

TOWN OF BELGRADE
Meeting Agenda
BOARD OF SELECTPERSONS
DECEMBER 6, 2022 / 6:30 P.M.
BELGRADE TOWN OFFICE

This meeting will be conducted in person. The public may also view the meeting and participate online at <https://us02web.zoom.us/j/81131427984>

Call to Order and Pledge of Allegiance

Public Comments

Open Meeting

1. OLD BUSINESS

Cooperative Agreement MDOT/Belgrade Water System

2. NEW BUSINESS

Review, approve Minutes of November 15, 2022

Special Requests Presentations

- 7 Lakes Alliance – Letter of petition requirements met & presentation
- Hospice Volunteers – Letter of petition requirements met & presentation
- Spectrum Generations – Letter of petition requirements met & presentation
- Sexual Assault – Letter of petition requirements met & presentation

2023 Wages / Benefits

Abatements/Supplementals

3. WARRANTS

4. TOWN MANAGER REPORT

5. EXECUTIVE SESSION: 1 M.R.S.A. §405(6)A – Personnel.

Memo

Cooperative Agreement between MDOT and Belgrade Water System

Voters approved the Board of Selectpersons finalizing the agreement between Maine Department of Transportation and the Municipality of Belgrade regarding Groundwater Chloride Impacts and the Installation, Maintenance and Operation of a Community Water System.

The most recent version was provided to the Board for review on November 21, changes from Theresa Pulver/MDOT were:

- *Section 3 is revised to reflect updated water tests. We have added two parcels and removed one. Please see my notes in the margin for more details;*
- *Section 4.a., I changed the execution deadline to December 15th. I think it's fine to push it out to a later December date if you think that will be necessary;*
- *I've changed MaineDOT's signature block to reflect our new Director of the Bureau of Maintenance and Operations.*

Please let me know if you have any questions about these changes. All other redlines from the last version remain intact.

A copy of this version is included in your Board packet for the December 6 Selectboard meeting.

After the agreement has been executed, the next step for the Town is to appoint trustees (you'll see the provisions related to trustees in Section 4 of the enabling law attached) and begin the PUC process which likely will not be completed until rates are established upon completion of the system. The MDOT will procure and administer a contract to construct and design the system, and will work with the Town to obtain permitting and approvals.

COOPERATIVE AGREEMENT

Between the

MAINE DEPARTMENT OF TRANSPORTATION

and

The MUNICIPALITY OF BELGRADE

Regarding Groundwater Chloride Impacts and the
Installation, Maintenance and Operation of a Community Water System

This Agreement (the “**Agreement**”) is entered into between the **Maine Department of Transportation** (hereafter “**MaineDOT**”), and the **Municipality of Belgrade** (the “**Municipality**”) (individually a “**Party**” or jointly the “**Parties**”) regarding a partnership initiative between the Parties to mitigate the groundwater chloride impacts affecting residential and commercial properties located near Routes 27, 11 and 135 in Belgrade, Maine.

BACKGROUND

- A.** Routes 27, 11 and 135 (also known as Cemetery Road) intersect to form a generally triangular area as depicted on the map attached hereto as **Exhibit A** (the “**Impact Area**”). The Impact Area extends from the westerly side of Route 27 to the northeasterly side of Cemetery Road and the southeasterly side of Route 11 and includes specifically the highlighted parcels shown on Exhibit A, being an excerpt of Tax Map 7 of the Municipality’s records.
- B.** MaineDOT and the Municipality each own and operate sand and salt storage facilities located within the Impact Area on the northeast side of Cemetery Road (the “**Maintenance Facilities**” collectively).
- C.** There have been several instances of chloride-related groundwater contamination issues affecting the private water supplies of residential and commercial properties located within the Impact Area (the “**Groundwater Contamination Impacts**”).
- D.** Sources of the Groundwater Contamination Impacts potentially include the Maintenance Facilities owned and controlled by both Parties. Numerous smaller private sources, such as driveways, parking lots and previously installed reverse-osmosis water treatment systems, as well as other unknown sources have likely contributed to the Groundwater Contamination Impacts, as well.
- E.** The Parties each have legal responsibilities associated with private water supplies being rendered unfit for human consumption as a result of highway construction, reconstruction or maintenance. 23 M.R.S. § 652(2) establishes MaineDOT’s responsibilities; 23 M.R.S. § 3659 establishes the Municipality’s responsibilities. The two statutes include similar liabilities and obligations to resolve associated claims.
- F.** Given that each Party’s exact contribution to the Groundwater Contamination Impacts is difficult to identify, MaineDOT and the Municipality have determined that it is in the public interest to jointly implement a permanent resolution to the Groundwater Contamination Impacts through a practical mitigation management plan and cost sharing arrangement between the Parties.
- G.** After thorough reviews of the various impacted properties and resolutions that may be implemented, the Parties have jointly determined that currently the most practical solution is to

design, install, operate and maintain a Public Water System, as such is defined in 22 M.R.S. § 2601, to serve the impacted properties as well as those additional properties within the Impact Area that may become impacted by chloride in the future (the “**Water System**”), as further outlined in this Agreement.

- H. The Parties previously entered into a Memorandum of Agreement dated May 24, 2011 (the “**2011 Agreement**”) to establish preliminary cost-sharing and claim investigation measures. The 2011 Agreement was limited in scope and did not fully contemplate the extensive Groundwater Contamination Impacts that have since been identified, nor did it consider the potential need for a public water system and the initial and ongoing expenses associated therewith.
- I. The purpose of this Agreement is to 1) replace the 2011 Agreement; 2) set out each Party’s responsibilities in establishing, constructing, operating and maintaining the Water System; and 3) identifying the cost-sharing arrangements between the Parties in connection with both the Water System and private property damages associated with the Groundwater Contamination Impacts.

AGREEMENT

NOW THEREFORE, MaineDOT and the Municipality acknowledge and agree that the forgoing recitals are true and correct statements of fact, and further agree as follows:

1. **Status of 2011 Agreement:** Upon the execution of this Agreement, the 2011 Agreement is void and of no further effect. All payments due from the Municipality under the terms of the 2011 Agreement have been paid in full by the Municipality in accordance with the terms thereof.
2. **Points of Contact:** Each Party shall assign a Point of Contact to be the direct contact person for all purposes associated with the Water System and all aspects of this Agreement. Appropriate contact information for each Point of Contact shall be shared between the Parties as soon as practicable.
 - a. For MaineDOT, the Region Manager for MaineDOT’s Region 2 will act as the Point of Contact. As of the effective date of this Agreement, that person is Jamie Andrews;
 - b. For the Municipality, the Town Manager will act as the Point of Contact. As of the effective date of this Agreement, that person is Interim Town Manager, Mary Vogel.
3. **Completed Actions Toward Development of the Water System:** As of the date of this Agreement, the following activities have already been completed:
 - a. The Parties have identified a number of residential and commercial properties within the Impact Area presently affected by the Groundwater Contamination Impacts (these properties, together with any future properties within the Impact Area identified as having been affected by the Groundwater Contamination Impacts, are hereafter the “**Impacted Properties**”).
 - i. Impacted Properties *presently affected* by the Groundwater Contamination Impacts as of the effective date of this Agreement and intended to be connected to the Water System upon construction completion are identified on Exhibit A as follows: lots 42, 53 (Municipal Cemetery), 55, 55-A, 55-C, 55-D, 55-E, 55-F, 55-G, 58, 59-A, 59-B, 61, , and 63. Notwithstanding the



depiction of highlighted parcels on Exhibit A, the Parties agree to also recognize lot 62A as a presently affected Impacted Property for the purpose of this Agreement and will share equally in the costs associated with resolving that owner's claim if it is determined to be impractical to physically connect lot 62A to the Water System.

- ii. Impacted Property *not presently affected* by Groundwater Contamination Impacts but still intend to be connected to the Water System upon construction completion is identified on Exhibit A as follows: lot 45 (the "**Municipal and MaineDOT Salt Facilities**").
 - iii. Impacted Properties not included in subsection i. and ii. above are eligible to be connected to the Water System in the future on a case-by-case basis if they become affected by Groundwater Contamination Impacts, subject to the Water System's sufficient capacity to handle the additional demand created by the added property.
- b. MaineDOT has hired Ransom Engineering ("**Ransom**") to drill and evaluate a test well (the "**Community Well**") to serve the Impacted Properties. The Community Well is located within MaineDOT's Maintenance Facility lot and is indicated on Exhibit A within lot 45. Ransom's total costs associated with the installation, testing and permitting of the Community Well are \$ **109,821.88** (the "**Community Well Installation, Testing and Permitting Costs**"). The Community Well currently meets all appropriate water quality standards, has sufficient capacity to serve the Impacted Properties, and the Parties anticipate that the Community Well will continue to have appropriate quality and capacity in the foreseeable future.
 - c. Ransom, at MaineDOT's direction, has also developed a cost estimate to design and install the necessary pumps, piping, treatment and distribution system to distribute water from the Community Well to the Impacted Properties (the "**Distribution System**"). The Community Well, together with the Distribution System, hereafter collectively constitute the "**Water System**" for the purpose of this Agreement. Ransom's recently updated cost estimate is approximately \$**3,000,000.00** (the "**Distribution System Design and Installation Estimate**"). The Distribution System Design and Installation Estimate includes individual connections to the Impacted Properties identified in Sections 3.a.i and ii (the "**Present Connections**").
 - d. MaineDOT has applied to the Maine Drinking Water Program ("**DWP**") for authorization to rely on the Community Well to supply a Public Water System serving the Impacted Properties. DWP has issued preliminary approval to MaineDOT, pending DWP's review and approval of the Distribution System. DWP's records identify the proposed Water System as "Belgrade DOT" and DWP has assigned a Public Water System identification number of ME0092729. The Municipality will assume operation and maintenance responsibility for the Public Water System only after the Water System and source water protection plan have been approved by DWP and the Water System has been constructed pursuant to Section 6 of this Agreement.

4. Municipality's Establishment of a Water Utility:

- a. In preparation for the Municipality's assumption of ongoing Water System operation and maintenance responsibilities as further set out in Section 6 of this Agreement, the Municipality has taken the necessary step of establishing a legislatively approved charter creating the Belgrade Water District to carry out such responsibilities on the Municipality's behalf over a geographic territory identical to the Impact Area depicted on Exhibit A. The creation of the Belgrade Water District was ratified by the Municipality's voters in March of 2022. It is the Parties' intent that, in addition to the municipal ratification of the Belgrade Water District, this Agreement shall be executed before a project to construct the Distribution System is put out to bid by MaineDOT, and that this Agreement has been drafted with the goal that the Distribution System construction will begin in early 2023, provided such Agreement execution has occurred no later than December 15, 2022. The Parties further agree to seek a legislative amendment to the defined area of the Belgrade Water District to include the presently affected Impacted Property identified as Lot 62A if it becomes apparent that the appropriate resolution to that lot's circumstance is to connect it to the Water System.
- b. The Parties agree that, if the Municipality is unable to secure the necessary municipal approval to enter into this Agreement, this Agreement shall be of not force and effect and the Parties will proceed with an alternate means of resolving the Groundwater Contamination Impacts, up to and including purchase of the Impacted Properties and relocation of affected occupants with the Parties sharing equally in all such costs.
- c. Upon execution of this Agreement and in parallel with the Distribution System being designed, the Municipality will promptly take all necessary remaining measures to ensure that the Belgrade Water District is functioning as a legally compliant water utility (the "**Water Utility**") under the laws and regulations of the Public Utilities Commission (the "**PUC**"), including without limitation appointing trustees, securing all necessary permits/approvals and ensuring that the designed Water System is approved by the PUC before the Distribution System construction commences. The Municipality agrees to diligently pursue the necessary permits/approvals on a schedule that will allow the construction to commence in spring 2023 as planned to minimize additional construction cost increases. The Water Utility will be expected to actively participate in the oversight of the Distribution System construction with MaineDOT's selected contractor.
- d. The development of the Water Utility requirements shall be at the discretion of the Municipality, provided that it complies with all applicable Maine laws governing the formation of water utilities and construction of associated water system infrastructure in the State of Maine and that either the Municipality or the established Water Utility on the Municipality's behalf is authorized to assume ownership of and all responsibility for the completed Water System when construction is complete and the Water System is put into service.
- e. *Once the Water Utility is legally empowered to assume the Municipality's obligations under this Agreement, this Agreement may be amended to add the Water Utility as a Party to this Agreement, at which time the Belgrade Water District will assume the role of Water Utility for the purpose of this Agreement. Absent such amendment, all references to the Water Utility in this Agreement shall refer to the Municipality and the terms "Municipality" and "Water Utility" shall be interchangeable until such amendment occurs.*

5. Project Design, Construction, and Implementation:

a. Scope of Work and Project Contract:

- i. Subject to municipal execution of this Agreement and PUC's requisite approval, if needed, of the submitted plans and specifications of the designed Distribution System, MaineDOT shall procure and administer a contract to construct the Distribution System, connect the Distribution System to the Community Well, and connect the completed Water System to the Impacted Properties currently identified by the Parties (the "**Project**") with the intention that construction will begin in early 2023 and be completed in approximately one construction season. Implementation of this work shall be completed in accordance with the plans and specifications jointly approved by MaineDOT, the Water Utility and PUC, if deemed necessary.
 1. Prior to MaineDOT's solicitation of bids to construct the Project, the Water Utility, and its technical advisor, if any, shall be provided adequate opportunity to review and comment on the water system design. The water system design shall include water usage meters of a design and operation acceptable to the Water Utility for each service connection, provided that the Water Utility shall pay to MaineDOT the cost difference for any requested meter upgrades that exceed those necessary to meet industry standards.
- ii. MaineDOT shall be the sole administrator of the Project contract and will pay all Project costs, subject to the Parties' cost sharing arrangements set out in the **Cost Sharing and Invoicing** section herein.
- iii. MaineDOT shall be responsible for applying for and complying with all applicable permitting requirements associated with Project construction, except that the Water Utility shall have secured any necessary approvals from the PUC and applied for and been granted the necessary Location Permit from MaineDOT in accordance with the terms of 35-A M.R.S. ch 25 and MaineDOT's Utility Accommodation Rules (the "**Location Permit**").
- iv. Subject to MaineDOT's approval of the Location Permit, the Distribution System will be installed within the limits of the highway rights of way to eliminate the Parties' need to acquire additional property rights from abutting landowners.
- v. Changes to Project Scope. MaineDOT will consult with the Municipality and the Water Utility before implementing any substantive adjustments to the Project scope. Any such changes shall be in writing and mutually agreed upon by all Parties to this Agreement, as such may be amended.
- vi. MaineDOT shall ensure that the Project is constructed in accordance with the Project contract.
- vii. The Water Utility may inspect the Project work upon reasonable notice to MaineDOT. Costs for such inspections shall be at the Municipality's sole expense.

