

**OXFORD COUNTY COMMISSIONERS  
MEETING MINUTES**

**November 18, 2014**

**Meeting Convened**

At the Court of Oxford County Commissioners begun and held at Paris, Maine within and for the County of Oxford at 9:00 am on Tuesday, November 18, 2014 being a regular session, there were present:

Caldwell Jackson	Chairman
Steven Merrill	Commissioner
David Duguay	Commissioner
Scott Cole	Administrator
Judy Haas	Deputy Administrator

Various county officials, employees, media representatives, and other individuals were also present at different times throughout this session.

The Pledge of Allegiance was recited.

The following actions occurred concerning minutes of previous meetings:

May 20	tabled	June 17	tabled	July 8	tabled
July 15	tabled	August 19	tabled	Sept 16	tabled
October 21	tabled				

The meeting agenda was amended to include the following:

- confirm regular office hours in December
- Riley Township snowplowing
- courtyard perimeter vegetation removal
- bi-weekly pay and elected officials

The pre-amendment agenda has been attached to these minutes.

**Public Comment**

There was no public comment.

**Department Heads**

Department heads met with Commissioners to discuss a variety of topics, some being unique to specific departments and other topics being of concern to several or all departments.

**Sheriff's Report**

Sheriff Wayne Gallant spoke with the Commissioners concerning departmental matters and distributed a written report at that time.

The Commissioners accepted the resignation of Corrections Officer Anthony Elias, effective November 30.

The Commissioners authorize the hiring of Travis Witham as a full-time Corrections Officer with the following confirmed:

- Date of Hire November 30, 2014
- Wage Rate \$13.60/hour
- Special Conditions None

**Executive Session to Discuss a Personnel Matter**

The Commissioners entered executive session with the RCC Director, Deputy Director, Administrator and Deputy Administrator for the purpose of discussing a personnel matter.

The Commissioners came out of executive session and authorized the hiring of Cheryl Cheever as a Reserve Dispatcher, with the following confirmed:

- Date of Hire November 30, 2014
- Wage Rate \$8.00/hour
- Special Conditions to be trained

**Executive Session to Discuss a Personnel Matter**

The Commissioners entered executive session with the Pat Shearman, Register of Deeds East and the Administrator and Deputy Administrator for the purpose of discussing a personnel matter.

The Commissioners came out of executive session and directed that the county retain an outside firm to conduct a survey of pay/benefit levels of various positions, along with scope of duties, in other Maine counties, for comparison with same in Oxford County.

**Lunch Recess**

The Commissioners recessed for lunch at midday.

**Executive Session to Discuss Labor Negotiations (Deputies – Teamsters)**

Following lunch, the Commissioners, Administrator, Deputy Administrator, and labor consultant Annalee Rosenblatt entered executive session to discuss contract negotiations with the deputies, represented by Teamsters.

They returned to open session, taking no action

**Executive Session to Discuss Negotiations re Labor Agreement (Dispatchers - AFSCME)**

The Commissioners, Administrator, Deputy Administrator, and labor consultant Annalee Rosenblatt entered executive session to discuss contract negotiations with the dispatchers, represented by AFSCME.

They returned to open session, taking no action

**Executive Session to Discuss Negotiations re Labor Agreements**

The Commissioners, Administrator, Deputy Administrator, and labor consultant Annalee Rosenblatt entered executive session to discuss contract negotiations with corrections officers, represented by NCEU.

They returned to open session, taking no action

**Items for Discussion and Action**

Items listed under this agenda heading were discussed at various times throughout the meeting.

Unless noted here, no formal action occurred.

- |   |                             |
|---|-----------------------------|
| 1. Update from Maine County Commissioners Association |                             |
| 2. Communication from Albany Resident re Snowplowing  | contact Meredith Alanskas   |
| 3. Employees' Concerns re Courthouse Parking Areas    | memo to department heads    |
| 4. Courthouse Snowplowing Plans anticipated           | increased salt use          |
| 5. Airport Updates:                                   |                             |
| o Fuel System   | no progress                 |
| o Parcel Survey                                       | no progress                 |
| o Communications w/ FAA and MDOT                      | re closure, no action taken |
| 6. Administrator's Task List                          |                             |

Added items to this agenda:

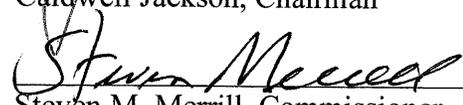
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|--|--|
| • confirm regular office hours in December |  |
| • Riley Township snowplowing authorized    | Cross Excavation   |
| • courtyard perimeter vegetation removal   | seek additional quotes   |
| • bi-weekly pay and elected officials      | authorized   |
| • discuss incorporation of Albany Township | contact county attorney for legal opinion and guidance re this topic |

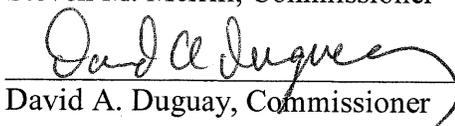
**Adjournment**

The Commissioners adjourned at 3:25 PM.

  
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Scott G. Cole, Administrator

  
\_\_\_\_\_  
Caldwell Jackson, Chairman

  
\_\_\_\_\_  
Steven M. Merrill, Commissioner

  
\_\_\_\_\_  
David A. Duguay, Commissioner

Notes:

- 1) *These minutes are intended to be a brief description of meeting actions and to provide, in a general sense only, an account of what was discussed.*
- 2) *Unless otherwise noted, all votes taken by the Commissioners were unanimous.*