	\$ 24.07	\$ 24.78	\$ 25.51	\$ 26.26	\$ 27.03	\$ 27.83	\$ 28.65	\$ 29.50	\$ 30.37	\$ 31.26	\$ 32.19	\$ 33.14	
Grade 4	\$ 40,277.12	\$ 41,465.30	\$ 42,688.52	\$ 43,947.83	\$ 45,244.29	\$ 46,579.00	\$ 47,953.08	\$ 49,367.70	\$ 50,824.04	\$ 52,323.35	\$ 53,866.89	\$ 55,455.97	\$ 57,091.92	\$ 58,776.13	\$ 60,510.02	\$ 62,295.07	
Hourly	\$ 19.36	\$ 19.94	\$ 20.52	\$ 21.13	\$ 21.75	\$ 22.39	\$ 23.05	\$ 23.73	\$ 24.43	\$ 25.16	\$ 25.90	\$ 26.66	\$ 27.45	\$ 28.26	\$ 29.09	\$ 29.95	
Grade 3	\$ 36,527.92	\$ 37,605.49	\$ 38,714.86	\$ 39,856.94	\$ 41,032.72	\$ 42,243.19	\$ 43,488.36	\$ 44,772.30	\$ 46,093.08	\$ 47,452.83	\$ 48,852.69	\$ 50,293.84	\$ 51,777.51	\$ 53,304.95	\$ 54,877.44	\$ 56,496.33	
Hourly	\$ 17.56	\$ 18.08	\$ 18.61	\$ 19.16	\$ 19.73	\$ 20.31	\$ 20.91	\$ 21.53	\$ 22.16	\$ 22.81	\$ 23.49	\$ 24.18	\$ 24.89	\$ 25.63	\$ 26.38	\$ 27.16	

County Administrator
 Deputy Chief, Human Resources Director/Deputy County Administrator/Deputy JT Manager
 Jail Admin., EMA Director, IT Director, Lieutenant, Communications Director, Programing/Reentry Coordinator
 Assistant Jail Admin., EMA Deputy Director, IT Specialist
 Office Administrator, Facilities Mgr., Food Service Supervisor, Bookkeeper
 Probate Deputy, Deeds Deputy, Administrative Assistant, Trial Assistant II
 Secretary, Trial Assistant, Part-time Dispatcher, Custodian
 Part-time Custodian

Salary Chart Comparisons

During FY 27 through FY 34, the Register loses money by being on the “Elected Pay Scale” as these numbers show.

	FY 27	FY 28	FY 29	FY30	FY31	FY 32	FY 33	FY 34
Elected Pay Scale								
2.85% COLA plus 1.5% step	\$62,471.65	\$65,189.17	\$68,024.90	\$70,983.98	\$74,071.78	\$77,293.90	\$80,656.19	\$84,164.73
Non-Union Pay Scale								
2.85% COLA no step	\$70,050.60	\$72,046.94	\$74,100.28	\$76,212.13	\$78,384.18	\$80,618.13	\$82,915.75	\$85,278.85
Difference	(\$7,578.85)	(\$6,857.77)	(\$6,075.38)	(\$5,228.16)	(\$4,312.40)	(\$3,324.23)	(\$2,259.56)	(\$1,114.11)

The total loss of money from FY 27 to FY34 is **\$36,750.46**.

From FY 35 to FY 42, the Register begins to see the benefit of the “Elected Pay Scale” as shown below.

	FY 35	FY36	FY37	FY38	FY39	FY40	FY41	FY42
Elected Pay Scale								
2.85% COLA plus 1.5% step	\$87,825.90	\$91,646.33	\$95,632.94	\$99,792.97	\$104,133.97	\$108,663.80	\$113,390.67	\$118,323.16
Non-Union Pay Scale								
2.85% COLA no step	\$87,709.29	\$90,209.01	\$92,779.96	\$95,424.19	\$98,143.78	\$100,940.88	\$103,817.70	\$106,776.60
Difference	\$116.61	\$1,437.32	\$2,852.98	\$4,368.78	\$5,990.19	\$7,722.92	\$9,572.98	\$11,546.67

It is not until FY 42 that the Register surpasses the \$36,750.46 she had lost.

The idea proposed that the 1.5% increase is a benefit is a red herring – a distraction diverting us from the real issue.

Explanation

The green line represents the “Elected Pay Scale” while the purple line is the Non-Union Pay Scale used by all other non-union County employees and what the Register followed historically until FY 26.

- The numbers on the green line are based on a 2.85% COLA and a 1.5% “step” increase.
- The numbers on the purple line are based on a 2.85% COLA only.
- The bottom line is the difference between the two salaries.

**Register of Probate
Comparison of income loss/gain
FY 27 - FY42**

	FY 27	FY 28	FY 29	FY 30	FY 31	FY 32	FY 33	FY 34
Elected Pay Scale								
2.85% COLA	\$62,471.65	\$65,189.17	\$68,024.90	\$70,983.98	\$74,071.78	\$77,293.90	\$80,656.19	\$84,164.73
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1.5% step								
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rebalanced among grades. Motion for a 3% COLA for the non-union including the rebalance of grades as well as a 3% increase in COLA for the elected (Model Three): Fen Fowler/Jeff Gilbert (4/1) Tom Saviello opposed.