- viii. MaineDOT shall ensure that the Water System design engineer conducts regular quality control inspections of all work performed by the construction contractor and its subcontractors to ensure adherence to the Project design specifications and change orders, including but not limited to the proper installation of water mains and service connections, water main seals, pump station construction, and pump and electronic controls installation. The results of these inspections shall be documented and provided to the Municipality or Water Utility upon request. The Municipality and Water Utility reserve the right to hire at their expense a Maine professional engineer to perform supplemental quality control inspections and provide input for the Project design engineer and construction contractor's consideration, with final determinations of compliance with appropriate industry standards being at the sole discretion of the Project design engineer and contractor. MaineDOT will assure that its Water System design engineer and construction contractor will cooperate and share design and construction information with the Municipality or Water Utility inspector upon request.
- b. Individual Service Lines to Impacted Properties: ***Prior to MaineDOT's solicitation of bids to construct the Project***, MaineDOT shall secure statements from the owners of each Impacted Property (the "**Impacted Property Owners**") indicating that they intend to connect to the Water System once it is operational and that they will grant the necessary temporary access rights to allow for the installation and connection. If a sufficient number of Impacted Property Owners fail to state an intention to connect to the Water System, the Parties reserve the right to forego constructing the Distribution System and, in such event, shall revisit the terms of this Agreement.
- i. Individual service lines to each of the Present Connections (the "**Service Line(s)**") will be installed as part of the Distribution System with connection points being installed as close as possible to the edge of the highway right of way limits. All portions of Service Lines installed outside of the highway right of way and within the boundaries of the Impacted Properties shall be owned by the Impacted Property Owner being served.
 - ii. Each Impacted Property Owner will be required to grant temporary access rights for all purposes necessary to allow Project contractors to install and connect the Service Line from the installed water main connection point to the Impacted Property's existing plumbing system.
 - iii. Impacted Property Owners will be required to enter into a service contract with the Water Utility for the provision of public water serving the Impacted Property before that property's associated Service Line is made active.
 - iv. Subject to the exceptions set out below and upon connection of each Service Line, MaineDOT or its contractor will fill in and abandon the Impacted Property's chloride-contaminated groundwater well, as required by Maine law, at no cost to the Impacted Property Owner (the "**Groundwater Well Abandonment**"). In addition to the temporary access rights conveyed for installation of the Service Lines, each Impacted Property Owner will be required to grant temporary access rights for all purposes necessary to perform Groundwater Well Abandonment activities. Costs associated with Groundwater Well Abandonment shall be paid

upfront by MaineDOT, subject to the Parties' cost sharing arrangements set out in the **Cost Sharing and Invoicing** section herein.

- v. MaineDOT shall ensure that, upon completion of all necessary installations, connections and Groundwater Well Abandonment activities performed by or on behalf of MaineDOT in connection with the Project, all disturbed property will be restored, including any necessary re-grading or re-seeding of grass, to return the Impacted Property to a condition similar to that which exists prior to the work being implemented. Such costs shall be a component of the Groundwater Well Abandonment costs;
- vi. MaineDOT will contact each affected Impacted Property Owner prior to the onset of Project construction to complete the necessary documentation involving temporary access rights. Temporary access rights for Service Line installation and Groundwater Well Abandonment shall be incorporated into one single access document for each Impacted Property as appropriate. MaineDOT shall prepare such documentation at its sole expense.

c. Dedicated Groundwater Monitoring Wells.

Notwithstanding the Groundwater Well Abandonment process outlined above, the Parties shall work together to identify a reasonable number of affected groundwater wells to leave in place, disconnected from associated Impacted Properties but not formally abandoned, to use as future monitoring wells, allowing the Municipality to periodically monitor the ongoing conditions of the groundwater over time.

d. Municipal Cooperation During Project Construction.

- i. The Municipality agrees that, to the extent that MaineDOT and its Project contractors are subject to any local ordinances, the Municipality shall promote, in good faith, cooperation on the part of any local board, committee, commission, or other administrative body with jurisdiction over any applicable local ordinance with MaineDOT regarding pursuit or execution of the Project. Notwithstanding any Municipal Ordinance to the contrary, the Municipality further agrees not to charge MaineDOT or its Project contractors for any necessary municipal inspections and/or permits related to the Project.
- ii. The Municipality agrees to alter, move, relocate or remove, or cause to be, at no cost to the Project, any municipal property, including all fixtures, facilities or monuments, located on, under or above the ground, as necessary to permit construction of the Project, that has not otherwise been provided for during the development of the Project. Any work necessary to do so during the period of construction shall be coordinated with the Project contractor.
- iii. To the extent necessary to permit construction of the Project, the Municipality will, at no cost to the Project, assure proper adjustment, relocation, or repair of any portion of a utility service, whether above or below ground, that is located within the limits of the highway right-of-way and connected to any municipal utility. The Municipality agrees to hold MaineDOT harmless from any claims for damages occurring as a result thereof.

- iv. The Municipality agrees that during and after construction it will apply the requirements of the most recent version of MaineDOT's "Utility Accommodation Rules" as the minimum guidelines, notwithstanding any municipal rules that are more lenient.
- v. Traffic Control. The Municipality agrees to allow the Project contractor to control all traffic through Project work areas in accordance with the traffic control plan approved by MaineDOT. The development of the Traffic Control Plan will follow the process outlined below:
 - a. MaineDOT's Project Manager will discuss the Traffic Control Plan with the Municipality (scope, limits, day or night work, work window, etc.) as soon as practicable.
 - b. The Municipality will comment on any concerns/issues related to the Traffic Control Plan within two (2) weeks of receipt.
 - c. MaineDOT will address the Municipality's concerns where practical, but MaineDOT's engineering judgment will prevail where there are any disagreements.

6. **Ongoing Operation and Maintenance of Completed Water System:**

- a. Bill of Sale and Location Permit. Upon completion of the DWP - approved and constructed Water System, connection of all Service Lines, and delivery by the Municipality/Water Utility to MaineDOT of Water Supply Settlements (as further defined below) from each of the Impacted Property Owners that have entered into service contracts, MaineDOT will convey, and the Water Utility shall accept, ownership of the Water System to the Water Utility via a bill of sale for the infrastructure, a deeded easement for the Community Well location and any associated infrastructure located on MaineDOT property, and a Location Permit allowing the Water System to continue to occupy the highway rights of way in accordance with the terms of MaineDOT's Utility Accommodation Rules. The Location Permit will include language representing that the Municipality shall not be required to participate in future costs of relocating the Water System, or any portions thereof, if such relocation becomes necessary due to MaineDOT's future highway construction or reconstruction needs.
- b. Upon completion of the DWP -approved and constructed Water System and connection of all Service Lines, the Municipality or Water Utility shall assume all responsibilities for the Water System's ongoing operation and maintenance at its sole expense (the "**Water System Operation and Maintenance**") including without limitation all associated fees, costs, repairs and replacements that are not subject to the terms and conditions of this Agreement's Contingency provisions below. DWP has estimated the annual expense associated with the Water System Operation and Maintenance to be approximately \$36,000 in present value. Water System Operation and Maintenance shall include compliance with any well head protection plan required by the DWP and all applicable state and local laws, rules and regulations governing the Water System.



- i. Contingencies. The Parties agree that, should the Community Well become contaminated with chloride at concentrations above MaineDOT's current action level of 250 mg/l for a period of three (3) consecutive sampling rounds associated with the Parties' on-going operation of the Maintenance Facilities, the Parties shall revisit the terms of this Agreement to jointly determine how best to resolve such contamination or to otherwise address the claims of Impacted Properties that cannot be served by the Community Well.
- c. The Municipality shall ensure that the Water System Operation and Maintenance is implemented in accordance with all applicable laws, rules and regulations including without limitation 22 M.R.S. Ch. 601 - Water for Human Consumption, and the State of Maine Board of Licensure of Water System Operators rules at 90-429 C.M.R. ch. 1, and that the Water System is maintained in such a manner as necessary to preserve the use and function thereof for the expected period of the Water System's normal useful life as determined by accepted engineering and/or industry standards. To the extent any warranty exists for the Water System, said warranty shall be first relied on by the Municipality to address necessary maintenance and/or repairs. The Municipality agrees to maintain the Water System with equipment technology equal to or greater than that which has been installed in connection with the Project.
- d. The Municipality shall ensure that all Impacted Properties within the limits of the Impact Area, are allowed to connect to the Water System and that there shall be no charge to the Impacted Property Owner for the cost of physically connecting such property to the Water System. At the Municipality's discretion, it may take appropriate steps to enact necessary local ordinances to limit the properties that are permitted to connect to the Water System, provided that all Impacted Properties in the Impact Area are permitted to connect thereto.
- e. The Water Utility may, subject to PUC approval if required, develop a reasonable rate schedule for water usage commensurate with other public water utilities of similar size and scope to offset future maintenance costs.
- f. Notwithstanding anything in this Agreement to the contrary, the Municipality's obligation to allow all Impacted Properties to connect to the Water System is conditioned on the Water System's capacity to adequately serve additional users. In the event the Parties become aware that the Water System can no longer serve additional Impacted Properties, the Parties shall revisit the terms of this Agreement to jointly determine how best to expand the capacity of the Water System or to otherwise address the claims of Impacted Properties that cannot be served by the Water System.

7. Investigation and Settlement of Current and Future Well Claims:

- a. MaineDOT will continue to work with currently identified Impacted Properties to inform property owners of the Parties' plan to install, operate and maintain the Water System.
- b. Settlement Negotiations.

Each Impacted Owner has filed a claim against MaineDOT seeking: 1) damages caused by groundwater well contamination affecting their property, and 2) a resolution resulting in the provision of a clean water supply (collectively, the "**Well Claim**"). For the purposes of

this Agreement, each Well Claim is separated into two components: the “**Water Supply Component**” requiring that clean water be supplied to the Impacted property; and the “**Personal Property and Fixtures Component**” addressing physical damage to the personal property and fixtures associated with the Impacted Property.

- i. **Prior to activating a connected Service Line**, the Municipality/Water Utility shall ensure that the Impacted Property Owner has signed a settlement agreement releasing MaineDOT and the Municipality from the Water Supply Component of the owner’s Well Claim (the “**Water Supply Settlement**”). MaineDOT will provide the Municipality with the form of settlement agreement required for execution.
- ii. Once the Impacted Properties have been connected to the Water System, MaineDOT will ask each Impacted Property Owner to provide a cost summary supporting the Personal Property and Fixtures Component of their Well Claim, including, for example, piping, tanks, pumps, heating systems or other related fixtures that have been damaged as a result of the Groundwater Contamination Impacts. MaineDOT will assess the validity of each claim and will strive to negotiate a final settlement of the Personal Property and Fixtures Component of each Impacted Property Owner’s Well Claim (the “**Personal Property and Fixtures Settlement**”). Settlement agreements will include a release of both MaineDOT and the Municipality. Negotiated settlement amounts will be paid by MaineDOT up front, subject to the Parties’ cost sharing arrangements set out in the **Cost Sharing and Invoicing** section herein.
- c. If an Impacted Property is confirmed to experience damage to or failure of the personal property and/or fixtures described above that requires repair or replacement prior to the Water System being operational, the Parties will jointly investigate such damages and will share in all costs incurred to appropriately repair or replace the damaged property or fixture (the “**Emergency Repairs**”). Impacted Property Owners affected by Emergency Repairs will not be asked to settle their Well Claim until the Water System is installed and connected, at which time such claim will be handled in accordance with the **Settlement Negotiations** subsection included above.
- d. State Claims Referrals. If an Impacted Property Owner 1) refuses to be connected to the Water System; 2) refuses to enter into a Water Supply Settlement; or 3) if a Personal Property and Fixtures Settlement cannot be reached with an Impacted Property Owner once connected to the Water System, the unsettled party will be asked to assign its claim against the Municipality to MaineDOT, and MaineDOT will refer the claim against MaineDOT to the State Claims Commission for a determination of cause and assessment of damages (the “**SCC Damage Award**”). SCC Damage Awards will be paid by MaineDOT up front, subject to the Parties’ cost sharing arrangements set out in the **Cost Sharing and Invoicing** section herein.
- e. Investigation of New Claims. New claims from Impacted Properties not already identified as of the date of this Agreement shall be investigated by MaineDOT and results reported to the Municipality. If the claim is determined by MaineDOT to be associated with the Groundwater Contamination Impacts, the Municipality shall arrange for the Impacted Property to be connected to the Water System at the Municipality’s cost (the “**Future**

Connection Costs”) subject to the Parties’ cost sharing arrangements set out in the **Cost Sharing and Invoicing** section herein. Final resolution of the newly identified Impacted Property will then be managed in accordance with the process set out in the **Settlement Negotiations** and **State Claims Referrals** sections outlined above.

- f. Release of Municipality from Claims. Upon the Municipality’s payment to MaineDOT of its share of each Impacted Property Owner’s Personal Property and Fixtures Settlement or SCC Damage Award, as applicable, and satisfaction of all Municipality and Water Utility obligations set out in this Agreement, cost sharing or otherwise, MaineDOT hereby releases the Municipality from all claims, damages and causes of action associated with the Groundwater Contamination Impacts that are covered by the Water Supply Settlement, Personal Property and Fixtures Settlement or SCC Damage Award for that particular Impacted Property.

8. Project Cost Sharing and Invoicing:

- a. Allocation of Costs. The Parties agree to allocate all costs associated with the Groundwater Contamination Impacts as follows:
- i. MaineDOT shall pay all actual costs incurred in connection with the Distribution System Design and Installation Estimate (currently estimated at \$3,000,000.00);
 - ii. The Municipality shall pay all actual costs incurred in connection with the ongoing Water System Operation and Maintenance (currently estimated at \$36,000 per year, present value as of the date of this Agreement), subject to the Municipality’s right to charge a reasonable water usage fee, as described above, to offset these costs;
 - iii. The Parties shall each pay fifty percent (50%) of all actual costs incurred in connection with the following:
 1. Community Well Installation, Testing and Permitting Costs, documented at a total of \$109,821.88;
 2. Groundwater Well Abandonment costs (generally estimated at \$3,000 - \$3,500 per well);
 3. Personal Property and Fixtures Settlements;
 4. SCC Damage Awards;
 5. Emergency Repairs; and
 6. Future Connection Costs.
 - iv. All in-house costs incurred by each Party’s staff in connection with the Groundwater Contamination Impacts, including but not limited to design review, construction oversight, investigations and administrative processing, shall be the responsibility of each individual Party and not applied against either Party’s allocations as set out above.
- b. Invoicing and Payment Schedule.
- i. The Parties acknowledge that the Municipality has already been invoiced for and paid to MaineDOT the sum of \$21,310.00, which is applied against the

Municipality's 50% share of the Community Well Installation, Testing and Permitting Costs;

- ii. Immediately upon execution of this Agreement, MaineDOT will invoice the Municipality for its remaining share of the Community Well Installation, Testing and Permitting Costs, which equals \$33,600.94;
- iii. Immediately upon execution of this Agreement, and intermittently as Emergency Repairs are performed prior to the Water System being completed, the Parties will invoice one another, as applicable, for any outstanding share of Emergency Repairs that either Party may have incurred.
- iv. Once the Water System is completely constructed and installed, MaineDOT shall invoice the Municipality on a quarterly basis for its share of costs incurred to date in connection with 1) Groundwater Well Abandonment; 2) Personal Property and Fixtures Settlements; and 3) SCC Damage Awards. MaineDOT's share of any Future Connection Costs covered by the Water Utility at the time of connection will be deducted from the amount invoiced to the Municipality.
 1. The initial invoice will include all costs incurred to date in these categories;
 2. Subsequent quarterly invoices will reflect costs incurred in these categories during that particular quarter.
- v. Each invoice submitted will describe the completed work and itemize the associated costs included therein. The invoicing Party will provide supporting documentation to the other Party upon request.
- vi. Each invoice shall be due and payable upon 30 days of the invoiced Party's receipt thereof.

9. **Financial Obligations, Termination and Early-Termination Rights:**

- a. Obligation of MaineDOT Funds. Anything herein to the contrary notwithstanding, the Municipality acknowledges and agrees that, although the execution of this Agreement by MaineDOT manifests its intent to honor its terms and to seek funding to fulfill any obligations arising hereunder, by law any such obligations are subject to available budgetary appropriations by the Maine Legislature and do not create any obligation on behalf of MaineDOT in excess of such appropriations.
- b. Obligation of Municipality Funds. Anything herein to the contrary notwithstanding, MaineDOT acknowledges and agrees that, although the execution of this Agreement by the Municipality manifests its intent to honor its terms and to seek funding to fulfill any obligations arising hereunder, by law any such obligations are subject to available budgetary appropriations by the Municipality's governing authorities and, therefore, this Agreement does not create any obligation on behalf of the Municipality in excess of such appropriations.
- c. Each Party hereby agrees to diligently pursue the necessary funding to satisfy its respective obligations arising hereunder. If either Party is unable to satisfy its respective obligations, the other Party shall have the right to terminate or renegotiate the terms of this Agreement.

- d. Either Party may postpone, suspend, abandon or otherwise terminate this Agreement upon thirty (30) days written notice to the other Party as the result of any failure by the other Party to perform any of the services required under this Agreement to the terminating Party's satisfaction. In no event shall any such action be deemed a breach of contract.
- e. This Agreement may be terminated at any time by mutual written agreement of all Parties, provided that such written agreement shall address the allocation between the Parties of any costs, expenses, penalties and/or liabilities expended, committed or imposed in connection with the Project and any Project contracts awarded as of such date of termination.
- f. Prior to MaineDOT awarding a contract to construct and install the Water System, if estimates or actual bid prices for such construction and installation exceed the Distribution System Design and Installation Cost Estimate (i.e., \$3,000,000.00) by more than thirty percent (30%), MaineDOT reserves the right to postpone, suspend, abandon or otherwise terminate or renegotiate the terms of this Agreement. In such event, each Party shall pay its share of any costs, expenses, penalties and/or liabilities expended, committed or imposed in connection with the Project and any Project contracts awarded as of such date of termination.
- g. In the event of termination, all provisions of this Agreement shall become null and void except for any outstanding financial obligations for costs or liabilities already incurred or obligated, as well as *those provisions that by their very nature are intended to survive*.
- h. Unless this Agreement is terminated early in accordance with the provisions set out above, all provisions of this Agreement *except those associated with the Municipality's ongoing Water System Operation and Maintenance obligations and those that by their very nature are intended to survive*, shall expire upon final collection and/or payment of all outstanding invoices, provided that no new Impacted Properties have been identified within the Impact Area for a period of ten (10) years.

10. **Miscellaneous Provisions:**

- a. Municipal Authority. The Municipality represents that it has received all necessary approvals or authorizations by its governing authorities to enter into this Agreement and fulfill the Municipality's obligations outlined herein.
- b. The Parties agree to: comply with and abide by all applicable state and federal laws, statutes, rules, regulations, standards and guidelines, including the MUTCD and OSHA standards, and all Agreement provisions; avoid hindering each other's performance; fulfill all obligations diligently; and cooperate in achievement of the intent of this Agreement.
- c. The Parties shall require any third party or other entity providing any service or work on the Water System to (a) carry liability insurance commensurate with the risk of the activity and (b) to indemnify and defend both MaineDOT and the Municipality and hold them harmless from claims. . The duty to defend, indemnify, and hold harmless shall extend to the State of Maine, its officers, agents and employees and the Municipality, its officials, employees, agents, consultants or contractors, and shall cover all claims, suits or liabilities arising from any negligent or wrongful act, error or omission by said third party or entity. Nothing herein shall waive any defense, immunity or limitation of liability that may be available to either party under the Maine Tort Claims Act (14 M.R.S. § 8101 et seq.) or any other privileges or

immunities provided by law. Any other provision of this Agreement to the contrary notwithstanding, this provision shall survive any termination or expiration of this Agreement.

- d. State of Maine's Rights of Set-Off. MaineDOT shall have all of its common law, equitable and statutory rights of set-off. These rights shall include, but not be limited to, the State of Maine's option to withhold for the purposes of set-off monies due the Municipality under a specific project contract up to any amounts due and owed to MaineDOT with regard to this Agreement, and any other agreement/contract with any State of Maine department or agency, including any agreement/contract for a term commencing prior to the term of this Agreement, plus any amounts due and owed to the State of Maine for any reason including without limitation, tax delinquencies, fee delinquencies or monetary penalties relative thereto. MaineDOT shall exercise its set-off rights in accordance with normal State practices including, in cases of set-off pursuant to an audit, the finalization of such audit by MaineDOT, its representatives, or the State Controller. When applicable, MaineDOT reserves the right to withhold or reduce future Local Road Assistance payments to the Municipality for purposes of set-off to recover the amount owed.
- e. Assignment. No assignment of this Agreement is contemplated, and in no event shall any assignment be made without both Parties' express written permission.
- f. Notice. Any communications, requests or notices required or appropriate to be given under this Agreement shall be in writing and may be sent via email which shall satisfy the delivery requirements of this section through express acknowledgement of receipt by the receiving Party. Alternatively, communications can be mailed via U.S. Mail, Certified or Registered, Return Receipt Requested or sent via a recognized commercial carrier, such as but not limited to Federal Express, that requires a return receipt delivered to the sending party. Said communications, requests or notices shall be sent to the other Party as follows:

MaineDOT: Maine Department of Transportation
 Region 2 Office

Augusta, ME04333-0016
Attn.: Jamie Andrews
Email: jamie.andrews@maine.gov

Municipality: Town of Belgrade
 990 Augusta Rd
 Belgrade, ME 04917
Attn.: _____ Town Manager
Email: townmanager@townofbelgrade.com

- g. Counterparts and Electronic Signatures. This Agreement may be implemented in one or more counterparts, each of which will be deemed to be an original copy and all of which, when taken together, will be deemed to constitute one and the same Agreement, and will be effective when counterparts have been signed by each of the Parties and delivered to the other Parties. Each Party agrees that this Agreement and any other documents to be executed in connection herewith may be electronically signed and that any electronic signatures appearing on this

REVISED 09-01-22 in response to TOWN REDLINES of 8-26-22

Agreement or the associated documents are the same as handwritten signatures for the purposes of validity, enforceability and admissibility.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement in duplicate, effective on the day and date last signed below.

MAINE DEPARTMENT OF TRANSPORTATION

Date: _____

By: _____

Kyle Hall

Director, Bureau of Maintenance and Operations

Duly authorized

MUNICIPALITY OF BELGRADE

Date: _____

By: _____

Print name: _____

Its _____

Duly authorized

Memo

Minutes of November 15, 2022

Review and approve minutes of the Selectboard meeting November 15, 2022.

TOWN OF BELGRADE
Meeting Minutes
BOARD OF SELECTPERSONS
NOVEMBER 15, 2022
BELGRADE TOWN OFFICE

This meeting can also be viewed at https://youtu.be/TK_y4d4acNA

Present: Chair Melanie Jewell, Vice Chair Barbara Allen, Selectperson Carol Johnson, Selectperson Dan Newman, Andrew Dallas, Kim Dallas, Sharon Horne, Scott Horne, Bruce Galouch, Town Manager Lorna Dee Nichols.

Participants: Town Clerk Mary Vogel, Fire Chief Dan MacKenzie, Kate Damren, Richard Bourne, Scott Nichols, Lenny Reich, Linda Sprague.

Chair Melanie Jewell called the meeting to order at 6:32 p.m.

Pledge of Allegiance

Public Comments: None

OLD BUSINESS

Catering Permit for 12/3/22

Chair Melanie Jewell made a motion to approve the catering permit for Sadie's Boathouse for December 3, Selectperson Carol Johnson seconded the motion, vote 4-0.

Sand/Salt Agreement Extension

Chair Melanie Jewell made a motion to extend the current agreement with David Stevens from January 1, 2023, to June 1, 2023, for a contracted price of \$10 per yard for sand, Selectperson Carol Johnson seconded the motion, vote 4-0.

Snowplow Contract RFP

Discussion on when the current contractor stopped using the brine as stated in the contract.

Chair Melanie Jewell made a motion to approve the RFP to go out November 16 with a due date of December 16 and review by the Board of Selectpersons at their regular meeting on December 20, 2022; Selectperson Carol Johnson seconded the motion, vote 4-0.

Local Health Officer Appointment

Selectperson Carol Johnson made a motion to appoint Andrew Dallas as Local Health Officer until December 31, 2022, Selectperson Dan Newman seconded the motion, vote 4-0.

The Board asked Andrew Dallas to keep the Board informed on duties, volume of calls etc. The front office will screen calls during open hours and then forward on to Andrew as Local Health Officer.

Referendum or In-Person Town Meeting 2023

Discussion on options to ensure the largest number of residents are able to participate; secret ballot voting usually has a higher turnout than in-person town meeting; some residents have health concerns about meeting in person; there is a potential for several items on the town meeting warrant to prompt discussion and open town meeting is the best way to do that.

Note: at this point in the meeting, the laptop hosting Zoom did a Windows restart, so the meeting was paused at 7:11 p.m. Meeting restarted at 7:17 p.m.

Chair Melanie Jewell made a motion to have a bifurcated meeting for 2023 (elections by secret ballot, in-person town meeting), Selectperson Dan Newman seconded the motion, vote 3-1.

NEW BUSINESS

Municipal Quitclaim Deed

Chair Melanie Jewell made a motion to approve the Quitclaim Deed for 22 Horse Point Road for taxes paid, Vice Chair Barbara Allen seconded the motion, vote 4-0.

North Belgrade Fire Station Dedication

Fire Chief Dan MacKenzie briefed the Board on the decision by the Fire Department members to dedicate the North Belgrade fire station in honor of the late Richard Damren. Leighton's has done a mock-up for a sign.

Chair Melanie Jewell made a motion to approve the dedication of the North Belgrade Fire Station in honor of the late Richard Damren, Selectperson Carol Johnson seconded the motion, vote 4-0.

Fire Dept. SCBA Bids

Two bids were received for the SCBA equipment which will be purchased through a FEMA grant: Fire Tech and Safety \$112,255 and IPS \$127,904.

Selectperson Dan Newman made a motion to award the bid to Fire Tech and Safety in the amount of \$112,255, Chair Melanie Jewell seconded the motion, vote 4-0.

Review, approve Minutes of November 1, 2022

Selectperson Carol Johnson made a motion to approve the minutes of November 1 as written, Chair Melanie Jewell seconded the motion, vote 4-0.

WARRANTS

Warrant 125 \$18,888.13

Chair Melanie Jewell made a motion to approve warrant 125 in the amount of \$18,888.13, Selectperson Carol Johnson seconded the motion, vote 4-0.

Warrant 128 \$17,237.47

Chair Melanie Jewell made a motion to approve warrant 128 in the amount of \$17,237.47, Selectperson Carol Johnson seconded the motion, vote 4-0.

Warrant 129 \$5,105.50

Chair Melanie Jewell made a motion to approve warrant 129 in the amount of \$5,105.50, Selectperson Carol Johnson seconded the motion, vote 4-0.

Warrant 130 \$70,027.09

Chair Melanie Jewell made a motion to approve warrant 130 in the amount of \$70,027.09, Selectperson Carol Johnson seconded the motion, vote 4-0.

Warrant 131 \$1,031.75

Chair Melanie Jewell made a motion to approve warrant 131 in the amount of \$1,031.75, Selectperson Carol Johnson seconded the motion, vote 4-0.

Warrant 132 \$18,859.69

Chair Melanie Jewell made a motion to approve warrant 132 in the amount of \$18,859.69, Vice Chair Barbara Allen seconded the motion, vote 4-0.

Warrant 133 \$15,250.36

Chair Melanie Jewell made a motion to approve warrant 133 in the amount of \$15,250.36, Selectperson Carol Johnson seconded the motion, vote 4-0.

TOWN MANAGER REPORT

Town Manager Lorna Nichols read her report into the record and provided supporting documents for the Board's review.

NIMS Training Update

For federal funding, disaster funding, etc. the State has adopted NIMS and ICS standards. We have identified the following positions in the Town of Belgrade which would require the NIMS training. Our Fire and Rescue Department personnel already receive and are compliant in this training, but will need the updated training over the coming months – as will the following:

- Senior Local Elected Officials (Selectpersons)
- Fire Chief
- Rescue Chief
- All Fire/Rescue Personnel
- Town of Belgrade Local Emergency Management Director
- Road Commissioner
- Public Information Officer (PIO)

Elected and appointed officials should have a clear understanding of their roles and responsibilities for successful emergency management and incident response. To that end, it is vital that elected and appointed officials understand and receive NIMS training.

For additional information on this, please visit this link <https://www.maine.gov/mema/response-recovery/incident-management/national-incident-management-system>

With elections and voting over and legislative body approval on all warrant articles, the Commercial Development Review Ordinance has been updated with all amendments and out for review to ensure everything has been included/updated. Once confirmed, Town Clerk Mary Vogel will get the final copy certified and we will update the Town's website.

Next up will be the task for the Board to review and finalize the agreement with the Maine Department of Transportation for the installation, maintenance, and operation of a community water system to remedy the salt-contaminated properties generally bounded by but not limited to Route 27, Route 135 and Routes 8/11.

EV Charging Stations

Efficiency Maine runs a program to offset the cost of installing charging stations at 80% with the possibility of additional funding to help cover costs. Reimbursement is made for actual expenses. A link to more information on this:

<https://www.efficiencymaine.com/evi-fon-001-2023/>

This year's program deadline is November 17, too soon for the Town to plan and submit but the State will likely run the program again in 2023 if the Board would like to discuss and move forward next year. I am in contact with the state for additional information.

Brown Tail Moths

The State has a new grant program which should be available in early 2023. Links to more information:

https://legislature.maine.gov/legis/bills/bills_128th/billtexts/HP081801.asp

https://www.maine.gov/dacf/mfs/forest_health/invasive_threats/browntail_moth_info.htm

Feral Cats

Update: the previous ACO has passed the information along to our new ACO to be the primary on this. I have contacted the group out of Buckfield for an update:

We have trapped seventy-five cats so far on Culhaven Rd. There are likely twenty-five or so left which we will return for once we have gotten the current ones fixed, vaccinated, and rehomed.