15. Schedule Budget Review Meeting – Motion to for budget review meeting on March 25, 2025, at 10:00 a.m.: Tom Saviello/Tom Skolfield (5/0).

OLD BUSINESS: None

MISCELLANEOUS:

1. Commissioner Carlton indicated that a Letter of Intent to purchase steel is needed for Wyman & Simpson, the contractor replacing the bridge in Madrid Township. Motion to authorize Administrator or Commissioner Chair to sign Letter of Intent: Tom Skolfield/Tom Saviello (5/0).
2. UT Road – All roads in the UT have been posted. They will remain posted until June 1, 2025, unless conditions allow.
3. Due to the rain on March 17, 2025, there was a washout on Center Road, Madrid Township. Tyson Chase brought in gravel to make it passable. Ditching and culvert work will need to be done this summer.
4. The Franklin County Extension Homemakers Spring Meeting – Commissioner Saviello would like to attend.
5. Commissioner Fowler drafted a sample letter that he is intending to send to potential investors in the Sandy River Forums that he hopes to hold. He is asking the County to be a fiscal agent in receiving the money. The Sandy River Watershed is asking area organizations to share in the costs of the forums. The costs are approximately \$12,600. He is looking to the county to pay for the cost of utilizing Mt. Blue T.V. and has asked Amy to look into budgeting for those costs.
6. Commissioner Fowler testified before the Legislature for LD 758. Which is a proposed bill to update flood mapping in the Sandy River Watershed to Federal Emergency Management Agency Standards. The Department of Community Affairs spoke neither for nor against. He stated that Senator Black believes that it may be funded through LD 1.

WARRANTS: County AP, UT, TIF and Payroll – Motion to sign Warrants: Tom Skolfield/Jeff Gilbert (4/1) Tom Saviello opposed.

ADJOURNMENT: Motion to adjourn at 1:24 p.m.: Jeff Gilbert/Tom Skolfield (5/0)

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Franklin County Commissioners Meeting
4/10/26, 10 am - ?
120 County Way, Farmington
CEBE & AVCOG

Presenters: Tamra Benson (CEBE) and Catherine Mardosa (AVCOG)

Brief recap of why we're here:

- Community Resilience Partnership (CRP)
- Community Action Grants (CAG)
- The Center for an Ecology-Based Economy (CEBE) and Androscoggin County Council of Governments (AVCOG) are both Service Providers for CRP, helping communities enroll and apply for grants. AVCOG is also a regional coordinator, meaning we help communities stay enrolled and with projects and grant applications beyond the first Community Action Grant
- Only one township has enrolled so far - we are trying to change that!
- County Commissioners voted last year to sign letters of support for CEBE and AVCOG to help designated townships enroll and apply for grants.
- CEBE is currently working with Madrid, Salem, and Freeman
- AVCOG is currently working with Wyman

Updates from Madrid, Salem, and Freeman:

- CEBE hosted two combined Community Resilience Workshops in Salem
- Areas of interest indicated thus far: flood resilience, warming and cooling centers
- Potential Sandy River Watershed Geomorphic Study
 - Pretty well planned out already - just needs funding
 - Funding amount required: \$350-400,000
 - \$175,000 x 2 = \$350,000, so could (probably) be funded by two collaborative Community Action Grants (or two collaborative grants and a single-community grant from Farmington?)
 - DACF also has some funding available to make up any difference.
 - Other additional sources of funding have also been also explored, this is the most promising, and most aligned with the goals of the project
 - Would need to include buy-in from at least two communities in the upper Sandy River watershed and at least two communities in the lower Sandy River watershed.
 - So far, Farmington is committed
 - Not confirmed yet, but Madrid, Salem, and Freeman will likely be interested in submitting a collaborative grant for this project
 - Just need to get one or two communities onboard from the lower Sandy River Watershed. It will be discussed with New Sharon at the workshop (also on April 7, at 6:30) and New Vineyard is also a possibility.
 - Grainne Shaw at KVCOG is also checking in with Norridgewock, Starks, and Vienna

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- CEBE will be writing Community Action Grants for these communities by **June 5th**
 - Up to \$75,000 per community
 - Up to \$175,000 per collaborative grant (2 or more communities)

Updates from Wyman:

- Workshop still being scheduled, either April 13 or 27
- AVCOG will be writing a Community Action Grant for Wyman by **June 5th**
 - Up to \$75,000 per community
 - Up to \$175,000 per collaborative grant (2 or more communities)

Important Note:

- As a part of the enrollment process, once community priorities are identified, the County Commissioners will need to pass the equivalent of a “municipal resolution” including information for each township that is enrolling.
- Sample municipal resolution language [here](#).
- Example of what the county equivalent might look like [here](#).
- A signed copy of the document must be sent to CEBE and AVCOG **BEFORE JUNE 1ST**.

Pitch for enrolling more townships:

- CEBE and AVCOG are both wondering if there are any more townships in particular that Commissioners would like to see enrolled in the Community Resilience partnership
- No decisions need to be made today. Would a meeting with Commissioners Carlton and Skolfield be best, or is email correspondence preferred?
- Service Provider Grants are due on **May 15th**
 - Once Commissioners have decided which townships (if any) they are interested in enrolling, they will need to vote and sign two more letters of support (one for CEBE, one for AVCOG) **BEFORE MAY 8TH**.