We are working as quickly as possible to accomplish this but with only three members and a handful of fosters it takes a bit to tackle a colony of this size.

In addition, our new ACO asked about an ordinance for feral cats. Reaching out to legal counsel, they nor I could find any feral cat ordinance in Maine as a guide/sample due to the fact Maine Statute governs this under the duties of the ACO. This information has been provided to the ACO as well.

Stray cats and small animals:

<https://legislature.maine.gov/statutes/7/title7sec3919.html>

A procedure for acceptance of stray cats to shelters:

<https://legislature.maine.gov/statutes/7/title7sec3919-A.html>

EXECUTIVE SESSION: 1 M.R.S.A. §405(6)(C) Real Estate

Chair Melanie Jewell made a motion to exit regular session and enter executive session at 8:19 p.m., Selectperson Carol Johnson seconded the motion, vote 4-0.

Chair Melanie Jewell made a motion to exit executive session with no decision being made, and enter regular session at 8:37 p.m., Vice Chair Barbara Allen seconded the motion, vote 4-0.

Back to regular session:

Chair Melanie Jewell made a motion to authorize Fire Chief Dan MacKenzie to sign the new tower lease agreement between the Town and Navigator Properties for a term of 5 years and cost of \$1.00, Selectperson Dan Newman seconded the motion, vote 4-0.

Chair Melanie Jewell made a motion to adjourn the meeting at 8:48 p.m., Selectperson Dan Newman seconded the motion, vote 4-0.

Memo

Special Requests Presentations

The following petitions have been submitted and verified by Town Clerk Mary Vogel with confirmation to make a presentation to the Selectboard at its December 6 meeting:

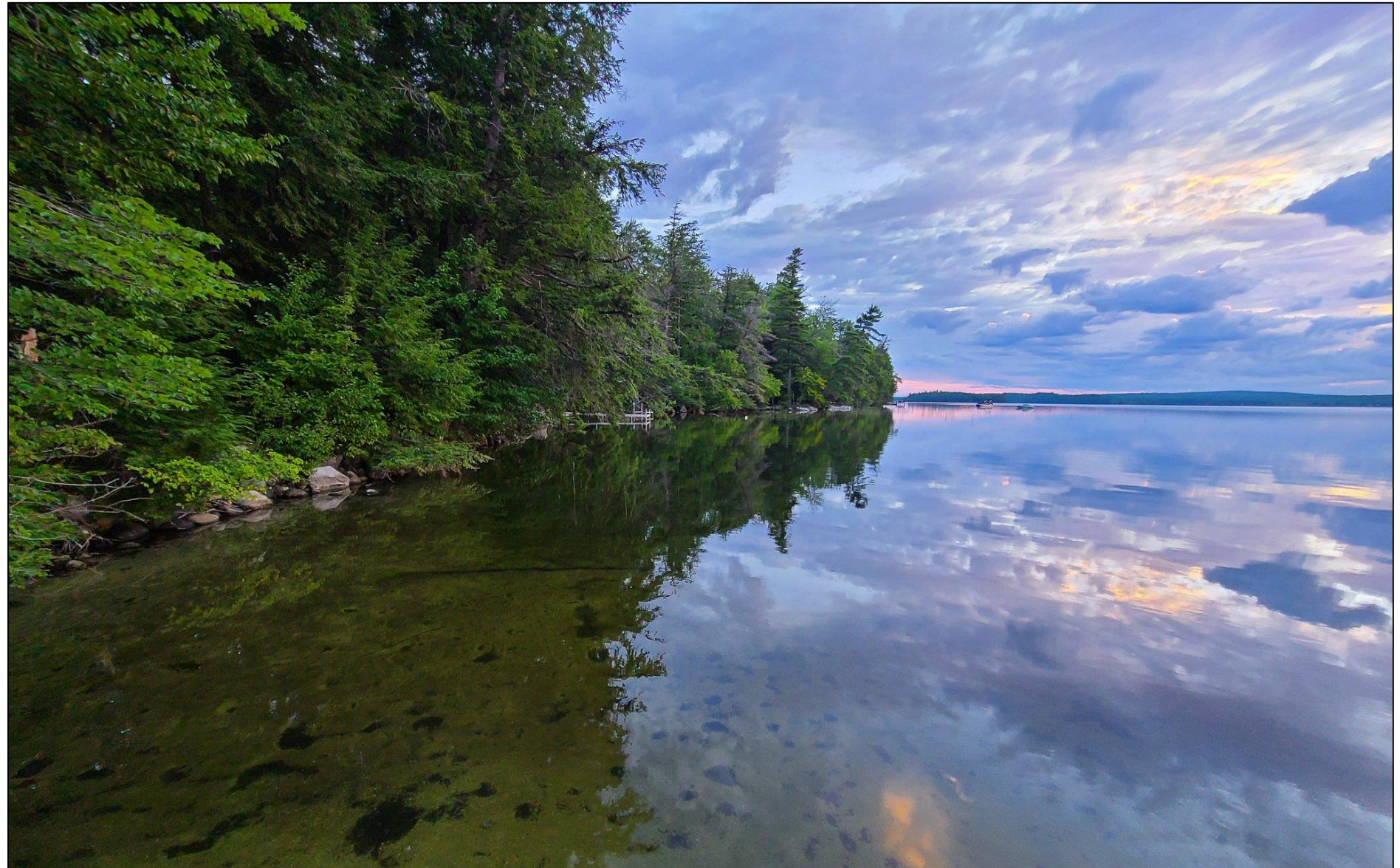
- 7 Lakes Alliance – \$60,000 request, letter of petition requirements met & presentation
- Hospice Volunteers – \$1,500 request, letter of petition requirements met & presentation
- Spectrum Generations – \$1,488 request, letter of petition requirements met & presentation
- Sexual Assault Crisis & Support Center - \$1,138 request, letter of petition requirements met & presentation



Ensuring Our Future

7 Lakes Alliance

Takeaway:
Lake groups
yield
**healthier
lakes, great
return for
\$40K
investment**





Ensuring Our Future

Rick Damren

- Lifelong Belgrade resident
- Longtime volunteer firefighter
- Dedicated fire chief 1987-2000
- Multiple terms on Board of Selectpersons
- Engaged citizen

Our condolences.





Ensuring Our Future

Belgrade 2022

- **\$40,000 total**
 - \$16,000 to BLA (Great Pond milfoil removal)
 - \$13,100 to Friends of Messalonskee (Belgrade Stream milfoil removal)
 - \$8,400 to 7 Lakes Alliance (Youth Conservation Corps, courtesy boat inspections)
 - \$2,500 to McGrath Pond-Salmon Lake Association (CBIs, YCC, Port-O-Let)



Ensuring Our Future

Upshot

- **\$8.4K to 7 Lakes = 0.2% of Belgrade's municipal budget.** Town's \$40K total contribution to water quality = **1.1%** of municipal budget. 60% of Belgrade's tax base is lakefront.
- **23 YCC projects in Belgrade on all 5 lakes → 41 erosion-control Best Management Practices.** Plus, 10 projects & 15 BMPs on East & North ponds ... which flow into Great Pond → Long Pond → Messalonskee Lake.
- **6,228 courtesy boat inspections & 0 new infestations or known introductions** of invasive plants in the lakes.



Ensuring Our Future

Upshot

- **>\$300K in grant funding for erosion control on Great, Long, North ponds** in 2022-23. Grants leveraged to double infrastructure investment (roads, driveways, culverts, bridges). **GREAT return on \$8.4K contribution.** Applying for more grants in 2023-24 for 6 lakes.
- More than **1K water samples** collected, tested (\$55K+ value), analyzed. Good management necessitates understanding.
- **Seeking increased contributions from all towns** in the watershed except Rome (doubled its contribution in 2022).



Ensuring Our Future

Belgrade contribution

- 2014 – \$47,800
- 2015 – \$50,300
- 2016-2022 – \$40,000/year
- 2023 – \$60,000 proposed

Inflation since 2015 = 25.23% (U.S. Bureau of Labor Statistics consumer price index)

\$50,300 in 2015 = \$62,990 today



Ensuring Our Future

Belgrade 2023

- **\$60,000 total**
 - \$24,000 to BLA (Great Pond milfoil removal)
 - \$19,650 to Friends of Messalonskee (milfoil removal)
 - \$12,600 to 7 Lakes Alliance (Youth Conservation Corps, courtesy boat inspections)
 - \$3,750 to McGrath Pond-Salmon Lake Association (CBIs, YCC)



Ensuring Our Future

Town contributions

- Belgrade – \$40,000 in 2022 → \$60,000 in 2023
- Rome – \$36,000 (doubled from 2021) → \$36,000
- Oakland – \$15,500 → TBD
- Smithfield – \$11,000 → \$13,500
- Sidney – \$7,200 → TBD
- Mount Vernon – \$0 → TBD
- Mercer -- \$0 → TBD

Contributions are to 7 Lakes and lake associations for invasive aquatics, Youth Conservation Corps, water quality activities.



Ensuring Our Future

Lake linkage

East Pond → North Pond → Great Pond → Long Pond →
Messalonskee Lake

McGrath Pond → Salmon Lake → Great Pond → Long
Pond → Messalonskee Lake

The lakes are an interconnected ecosystem that includes the lands around them. Lakes cannot be conserved without controlling erosion into them and their streams.



Ensuring Our Future

ROI: Invasive aquatics

- 18 Adopt-A-Shoreline & Plant ID workshops
- 3 locations (Belgrade, Smithfield, Oakland)
- 50 new Adopt-A-Shoreline volunteers
- 16 miles adopted
- 3 invasive plant paddles
- 5 CBI trainings

Each = increase over 2021 activity.





Ensuring Our Future

ROI: Invasive aquatics

6,228 boat inspections

- 837 North Pond
- 738 East Pond
- 2,400 Great Pond
- 1,600 Long Pond
- 648 Salmon Lake

0 invasives introduced





Ensuring Our Future

ROI: Invasive aquatics

19 acres of invasive milfoil cleared from Great Meadow Stream

13 acres of invasive curly-leaf pondweed cleared from East Pond's Serpentine & North Pond's Old Mill Stream

0 new infestations found in all waterbodies surveyed





Ensuring Our Future

ROI: FOM invasives

- **2,255 boat inspections**
- **13 plant fragments** found, 9 confirmed as invasives
 - **7 leaving** Messalonskee
 - **2 entering** Messalonskee
- **3 CBI trainings**
 - 2 for employees
 - 1 for volunteers
- **2 invasive plant paddles** with Messalonskee (RSU 18) adult ed



Ensuring Our Future

ROI: FOM invasives

- **New England Milfoil** harvested for 4 weeks
 - 160 cubic feet in 2 days in Oakland basin
- **2 Belgrade coves** inaccessible because of low water (chemical treatment in the future?)
- **FOM divers** pulled by hand around the lake
- Moved and added benthic barriers in **Loon Cove**



Ensuring Our Future

ROI: YCC

15 crew
members – all
high school and
college students





Ensuring Our Future

100 BMPs on 50 properties to reduce runoff & erosion. BMPs = riprap, rain gardens, infiltration steps, vegetative buffers, dripline trenches, rubber razors, erosion-control mulch.

ROI: YCC





Ensuring Our Future

Belgrade

- 23 YCC projects in 2022
- 41 BMPs (best management practices) installed
 - Rubber razors, crushed stone, blueberry sod, mulch paths and berms, riprap, plantings, parking areas
- Lakes
 - Great Pond: 21 projects, 36 BMPs
 - Messalonskee Lake: 13 projects, 22 BMPs
 - Long Pond: 6 projects, 11 BMPs
 - McGrath-Salmon: 4 projects, 6 BMPs



Ensuring Our Future

ROI: Erosion control

\$793,151 in Clean Water Act grants 2009-2021

- Matched with \$1.58M from road associations, towns, landowners
- **Total of \$2.38M invested in Long, Great, East, North & McGrath ponds, Salmon Lake**



Funded under Section 319 of the Clean Water Act



Ensuring Our Future

ROI: Erosion control

Grant funding in 2022:

- Great Pond – \$109,430
- North Pond – \$104,950
- McGrath Pond-Salmon Lake – \$94,270
- Total improvements = 7 miles of gravel roads and driveways + ditches, culverts, bridge

Infrastructure investment = \$600K in construction spending, including matching funds, when completed



Ensuring Our Future

Marsh Lane bridge (during)





Ensuring Our Future

Marsh Lane bridge (after)





Ensuring Our Future

ROI: FOM erosion control

- **22 LakeSmart visits**
 - 6 in Belgrade
 - 1 LakeSmart award

- **Messalonskee watershed survey** → 51% of runoff from camp/home lawns



Ensuring Our Future

ROI: Water sampling

- Long – 285 samples collected
- Messalonskee – 258
- Great – 211
- East – 135
- North – 128
- Salmon – 114
- McGrath – 102

Total – 1,233 (as of Oct. 18)

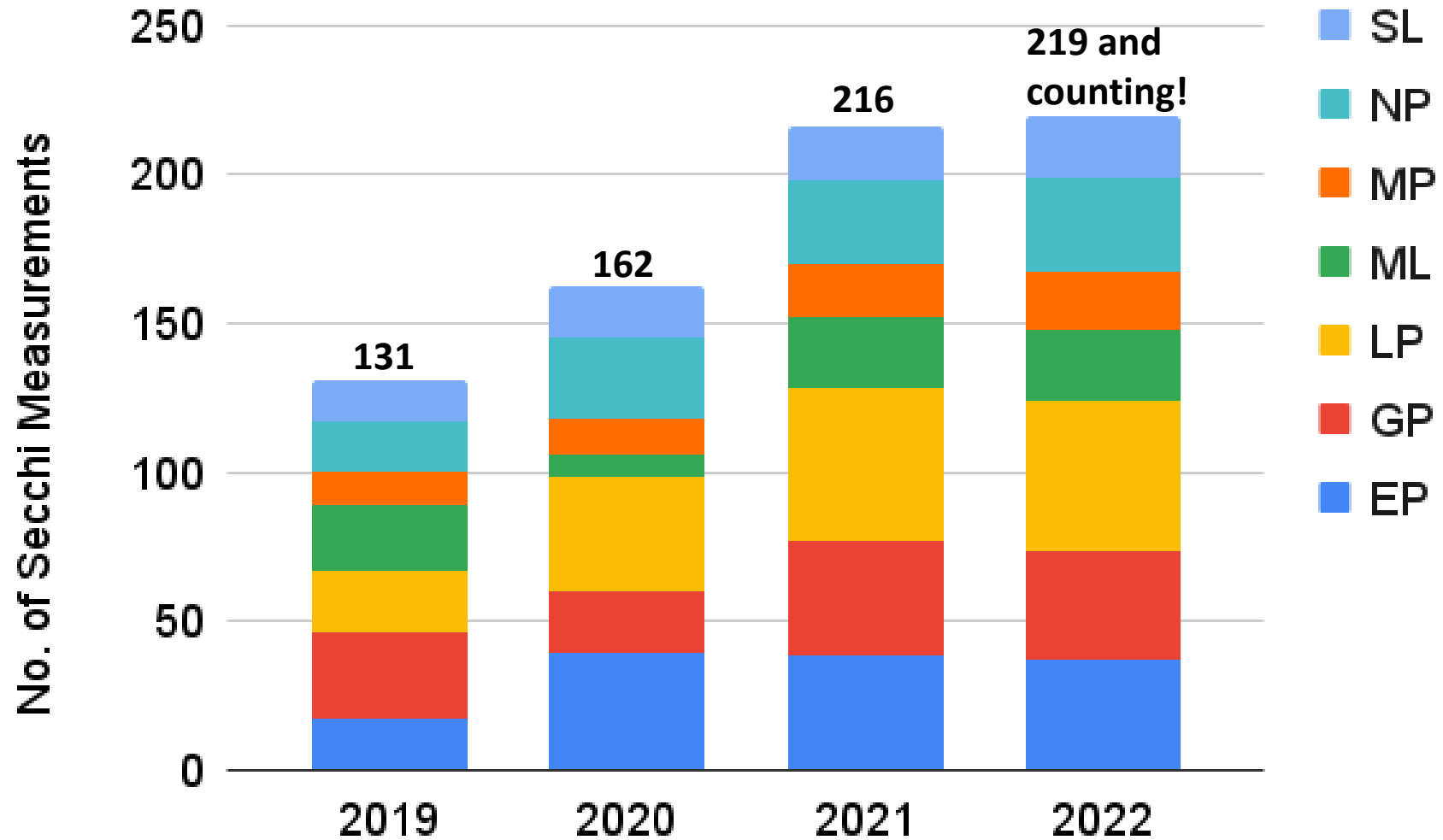
Tested for phosphorus, aluminum, iron, algae, toxic cyanobacteria. **Cost/test = \$45 x 1,233 = \$55,485**

“We can’t manage what we don’t understand.” – Dr. Whitney King, Colby professor, 7 Lakes board member



Ensuring Our Future

ROI: Water quality





Ensuring Our Future

Looking ahead to 2023

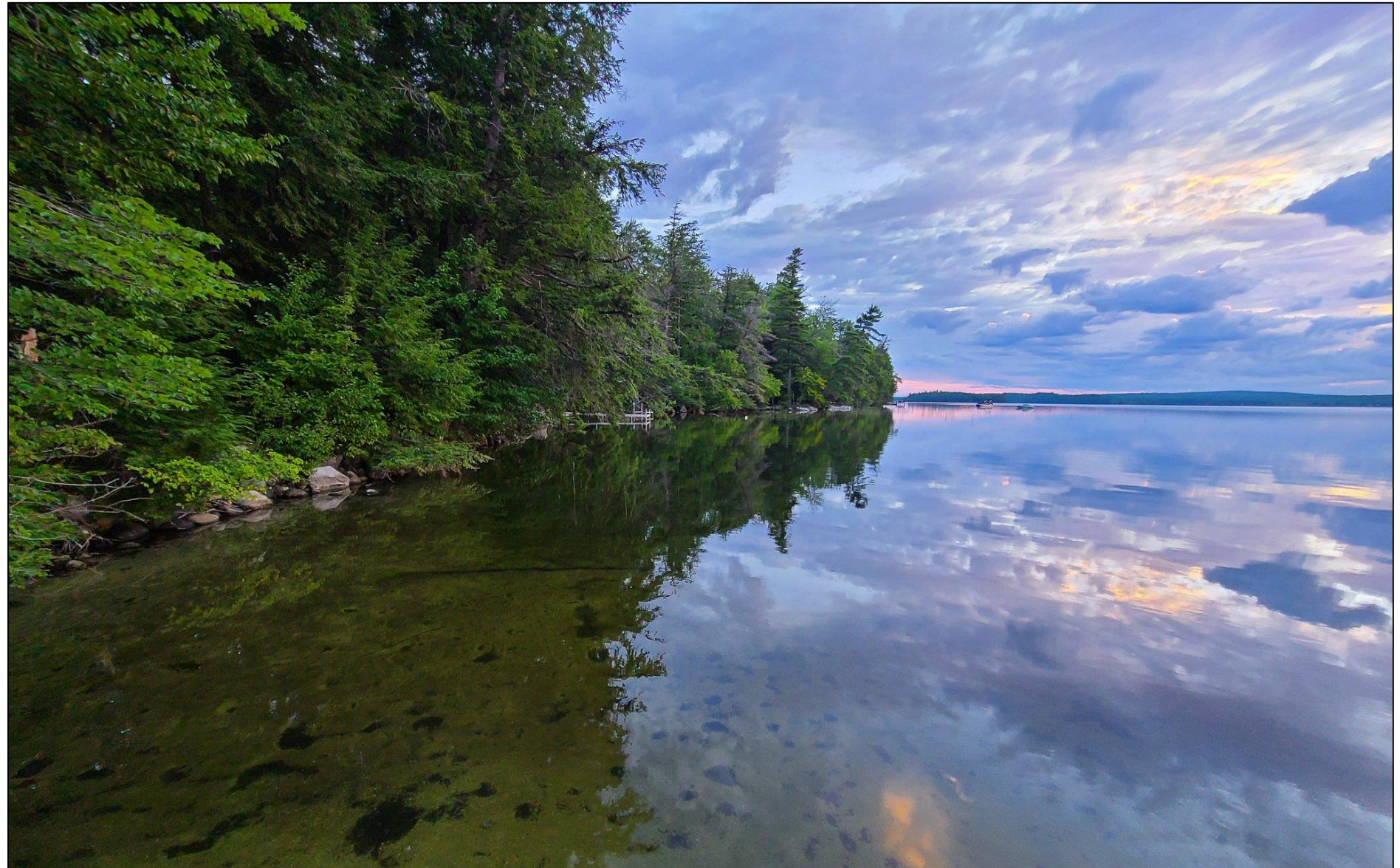
- **\$224,434 in erosion control grants** (\$112,550 on Long Pond, \$111,884 on Messalonskee). Will yield \$500K investment in erosion-control infrastructure w/ leveraged funds.
- **More YCC projects** across the watershed
- **More invasive plant and CBI trainings**, more plant paddles, extending CBIs to mid-October, continued vigilance with milfoil and curly-leaf pondweed
- Continued vigilance in **water sampling, testing and analysis**



Ensuring Our Future

7 Lakes Alliance

Takeaway:
Lake groups
yield
**healthier
lakes, great
return for
\$60K
investment**





Friends Of Messalonskee

November 16, 2022

Dear Belgrade Board of Selectpersons,

Friends of Messalonskee wants to thank you for your support of our 2022 season. We noted no public comment time on the agenda for last night's meeting so we defaulted to a thank you letter.

Messalonskee is experiencing two invasive milfoil blooms per season as compared to one in past seasons. The second bloom is attributable to a longer, warmer summer. Our milfoil remediation program will have to adjust. Board member Dr. Peter Koons (Colby College, retired) has taken the lead to ensure we are fighting an efficient and effective battle and that our funders are getting maximum value for their dollars spent. (We expect results of this study in the spring.)

This season Friends of Messalonskee

- Inspected 2,255 boats at our two boat launches. 9 invasives were found
- In partnership with New England Milfoil removed 13.66 **tons** of milfoil from our lake
- Lakesmart volunteers surveyed 22 properties encouraging additions of 10 foot wide plant buffers and awarded 1 Lakesmart award
- Laid almost 14,000 square feet of benthic barriers around the lake including Loon Cove, Belgrade's Route 27 walk-in launch, and more
- Volunteers took two groups of area senior citizens on invasive plant paddles
- Conducted volunteer CBI (Courtesy Boat Inspector) trainings

It's been an extraordinarily busy season and we are so grateful to our members, business sponsors and surrounding towns for their support.

On behalf of our Board of Trustees, may I offer our deepest thanks to the Town of Belgrade for their support of FOM and for continuing to value our shared resource, our lakes.

Sincerely,

Linda Rockwell Warner, President

"Even a pebble cast in the middle of a lake creates ripples that eventually reach the shore." -Jeffrey C. Duarte

TOWN OF BELGRADE

townofbelgrade.com

facebook.com/belgrademaine



Town of Belgrade
990 Augusta Road
Belgrade, ME 04917

Phone: (207) 495-2258

Fax: (207) 495-2742

townmanager@townofbelgrade.com

November 14, 2022

Hospice Volunteers of Waterville Area
Attention: Director Sarah Swift-Simons
304 Main Street
Waterville, ME 04901

Dear Ms. Swift-Simons:

Your petition has been accepted; you have 244 signatures. Your request will be reviewed on Tuesday, December 6, 2022, at the Belgrade Town Office. The meeting will begin at 6:30 p.m. and will be accessible via zoom link provided, <https://us02web.zoom.us/j/81131427984>. It is important a representative is in attendance either in person or via zoom for the meeting. If there is no representation, then potentially, this may affect the recommendation of both the Selectpersons and Budget Committee to support your request on the annual 2023 town warrant.

The Selectpersons are requesting you to provide the following information in a two-minute presentation; highlighting the number of people served in the town for the 2022 calendar year and the number of hours involved.

If you have any questions, please contact the Belgrade Town Office at 495-2258 or e-mail townclerk@townofbelgrade.com

Sincerely,

Mary J. Vogel, Town Clerk
Town of Belgrade
6 Manchester Road
Belgrade, ME 04917
207-495-2258
mvogel@belgrademaine.com

17-00
19-00
19-00
19-00
14-00
11-00
20-00
20-00
7-00
11-00
20-00
9-00
18-00
20-00
20-00

This petition must be filed at the Town Clerks office no later than November 11, 2022

**VOTERS' PETITION PAPER
FOR TOWN MEETING OR SECRET BALLOT VOTE ON
AN ARTICLE OF BUSINESS**

ition must be signed by not fewer than 225 currently-registered voters of the Town of

To the Municipal Officers of the Town of Belgrade, Maine:

of the Town of Belgrade, Maine, qualified to vote in all town affairs, hereby request that
before the voters for their consideration at the 2023 Belgrade Annual Town Meeting.

To see if the Town will raise and appropriate the sum of **\$1,500.00** to help fu
Volunteers of Waterville Area, which provides services to the residents of

015

244-00

| NUMBER | PRINTED NAME | STREET ADDRESS |
|--------|------------------------|-------------------|
| | Jean Roberts | 151 Lynch C |
| | Eric Hooglund | 116 Lakeshore |
| 83. | Debbie Fitcher | 196 Smithfie |
| 84. | Leonard S Reich | 77 Arcadia Cove V |
| 85. | DONALD DEVISS | 228 Paint Ro |
| 86. | Charlene Daniels | 671 Augusta |
| 87. | JAMES DANIELS | 671 AUGUSTA |
| 88. | Tom Doolittle | 125 Leon Call T |
| 89. | Darlene Herbert | 989 Windup Mil |
| 90. | Micole Corbin | 187 Knowles |
| 91. | Diane Olivier | 33 Sahaquac |
| 92. | DON LEWIS | 12 PINWOOD D |
| 93. | Megan Oliver | 182 Main St |
| 94. | THOMAS STREBUENSKI, JR | 161 LOCUSTION |
| 95. | Bessey, Luraine | 140 Minot Hill R |
| 96. | Shannon Bessey | 140 Minot Hill |
| 97. | Robert Pepin | 70 White Tail |
| 98. | Lori Ifill | 70 White Tail |
| 99. | | |

TOWN OF BELGRADE

townofbelgrade.com

facebook.com/belgrademaine



Town of Belgrade
990 Augusta Road
Belgrade, ME 04917

Phone: (207) 495-2258
Fax: (207) 495-2742
townmanager@townofbelgrade.com

November 14, 2022

Spectrum Generations
Attention: Sandra MacDonald
38 Gold Street
Waterville, ME 04901

Dear Ms. MacDonald:

Your petition has been accepted; you have 238 signatures. Your request will be reviewed on Tuesday, December 6, 2022, at the Belgrade Town Office. The meeting will begin at 6:30 p.m. and will be accessible via zoom link provided, <https://us02web.zoom.us/j/81131427984>. It is important a representative is in attendance either in person or via zoom for the meeting. If there is no representation, then potentially, this may affect the recommendation of both the Selectpersons and Budget Committee to support your request on the annual 2023 town warrant.

The Selectpersons are requesting you to provide the following information in a two-minute presentation; highlighting the number of people served in the town for the 2022 calendar year and the number of hours involved.

If you have any questions, please contact the Belgrade Town Office at 495-2258 or e-mail townclerk@townofbelgrade.com

Sincerely,

Mary J. Vogel, Town Clerk
Town of Belgrade
6 Manchester Road
Belgrade, ME 04917
207-495-2258
mvogel@belgrademaine.com

Petition to Town of Belgrade to raise/appropriate the sum of \$1,488 for Spectrum Generations

ed voters of the Town of Belgrade, hereby request that Spectrum Generations have an Article included in the 2023 Annual isting an amount of \$1,488 to help fund Spectrum Generations for Belgrade Residents.

| Signature | Street & Number | Legal Town of Residence & Voter Registration |
|----------------------|-----------------------|--|
| <i>Andrew Olsen</i> | 20 PHEASANT RUN RD | BELGRADE |
| <i>Paul Olsen</i> | 22 Clark Ln. | Belgrade |
| <i>Jane Morrison</i> | 1154 West Rd | Belgrade |
| <i>John Olsen</i> | 16 Howard Circle | Belgrade |
| <i>John Olsen</i> | 20 Jesse's Way | Belgrade |
| <i>John Olsen</i> | 16 APERNA SHORE RD | BELGRADE |
| <i>John Olsen</i> | 88 POINT RD | BELGRADE |
| <i>Keyth Luvold</i> | 20 Dorigo Rd. | Belgrade |
| <i>John Olsen</i> | 24 hulin R2 | Belgrade |
| <i>John Olsen</i> | 717 West Rd | Belgrade |
| <i>John Olsen</i> | 40 Abena Street Drive | Belgrade |
| <i>John Olsen</i> | 383 Chestnut Rd | Belgrade |
| <i>John Olsen</i> | 281 Knowles Rd | Belgrade |
| <i>John Olsen</i> | 862 Oakland Rd | Belgrade |
| <i>John Olsen</i> | 44 Dwyer Rd | Belgrade |

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CIRCULATOR'S OATH

I hereby make oath that I am the Circulator of this petition, that all the signatures to this petition were made in my presence and, to the best of my knowledge and belief, each signature is that of the person it purports to be.

Signature of Circulator *Kim J Roy* Printed Name Kim J Roy
 Signature of Notary _____ Printed Name _____
 Subscribed to and sworn before me on this date: _____

Date must be completed by Notary

NOV 8 '22 PM4:23

REGISTRAR'S CERTIFICATION

Municipality Belgrade TOTAL VALID 15 TOTAL INVALID 0

I hereby certify that the names of all the petitioners listed as valid appear on the voting list as qualified to vote for Governor.

Signature of Registrar: *Abigail Nichols* Date: 11/9/22

Signatures on this petition page were collected by: _____ Date: _____

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Fax: (207) 495-2742

townmanager@townofbelgrade.com

November 14, 2022

7 Lakes Alliance
Attention: Anthony Wilson
PO Box 250
Belgrade Lakes, ME 04918

Dear Anthony:

Your petition has been accepted; you have 246 signatures. Your request will be reviewed on Tuesday, December 6, 2022, at the Belgrade Town Office. The meeting will begin at 6:30 p.m. and will be accessible via zoom link provided, <https://us02web.zoom.us/j/81131427984>. It is important a representative is in attendance either in person or via zoom for the meeting. If there is no representation, then potentially, this may affect the recommendation of both the Selectpersons and Budget Committee to support your request on the annual 2023 town warrant.

The Selectpersons are requesting you to provide the following information in a two-minute presentation; highlighting the number of people served in the town for the 2022 calendar year and the number of hours involved.

If you have any questions, please contact the Belgrade Town Office at 495-2258 or e-mail townclerk@townofbelgrade.com

Sincerely,

Mary J. Vogel, Town Clerk
Town of Belgrade
6 Manchester Road
Belgrade, ME 04917
207-495-2258
mvogel@belgrademaine.com

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ON TO REQUEST FUNDS FOR LAKE ORGANIZATIONS

Town of Belgrade, Maine

Members of the Town of Belgrade, Maine, entitled to vote in Town affairs, hereby request an article be included in the next Meeting Warrant requesting an amount of \$60,000 be raised and/or appropriated to be allocated to the following organizations in fiscal year 2023 in the following amounts and for the stated purposes:
 \$100 for Great Pond milfoil removal
 \$100 for Messalonskee Lake milfoil removal
 \$100 for courtesy boat inspections, Youth Conservation Corps Association - \$3,750 for courtesy boat inspections, Youth Conservation Corps Association.

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246.00

| NO. | SIGNATURE | PRINTED NAME | STREET & NUMBER | DATE |
|------|---------------------------|--------------------|-------------------------|---------|
| ✓ 1 | <i>Diane Gable</i> | Diane Gable | 493 Oakland Rd | 11/8/22 |
| ✓ 2 | <i>Lois Lentestey</i> | Lois Lentestey | 78 Knowles Rd | 11/8/22 |
| ✓ 3 | <i>Arthur Johnson</i> | Arthur Johnson | 550 Manchester Rd. | 11/8/22 |
| ✓ 4 | <i>Brenda Beale</i> | Brenda Beale | 33 Pinewood Dr. | 11/8/22 |
| ✓ 5 | <i>Amy Star</i> | Amy Star | 75 Foster Ln. | 11/8/22 |
| ✓ 6 | <i>Julian Beale</i> | Julian Beale | 33 Pinewood Dr. | 11/8/22 |
| ✓ 7 | <i>Andrew P. Davidson</i> | Andrew P. Davidson | 382 Smithfield Rd | 11/8/22 |
| ✓ 8 | <i>Robert Beausse</i> | Robert Beausse | 60 West Hill Dr | 11/8/22 |
| ✓ 9 | <i>Pamela Beausse</i> | Pamela Beausse | 60 West Hill Dr. | 11/8/22 |
| ✓ 10 | <i>Bryan Patanovich</i> | Bryan Patanovich | 30 Chandler Rd | 11/8/22 |
| ✓ 11 | <i>Sarah Dawson</i> | Sarah Dawson | 2 Boucher Rd | 11/8/22 |
| ✓ 12 | <i>Ashley Winter</i> | Ashley Winter | 282 Capt Hill Rd | 11/8/22 |
| ✓ 13 | <i>Cynthia Dawson</i> | CYNTHIA DAWSON | 382 Smithfield Rd | 11/8/22 |
| ✓ 14 | <i>Luke Rhein</i> | Luke Rhein | 176 Augustae RD, APT. 1 | 11/8/22 |
| ✓ 15 | <i>Pam Rhein</i> | Pam Rhein | 921 Smithfield Rd | 11/8/22 |
| ✓ 16 | <i>Kevin Rhein</i> | Kevin Rhein | 921 Smithfield Rd | 11/8/22 |
| ✓ 17 | <i>Sally Downing</i> | Sally Downing | 126 Taylor Woods Rd | 11/8/22 |

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Town of Belgrade
990 Augusta Road
Belgrade, ME 04917

Phone: (207) 495-2258

Fax: (207) 495-2742

townmanager@townofbelgrade.com

November 21, 2022

Sexual Assault Crisis & Support Center
Attention: Kathleen Paradis
PO Box 417
Winthrop, ME 04364

Dear Ms. Paradis:

Your petition has been accepted; you have 237 signatures. Your request will be reviewed on Tuesday, December 6, 2022, at the Belgrade Town Office. The meeting will begin at 6:30 p.m. and will be accessible via zoom link provided, <https://us02web.zoom.us/j/81131427984>. It is important a representative is in attendance either in person or via zoom for the meeting. If there is no representation, then potentially, this may affect the recommendation of both the Selectpersons and Budget Committee to support your request on the annual 2023 town warrant.

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If you have any questions, please contact the Belgrade Town Office at 495-2258 or e-mail townclerk@townofbelgrade.com

Sincerely,

Mary J. Vogel, Town Clerk
Town of Belgrade
6 Manchester Road
Belgrade, ME 04917
207-495-2258
mvogel@belgrademaine.com

19:00
 19:00
 18:00
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 18:00
 13:00

2022 Annual Town Meeting
 (SECRET BALLOT ELECTION)

of the Town of Belgrade, Maine, entitled to vote in Town affairs, hereby request that the
 in the Annual Town Meeting Warrant: To see if the town will raise and appropriate the sum of
 sault Crisis & Support Center.

013

237.00
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| ATURE | PRINTED LEGAL NAME | STREET ADDRESS | TOWN OF RESIDENCE |
|-------|--------------------|-----------------------|-------------------|
| | Valerie S Hudspeth | 40 Abena Shores Drive | Belgrade |
| li | VICKI Ansie | 281 Knowles Rd | Belgrade |
| ield | Jen Merrill | 862 Oakland Road | Belgrade |
| mur | CAROL CARROTTERS | 22 Clark Ln | Belgrade |
| 5 | Jane A. Manson | 1154 West Rd | Belgrade |
| 6 | Casey Bard | 50 Bouchard Drive | Belgrade |
| 7 | Blake J. Bisson | 426 Augustard | Belgrade |
| 8 | Kristin McDowell | 19 Stony Point | Belgrade |
| 9 | STEPHANIE IRWIN | 338 Point Rd | Belgrade |
| 10 | Frene Cardali | 211 Depot Rd | Belgrade |
| 11 | EMILY ANDREW | 211 DEPOT RD | Belgrade |
| 12 | Patricia Shelden | 572 Dum Rd | Belgrade |
| 13 | MAUR Grant | 21 Hutin | Belgrade |
| 14 | Samantha Grant | 21 Hutin | Belgrade |
| 15 | Jamie Blunswick | 60 Allamans Dr | Belgrade |
| 16 | Susan Littlefield | 86 STATION RD. | Belgrade |
| 17 | Sandra Cott | 47 Point Rd | Belgrade |
| 18 | Robert Stanford | 1168 West Rd. | Belgrade |
| 19 | Pam Rhein | 921 Smithfield Rd | Belgrade |

CIRCULATOR'S OATH

I hereby make oath that I am the Circulator of this petition, that all the signatures to this petition were made in my presence and, to the best of my knowledge and belief, each signature is that of the person it purports to be.

Signature of Circulator: _____ Printed Name: Deanna Walker

Signature of Notary _____ Printed Name: _____

Subscribed to and sworn before me this date: _____

Memo

2023 Wages/Benefits

At the request of the Board from the November 20 budget meeting, included is a 3-year wage history for the Town of Belgrade. MMA salary survey files for various departments for the year 2021 (most recent available) have also been provided.

| POSITION | HOURLY RATE 2020 | ANNUAL RATE 2020 | HOURLY RATE 2021 | ANNUAL RATE 2021 | HOURLY RATE 2022 | ANNUAL RATE 2022 | 3 YEAR WAGE CHANGE | 2023 REQUEST | COST OF HEALTH BENEFITS* | COST OF RETIREMENT BENEFITS** | AVG HOURS |
|---------------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------------|--------------|--------------------------|-------------------------------|-----------|
| TOWN MANAGER | \$ - | \$ 77,251.20 | \$ - | \$ 77,251.20 | \$ - | \$ 72,000.00 | \$ (5,251.20) | | \$ 12,000.00 | \$ 3,600.00 | SALARY |
| TOWN CLERK | \$ 22.05 | \$ 45,864.00 | \$ 23.69 | \$ 49,275.20 | \$ 34.00 | \$ 70,720.00 | \$ 11.95 | | \$ 12,000.00 | \$ 3,536.00 | 40 |
| TREASURER/TAX COLLECTOR | \$ 19.57 | \$ 40,705.60 | \$ 21.00 | \$ 43,680.00 | \$ 31.00 | \$ 64,480.00 | \$ 11.43 | | \$ 12,000.00 | \$ 3,224.00 | 40 |
| DEPUTY CLERK | \$ 17.51 | \$ 36,420.80 | \$ 20.00 | \$ 41,600.00 | \$ 26.00 | \$ 54,080.00 | \$ 8.49 | | \$ 12,000.00 | \$ 2,704.00 | 40 |
| DEPUTY CLERK 2 | \$ 18.00 | \$ 37,440.00 | \$ 18.54 | \$ 38,563.20 | \$ 21.41 | \$ 44,532.80 | \$ 3.41 | | \$ 12,000.00 | \$ 2,226.64 | |
| CODE ENFORCEMENT | \$ 30.70 | | \$ 30.70 | | \$ 30.00 | \$ 46,800.00 | \$ (0.70) | | \$ - | | 30 |
| | | | | | | | | | | | |
| RESCUE CHIEF | \$ 22.85 | \$ 47,528.00 | \$ 23.54 | \$ 48,963.20 | \$ 25.79 | \$ 53,643.20 | \$ 2.94 | | \$ 12,000.00 | \$ 9,870.35 | 40 |
| FIRE/RESCUE FULL TIME | \$ 18.00 | \$ 37,440.00 | \$ 18.54 | \$ 38,563.20 | \$ 20.04 | \$ 41,683.20 | \$ 2.04 | | \$ 12,000.00 | \$ 7,669.71 | 40 |
| | | | | | | | | | | | |
| FACILITIES DIRECTOR | \$ 18.54 | \$ 38,563.20 | \$ 18.82 | \$ 39,145.60 | \$ 22.00 | \$ 45,760.00 | \$ 3.46 | | \$ 12,000.00 | \$ 2,288.00 | 40 |
| FACILITIES ASSISTANT | \$ 16.50 | \$ 34,320.00 | \$ 17.00 | \$ 35,360.00 | \$ 20.00 | \$ 41,600.00 | \$ 3.50 | | \$ 12,000.00 | \$ 2,080.00 | 40 |
| 3 SUMMER EMPLOYEES | \$ 12.00 | \$ 19,968.00 | \$ 12.15 | \$ 20,217.60 | \$ 18.00 | \$ 29,952.00 | \$ 6.00 | | \$ - | | 32 |
| | | | | | | | | | | | |
| LIBRARIAN | \$ 18.28 | \$ 38,022.40 | \$ 18.00 | \$ 37,440.00 | \$ 20.04 | \$ 41,683.20 | \$ 1.76 | | \$ 12,000.00 | \$ 2,084.16 | 40 |
| LIBRARIAN ASSISTANT | \$ 14.50 | \$ 18,096.00 | \$ 14.00 | \$ 17,472.00 | \$ 16.32 | \$ 20,367.36 | \$ 1.82 | | \$ - | | 24 |
| LIBRARIAN ASSISTANT | N/A | \$ - | \$ 14.00 | \$ 8,736.00 | \$ 16.32 | \$ 10,183.68 | \$ 2.32 | | \$ - | | 12 |
| | | | | | | | | | | | |
| TRANSFER STATION MGR | \$ 18.82 | \$ 39,145.60 | \$ 20.00 | \$ 41,600.00 | \$ 23.97 | \$ 49,857.60 | \$ 5.15 | | \$ 12,000.00 | \$ 2,492.88 | 40 |
| TRANSFER STATION ASSISIST | \$ 16.50 | \$ 21,450.00 | \$ 17.00 | \$ 22,100.00 | \$ 19.84 | \$ 25,792.00 | \$ 3.34 | | \$ - | | 25 |
| BAILING COORDINATOR | \$ 15.16 | \$ 19,708.00 | \$ 16.00 | \$ 20,800.00 | \$ 20.24 | \$ 26,312.00 | \$ 5.08 | | \$ - | | 32 |
| SORTER | \$ 12.00 | \$ 15,600.00 | \$ 12.15 | \$ 15,795.00 | \$ 16.00 | \$ 20,800.00 | \$ 4.00 | | \$ - | | 25 |
| | | | | | | | | | | | |
| REC DIRECTOR | \$ 16.72 | \$ 34,777.60 | \$ 18.00 | \$ 37,440.00 | \$ 22.00 | \$ 45,760.00 | \$ 5.28 | | \$ 12,000.00 | \$ 2,288.00 | 40 |
| ASSISTANT REC DIRECTOR | \$ 12.00 | \$ 19,968.00 | \$ 12.15 | \$ 20,217.60 | \$ 17.00 | \$ 28,288.00 | \$ 5.00 | | \$ - | | 32 |
| LIFEGUARD/COORDINATOR | \$ 12.00 | | \$ 12.15 | | \$ 18.00 | | \$ 6.00 | | \$ - | | 40 |
| 10 SUMMER EMPLOYEES | \$ 12.00 | | \$ 12.15 | | \$ 15.00 | | \$ 3.00 | | \$ - | | 40 |
| 10 HRS WEEK ASEP 2 PEOPLE | \$ 12.00 | | \$ 12.15 | | \$ 15.00 | | \$ 3.00 | | \$ - | | 10 |

Health Benefits*: Health, dental and vision insurance cost approximately \$1,000 per month per employee

Retirement Benefits**: All employees are eligible for the 457 Deferred Comp Retirement account - if they participate, the Town contributes 5% of pay

Fire / Rescue employees - in addition to the 457 Deferred Comp - the Town contributes 13.4% of pay to Maine State Retirement (total of 18.4% of pay to retirement)

Cost payable on earnings of PLD retirees returned to work: FY22: 5.0% FY23: 5.0% FY24: 5.0%

MAINE STATE RETIREMENT

Participating Local District – Employer Consolidated Plans Rates

Employer Cont.

| | FY 22 | FY 23 | FY 24 |
|-------------------------------|------------------|------------------|------------------|
| | 7/1/21 – 6/30/22 | 7/1/22 – 6/30/23 | 7/1/23 – 6/30/24 |
| Regular Plans | | | |
| AC <i>All other employees</i> | 10.3% | 10.2% | 10.2% |
| BC | 6.1% | 5.6% | 5.3% |
| AN | 8.0% | 8.5% | 8.9% |
| Special Plans | | | |
| 1C | 15.2% | 14.7% | 14.8% |
| 2C | 11.3% | 11.4% | 11.6% |
| 3C <i>Fire/Rescue</i> | 13.4% | 13.4% | 12.8% |
| 4C | 9.8% | 10.3% | 11.3% |
| 1N | 12.0% | 12.5% | 12.4% |
| 2N | 6.9% | 7.4% | 8.4% |
| 3N | 9.0% | 9.5% | 10.5% |
| 4N | 5.5% | 6.0% | 7.0% |
| Aggregate Rate | 10.8% | 10.8% | 10.9% |

Employee Rates

Employee Cont.

Regular Plans- Age 60 Plan

| | FY 22 | FY 23 | FY 24 |
|-------------------------------|------------------|------------------|------------------|
| | 7/1/21 – 6/30/22 | 7/1/22 – 6/30/23 | 7/1/23 – 6/30/24 |
| AC <i>All other employees</i> | 7.8% | 7.6% | 7.7% |
| BC | 4.6% | 4.1% | 4.2% |
| AN | 7.5% | 7.0% | 6.9% |

Regular Plans- Age 65 Plan

| | | | |
|----|-------|-------|-------|
| AC | 7.05% | 6.85% | 6.95% |
| BC | 3.85% | 3.35% | 3.45% |
| AN | 6.75% | 6.25% | 6.15% |

Special Plans

| | | | |
|-----------------------|------|------|-------|
| 1C | 9.2% | 9.7% | 10.7% |
| 2C | 8.4% | 8.2% | 8.4% |
| 3C <i>Fire/Rescue</i> | 9.7% | 9.7% | 9.3% |
| 4C | 8.3% | 8.1% | 8.9% |
| 1N | 8.7% | 9.0% | 8.9% |
| 2N | 7.2% | 6.8% | 7.5% |
| 3N | 8.5% | 8.1% | 8.1% |
| 4N | 7.7% | 7.2% | 6.6% |

| | Manager/Administrator | | |
|------------------|-----------------------|---------------|------------|
| Account Name | Population | Annual Salary | Stipend |
| Long Island | 252 | \$29,172 | n/a |
| Ludlow | 381 | \$37,245 | |
| Saint Agatha | 707 | \$53,781 | \$3,900.00 |
| Eagle Lake | 761 | \$56,992 | n/a |
| Jackman | 843 | \$50,003 | n/a |
| Phillips | 898 | \$45,760 | |
| Frenchville | 1,003 | \$68,619 | |
| Stonington | 1,040 | \$78,000 | |
| Fayette | 1,156 | \$63,482 | n/a |
| Denmark | 1,176 | \$65,000 | |
| Ashland | 1,221 | \$65,125 | |
| Castine | 1,223 | \$82,867 | n/a |
| Lubec | 1,239 | \$33,498 | |
| Eastport | 1,244 | \$61,485 | n/a |
| Bradford | 1,266 | \$41,600 | n/a |
| Bradley | 1,492 | \$85,800 | n/a |
| Greenville | 1,545 | \$76,960 | |
| Pownal | 1,564 | \$59,072 | |
| Enfield | 1,590 | \$65,998 | \$900.00 |
| Tremont | 1,603 | \$72,010 | n/a |
| Hope | 1,646 | \$63,523 | \$5,265.00 |
| Newcastle | 1,688 | \$70,184 | |
| Hartland | 1,704 | \$117,000 | n/a |
| Dresden | 1,705 | \$52,998 | n/a |
| West Paris | 1,722 | \$57,741 | |
| Gouldsboro | 1,748 | \$76,502 | n/a |
| Southwest Harbor | 1,753 | \$90,002 | n/a |
| Sebago | 1,839 | \$85,197 | |
| Deer Isle | 1,901 | \$54,080 | \$0.00 |
| Mapleton | 1,907 | \$70,741 | |
| West Bath | 1,928 | \$76,066 | n/a |
| Saint Albans | 1,991 | \$65,333 | n/a |
| Machias | 2,006 | \$76,731 | n/a |
| Damariscotta | 2,081 | \$94,994 | |
| Corinna | 2,160 | \$65,000 | n/a |
| Milo | 2,217 | \$66,310 | |
| Limestone | 2,237 | \$57,990 | |
| Lincolnton | 2,278 | \$97,344 | |
| Union | 2,279 | \$89,856 | \$2,000.00 |
| Hallowell | 2,307 | \$90,002 | n/a |
| Manchester | 2,582 | \$75,011 | |
| Saint George | 2,626 | \$99,008 | |
| Readfield | 2,635 | \$81,994 | n/a |

| | | | |
|-----------------|-------|-----------|-------------|
| Bethel | 2,732 | \$71,739 | |
| Shapleigh | 2,740 | \$58,011 | n/a |
| Minot | 2,761 | \$70,034 | n/a |
| Thomaston | 2,771 | \$84,802 | |
| Corinth | 2,852 | \$72,093 | |
| Farmingdale | 2,941 | \$60,008 | |
| Calais | 2,943 | \$66,560 | \$3,000.00 |
| Bowdoinham | 3,052 | \$87,006 | |
| Mechanic Falls | 3,078 | \$72,509 | |
| Woolwich | 3,175 | \$63,983 | |
| Livermore Falls | 3,176 | \$71,989 | |
| Newport | 3,255 | \$91,749 | n/a |
| Norridgewock | 3,304 | \$92,498 | \$1,800.00 |
| Fort Fairfield | 3,337 | \$97,594 | |
| Clinton | 3,483 | \$65,520 | |
| Fryeburg | 3,501 | \$81,869 | |
| Richmond | 3,505 | \$72,800 | |
| Kennebunkport | 3,536 | \$160,014 | \$10,000.00 |
| Madawaska | 3,680 | \$87,547 | |
| Dexter | 3,726 | \$73,382 | n/a |
| Wiscasset | 3,810 | \$79,997 | |
| North Yarmouth | 3,823 | \$102,461 | n/a |
| Fort Kent | 3,899 | \$83,637 | n/a |
| Winterport | 3,945 | \$85,010 | n/a |
| Casco | 3,947 | \$109,990 | n/a |
| Millinocket | 4,125 | \$79,997 | |
| Naples | 4,145 | \$98,800 | n/a |
| Arundel | 4,232 | \$97,594 | \$0.00 |
| Vassalboro | 4,419 | \$94,661 | n/a |
| Greene | 4,461 | \$73,154 | |
| Madison | 4,645 | \$74,630 | |
| North Berwick | 4,656 | \$118,893 | |
| Jay | 4,693 | \$78,998 | |
| Warren | 4,900 | \$72,259 | n/a |
| Harpwell | 4,930 | \$88,026 | |
| Norway | 5,026 | \$81,994 | |
| Sabattus | 5,040 | \$98,010 | n/a |
| Waldoboro | 5,124 | \$90,002 | \$600.00 |
| Houlton | 5,266 | \$86,757 | n/a |
| Bridgton | 5,388 | \$125,008 | \$1,950.00 |
| Rumford | 5,618 | \$81,994 | |
| Poland | 5,661 | \$87,506 | n/a |
| New Gloucester | 5,863 | \$95,264 | n/a |
| Winthrop | 5,960 | \$112,466 | |
| Turner | 5,971 | \$80,018 | n/a |
| Oakland | 6,381 | \$92,498 | n/a |
| Fairfield | 6,478 | \$87,506 | |

| | | | |
|-------------------|--------|-----------|-------------|
| Belfast | 6,553 | \$101,795 | n/a |
| Hampden | 7,457 | \$110,406 | n/a |
| Old Town | 7,537 | \$124,301 | n/a |
| Caribou | 7,550 | \$91,790 | |
| Farmington | 7,572 | \$101,754 | |
| Berwick | 7,699 | \$85,293 | \$3,600.00 |
| Ellsworth | 7,917 | \$132,496 | n/a |
| Skowhegan | 8,078 | \$78,562 | n/a |
| Gray | 8,286 | \$114,978 | \$3,600.00 |
| Bath | 8,321 | \$110,906 | n/a |
| Freeport | 8,350 | \$131,508 | |
| Old Orchard Beach | 8,763 | \$124,010 | \$839.80 |
| Topsham | 8,875 | \$122,117 | |
| Brewer | 8,914 | \$119,048 | \$12,000.00 |
| Kittery | 9,596 | \$143,998 | n/a |
| Wells | 10,187 | \$115,003 | n/a |
| Standish | 10,487 | \$120,753 | |
| Orono | 10,679 | \$110,261 | \$3,600.00 |
| Falmouth | 11,964 | \$148,346 | |
| York | 12,881 | \$145,787 | n/a |
| Kennebunk | 15,583 | \$137,301 | |
| Waterville | 15,927 | \$130,000 | \$3,600.00 |
| Gorham | 17,549 | \$127,004 | \$4,500.00 |
| Windham | 18,471 | \$133,952 | n/a |
| Westbrook | 18,544 | \$138,320 | \$4,500.00 |
| Augusta | 18,968 | \$144,997 | \$6,000.00 |
| Saco | 19,214 | \$122,012 | n/a |
| Scarborough | 20,571 | \$141,960 | \$10,000.00 |
| Sanford | 20,625 | \$155,210 | \$4,200.00 |
| Biddeford | 21,393 | \$142,480 | n/a |
| Auburn | 22,951 | \$144,269 | |
| Bangor | 31,942 | \$150,384 | n/a |
| Lewiston | 35,746 | \$145,665 | n/a |
| Portland | 66,761 | \$198,952 | \$7,200.00 |

Clerk: Appointed

| Account Name | Populatio | Hourly Rate | Annual Salary | Slipend | Additional Titles Held |
|-----------------|-----------|-------------|---------------|------------|--|
| Haynesville | 114 | \$20.00 | \$31,200 | | Treasurer, Tax Collector, GA, Registrar |
| Topsfield | 230 | \$15.00 | \$4,680 | | n/a Registrar, Deputy Tax Collector |
| Long Island | 252 | \$22.48 | \$37,407 | | n/a Tax Collector |
| Sorrento | 265 | \$18.13 | \$32,997 | | n/a Tax Collector/Treasurer/Registrar of Voters/Administrator |
| Passadumkeag | 363 | \$14.83 | \$13,495 | | n/a Tax Collector, register of voters |
| Burlington | 404 | \$16.50 | \$12,870 | | n/a Registrar of voters |
| Weid | 409 | \$20.00 | \$36,400 | | n/a Tax Collector, Registrar, Dpty Treasurer |
| Eastbrook | 433 | \$23.50 | \$26,884 | | admin assistant |
| Ripley | 473 | \$15.00 | \$10,920 | | n/a Registrar of Voters |
| Marshfield | 512 | \$20.00 | \$20,800 | | Tax Collector |
| Chester | 539 | \$17.25 | \$28,704 | | |
| Mariaville | 544 | \$20.00 | \$15,600 | | n/a Deputy Tax Collector & Treasurer/E911 Officer |
| Sebec | 608 | \$26.90 | \$20,982 | | Registrar, Addressing Officer |
| Mattawamkeag | 666 | \$18.75 | \$39,488 | | GA Administrator/Welfare, Registrar of Voters |
| Saint Agatha | 707 | \$17.16 | \$33,462 | \$3,900.00 | |
| Westport Island | 737 | \$21.00 | \$27,300 | | Deputy Tax Collector, Deputy Municipal Agent, Public Access Officer, Shellfish Warden |
| Eagle Lake | 761 | \$16.90 | \$35,152 | | n/a n/a |
| New Vineyard | 771 | \$19.00 | | | registrar, admin assistant |
| Princeton | 782 | \$16.80 | \$27,955 | \$3,200.00 | Registrar of Voters, Dep. Treasurer, Dep. Tax Collector, Dep GA Admin |
| Detroit | 817 | \$21.15 | \$41,792 | | n/a tax collector, treasurer, registrar of voters, ga director, secretary to selectmen |
| Jackman | 843 | \$19.74 | \$41,059 | | n/a Sec. to Board of Selectmen, Registrar of Voters, Tax Collector |
| Kingfield | 999 | \$16.75 | \$34,840 | | Tax Collector |
| Frenchville | 1,003 | \$21.49 | \$44,699 | | Registrar of Voters, Assistant Treasurer, Assistant Tax Collector |
| Stonington | 1,040 | \$22.50 | \$46,800 | | |
| Solon | 1,054 | \$21.77 | \$45,282 | | n/a Tax Collector |
| Garland | 1,086 | \$19.57 | \$36,635 | | n/a Tax Collect, Registr of Voters, BMV agent, IFW agent, Animal Welfare Agent, Elections Official, GA Dir, Dep Treas, Dep Public Access Officer |
| Steuben | 1,121 | \$18.46 | \$38,397 | \$500.00 | Tax Collector, Treasurer, Registrar, E911, GA Admin |
| Lowell | 1,147 | \$21.00 | \$43,680 | | Treasurer/Registrar of Voters/Deputy Tax Collector |
| Dixmont | 1,160 | \$21.60 | \$28,080 | | n/a tax collector, registrar, dep treas, dep ga admin |
| Denmark | 1,176 | \$21.74 | \$45,219 | | Treasurer, Registrar, Sect to Selectboard, Excise Tax Collec, Tax Collector, Admin Asst |
| Hartford | 1,206 | \$31.18 | \$59,990 | | Tax Collector, Treasurer |
| Ashland | 1,221 | \$29.80 | \$61,984 | | Treasurer & Tax Collector |
| Castine | 1,223 | \$28.31 | \$58,885 | | n/a Registrar, Deputy Treas & Deputy Tax Collector |
| Lubec | 1,239 | \$32.21 | \$33,498 | | Town Administrator, Deputy Registrar of Voters |
| Eastport | 1,244 | \$22.42 | \$46,634 | | n/a Tax Collector, Register of Voters, General Admin |
| Hodgdon | 1,285 | \$24.72 | \$51,418 | | |
| Searsmont | 1,448 | \$26.39 | \$54,891 | | Treasurer, Tax Collector, Municipal Agent, Registrar of Voters, Information Officer |
| Surry | 1,483 | \$22.50 | \$46,800 | | Tax collector, Code enforcement, Office manager, Registrar voters, 911 officer |
| Washington | 1,530 | \$24.00 | \$37,440 | | Treasurer, Tax Collector, Registrar of Voters |
| Cushing | 1,536 | \$27.00 | \$56,160 | | Deputy Tax Collector, Treasurer, Registrar, Assistant to the Select Board |
| Porter | 1,537 | \$21.00 | \$34,944 | | Deputy Treasurer, Warden, Tax Collector |
| Hudson | 1,538 | \$18.00 | \$37,440 | | n/a Deputy Treasurer, Registrar of Voters |
| Greenville | 1,545 | \$23.14 | \$48,131 | | |
| Northport | 1,573 | \$20.06 | \$36,509 | | n/a Tax Collector/Treasurer/Registrar of Voters |
| Palermo | 1,578 | \$21.00 | \$26,208 | | Registrar of Voters, Deputy Treasurer, MOSES Agent, Office Mgr |
| Owls Head | 1,580 | \$26.37 | \$43,880 | | Registrar of voters |
| Waterford | 1,582 | \$23.58 | \$42,916 | | Treasurer |

| | | | | | |
|------------------|-------|---------|----------|---|---|
| Enfield | 1,590 | \$21.75 | \$45,240 | n/a | General Assistance |
| Tremont | 1,603 | \$29.77 | \$61,922 | n/a | Registrar of Voters, Tax Collector |
| East Millinocket | 1,641 | \$19.23 | \$39,998 | n/a | AP/Payroll, Town Clerk, Registrar, Tax Collector |
| Hope | 1,646 | \$23.30 | \$39,983 | n/a | Tax Collector, Dep. Treasurer |
| Hiram | 1,667 | \$20.00 | \$41,600 | treasurer, tax collector, registrar of voters, treasurer for cemetery committee | |
| Newcastle | 1,688 | \$27.23 | \$56,638 | Tax Collector | |
| Hartland | 1,704 | \$20.00 | \$41,600 | n/a | Deputy Tax Collector |
| Dresden | 1,705 | \$18.00 | \$23,400 | n/a | Registrar of Voters |
| West Paris | 1,722 | \$16.80 | \$34,944 | Registrar of Voters, BMV Agent | |
| Wales | 1,727 | \$16.00 | \$3,328 | n/a | Deputy Tax Collector, Deputy Treasurer, Registrar |
| Southwest Harbor | 1,753 | \$22.57 | \$46,946 | n/a | Deputy Tax Collector, Deputy Treasurer |
| Sebago | 1,839 | \$23.17 | \$48,194 | Tax Collector | |
| Mapleton | 1,907 | \$19.17 | \$39,874 | General Administrator, Registrar of Voters | |
| West Bath | 1,928 | \$24.55 | \$51,064 | n/a | Registrar of Voters |
| Palmyra | 1,944 | \$18.00 | \$37,440 | Deputy Treasurer | |
| Saint Albans | 1,991 | \$17.88 | \$29,752 | n/a | n/a |
| Machias | 2,006 | \$28.09 | \$51,124 | \$655.00 | Registrar of Voters/Deputy Collector/Vehicle Agent |
| Damariscotta | 2,081 | \$25.00 | \$52,000 | Registrar of Voters | |
| Corinna | 2,160 | \$19.36 | \$40,269 | n/a | Registrar, Dep Treasurer |
| Milo | 2,217 | \$20.36 | \$42,349 | clerk | |
| Limestone | 2,237 | \$18.90 | \$39,312 | GA, Dep Treasurer, Dep Registrar of Voters, Dep Tax Coll | |
| Union | 2,279 | \$22.50 | \$46,800 | Deputy Treasurer, Deputy Registrar, Deputy General Assistance | |
| Hallowell | 2,307 | \$25.48 | \$52,998 | n/a | Registrar of voters, deputy tax collector |
| Manchester | 2,582 | \$24.71 | \$51,397 | n/a | Sec to Planning & Selectboards, Voter Registra |
| Readfield | 2,635 | \$23.46 | \$48,797 | n/a | Registrar of Voters, Deputy Treas., Deputy Tax Collector |
| Bethel | 2,732 | \$26.97 | \$56,098 | Deputy Tax Collector, Registrar of Voters | |
| Minot | 2,761 | \$23.00 | \$44,850 | n/a | Voter registrar, Tax collector, FOAA Officer, Constable |
| Thomaston | 2,771 | \$21.07 | \$43,826 | Registrar of Voters | |
| Corinth | 2,852 | \$20.00 | \$41,600 | \$0.00 | Tax Collector, General Assistance |
| Farmingdale | 2,941 | \$27.00 | \$56,160 | | |
| Calais | 2,943 | \$23.53 | \$48,942 | n/a | Welfare Director |
| Bowdoinham | 3,052 | \$25.00 | \$52,000 | IFW Agent, etc | |
| Mechanic Falls | 3,078 | \$22.05 | \$42,424 | Registrar of Voters | |
| Alfred | 3,097 | \$23.62 | \$39,304 | n/a | Registrar of Voters |
| Woolwich | 3,175 | \$21.55 | \$42,583 | Registrar of Voters | |
| Newport | 3,255 | \$21.28 | \$44,262 | n/a | Deputy Treasurer/Tax Collector |
| Norridgewock | 3,304 | \$22.27 | \$46,322 | \$1,040.00 | |
| Fort Fairfield | 3,337 | \$18.56 | \$38,605 | Deputy Treasurer, Information Officer, Council Secretary | |
| Clinton | 3,483 | \$20.55 | \$42,744 | Deputy Treasurer, Registrar of Voters | |
| Richmond | 3,505 | \$23.53 | \$48,942 | Registrar of Voters | |
| Madawaska | 3,680 | \$21.84 | \$45,427 | | |
| Dexter | 3,726 | \$22.00 | \$45,760 | n/a | Voter Registrar, Asst. Treasurer, Secretary to Council |
| Wiscasset | 3,810 | \$23.45 | \$48,776 | Excise Tax Collector, Registrar of Voters | |
| North Yarmouth | 3,823 | \$40.11 | \$83,429 | n/a | Assistant Town Manager, HR, Cemeteries, Deputy Treasurer |
| Fort Kent | 3,899 | \$29.50 | \$61,360 | n/a | Registrar of Voters, General Assistance, Assessor |
| Winterport | 3,945 | \$25.90 | \$53,872 | n/a | Deputy Treasurer; Motor vehicle Agent; Deputy Registrar of Voters |
| Casco | 3,947 | \$28.56 | \$59,405 | General Assistance | |
| Millinocket | 4,125 | \$22.26 | \$46,301 | State Agent, Registrar of Voters, Deputy Tax Collector, Deputy Treasurer | |
| Naples | 4,145 | \$29.74 | \$54,127 | n/a | Tax Collector |
| Arundel | 4,232 | \$27.24 | \$56,659 | n/a | Registrar of Voters |

| | | | | | |
|----------------|--------|---------|-----------|---|---|
| Vassalboro | 4,419 | \$24.09 | \$50,107 | n/a | Registrar of Voters, Dep GA Administrator, Dep Treasurer, Dep Tax Collector |
| Sidney | 4,473 | \$21.25 | \$44,200 | Treasurer, Tax Collector | |
| North Berwick | 4,656 | \$31.75 | \$66,040 | Registrar of Voters | |
| Jay | 4,693 | \$26.85 | \$55,848 | \$11,585.00 | Office Manager, GA Administrator, Code Enforcement Officer |
| Warren | 4,900 | \$21.06 | \$41,067 | n/a | Election Clerk, Vitalis Clerk |
| Bucksport | 4,960 | \$26.53 | \$55,182 | n/a | Registrar of Voters |
| Norway | 5,026 | \$23.00 | \$47,840 | n/a | Register of voters |
| Sabatius | 5,040 | \$20.51 | \$42,661 | n/a | Registrar |
| Waldoboro | 5,124 | \$22.30 | \$41,746 | n/a | Registrar of Voters, Deputy Tax Collector |
| Houlton | 5,266 | \$31.25 | \$65,000 | n/a | n/a |
| Bridgton | 5,388 | \$27.54 | \$57,283 | \$3,510.00 | n/a |
| Poland | 5,661 | \$28.08 | \$58,406 | n/a | Tax Collector |
| New Gloucester | 5,863 | \$23.03 | \$47,902 | Registrar Voting | |
| Winthrop | 5,960 | \$32.83 | \$68,286 | registrar of voters, deputy tax collector | |
| Turner | 5,971 | \$24.27 | \$50,482 | \$1,000.00 | Treasurer, Tax Collector, Registrar of Voters |
| Oakland | 6,381 | \$33.36 | \$69,389 | n/a | General Assistance, Voter registration |
| Fairfield | 6,478 | \$26.95 | \$49,049 | n/a | GA/Welfare Director, Registrar of Voters |
| Belfast | 6,553 | \$32.67 | \$67,954 | n/a | Registrar of Voters/ Deputy Tax Collector |
| Hamptden | 7,457 | \$29.20 | \$60,736 | n/a | Registrar of Voters |
| Old Town | 7,537 | \$30.21 | \$62,837 | n/a | Registrar of Voters |
| Caribou | 7,550 | \$23.93 | \$49,774 | General Assistance Director | |
| Farmington | 7,572 | \$29.14 | \$60,611 | n/a | Welfare Director, Treasurer |
| Ellsworth | 7,917 | \$30.53 | \$63,502 | n/a | Registrar of Voters |
| Gray | 8,286 | \$39.00 | \$73,008 | n/a | REGISTRAR OF VOTERS |
| Bath | 8,321 | \$31.15 | \$64,792 | Registrar of voters | |
| Freeport | 8,350 | \$38.64 | \$75,348 | General Assistance | |
| Topsham | 8,875 | \$32.39 | \$67,371 | n/a | Registrar of Voters |
| Brewer | 8,914 | \$29.63 | \$57,779 | n/a | Registrar of Voters |
| Kittery | 9,596 | \$41.98 | \$87,318 | n/a | n/a |
| Lisbon | 9,711 | \$30.00 | \$62,400 | Election, Administrator/Registrar of Voters | |
| Standish | 10,487 | \$39.27 | \$77,598 | n/a | n/a |
| Orono | 10,679 | \$32.25 | \$67,080 | n/a | n/a |
| Falmouth | 11,964 | \$43.26 | \$89,981 | Deputy Tax Collector | |
| Kennebunk | 15,583 | \$39.08 | \$71,126 | n/a | Registrar of Voters |
| Waterville | 15,927 | \$43.27 | \$90,002 | n/a | Motor Vehicle Agent |
| Gorham | 17,549 | \$35.30 | \$68,835 | \$311.48 | Assistant City Mgr. |
| Westbrook | 18,544 | \$48.74 | \$101,379 | n/a | n/a |
| Augusta | 18,968 | \$39.69 | \$82,555 | n/a | n/a |
| Scarborough | 20,571 | \$43.53 | \$90,542 | n/a | n/a |
| Sanford | 20,625 | \$37.99 | \$79,019 | n/a | Registrar of Voters |
| Biddeford | 21,393 | \$45.02 | \$93,642 | n/a | GA Director, Registrar of Voters |
| Auburn | 22,951 | \$42.04 | \$87,443 | n/a | n/a |
| Bangor | 31,942 | \$49.62 | \$96,759 | n/a | n/a |
| Lewiston | 35,746 | \$56.91 | \$110,975 | n/a | Registrar of Voters |
| Portland | 66,761 | \$51.28 | \$99,996 | n/a | n/a |

| | | Deputy Clerk | | | |
|----------------|------------|--------------|---------------|-------------|---|
| Account Name | Population | Hourly Rate | Annual Salary | Stipend | Additional Titles Held |
| Smithfield | 1,044 | \$12.75 | \$1,326 | | n/a |
| Peru | 1,530 | \$14.50 | \$11,310 | | n/a n/a |
| Steuben | 1,121 | \$14.50 | \$30,160 | \$500.00 | Dep Tax Collector, Dep Treasurer, Dep Registrar, GA Admin |
| Winterport | 3,945 | \$14.83 | \$30,846 | | n/a Registrar of Voters |
| Charleston | 1,573 | \$14.87 | \$21,651 | | dep tax collector, dep treasurer, dep registrar of voters, ga administrator |
| Hodgdon | 1,285 | \$15.00 | \$27,300 | | Tax Collector |
| Marshfield | 512 | \$15.00 | \$9,360 | | n/a Deputy Tax Collector, Deputy Treasurer |
| Sorrento | 265 | \$15.00 | \$3,120 | | n/a Treasurer, Tax Collector, Admin Assistant |
| Topshfield | 230 | \$15.00 | \$4,680 | | n/a Deputy Tax Collector/Deputy Treasurer/Deputy Registrar |
| Wales | 1,727 | \$15.00 | \$12,480 | | n/a Treasurer, Deputy Clerk, Registrar of Voters, Deputy Tax Collector |
| Brooklin | 844 | \$15.10 | \$12,563 | | n/a EMS |
| Gouldsboro | 1,748 | \$15.44 | \$32,115 | | n/a n/a |
| Eagle Lake | 761 | \$15.60 | \$16,224 | | Deputy Registrar of Voters, Deputy GA Administrator |
| Lubec | 1,239 | \$15.99 | \$33,259 | | Deputy Tax Collector, Deputy Treasurer, Ballot Clerk |
| Alexander | 481 | \$16.00 | \$6,656 | | Assistant Clerk |
| Bowdoinham | 3,052 | \$16.00 | \$24,960 | | n/a admin to selectmen and secretary |
| Cornish | 1,409 | \$16.00 | \$25,792 | | |
| Clinton | 3,483 | \$16.25 | \$33,800 | | |
| Mattawamkeag | 666 | \$16.25 | \$27,040 | | n/a |
| Andover | 835 | \$16.55 | \$8,606 | | n/a |
| West Paris | 1,722 | \$16.80 | \$34,944 | | Registrar of Voters, Deputy Tax Collector |
| Frenchville | 1,003 | \$16.97 | \$28,238 | | Administrative Assistant to Selectmen |
| Albion | 2,100 | \$17.00 | \$16,796 | | Deputy Registrar |
| Lisbon | 9,711 | \$17.27 | \$35,922 | | Deputy Treasurer, Deputy Tax Collector, Deputy Registrar of Voters |
| Washington | 1,530 | \$17.30 | \$21,590 | | n/a deputy tax collector, treasurer, registra of voters, GA Director |
| Detroit | 817 | \$17.34 | \$34,264 | | Tax Collector, Deputy Registrar |
| Cushing | 1,536 | \$17.43 | \$22,206 | | n/a |
| Palermo | 1,578 | \$17.50 | \$21,840 | | \$0.00 Deputy Tax Collector, Registrar of Voters |
| Corinth | 2,852 | \$17.51 | \$36,421 | | n/a Deputy Tax Collector |
| Solon | 1,054 | \$17.54 | \$29,187 | | Deputy Registrar of Voters |
| Bethel | 2,732 | \$17.59 | \$36,587 | | Deputy Registrar, Deputy Tax Collector, Registrar of Voters, GA Administrator |
| Fort Fairfield | 3,337 | \$17.68 | \$36,774 | | Deputy Registrar, Deputy Tax Collector/Treas. |
| Roxbury | 364 | \$17.86 | \$14,860 | \$1,097.00 | Elections Clerk, Deputy Tax Collector/Treas. |
| Fort Kent | 3,899 | \$17.92 | \$37,274 | | n/a These are 2 municipal Clerk positions. Duties: Utilities, Excise tax and RE & PP Tax collections, along with clerk duties |
| Mapleton | 1,907 | \$17.92 | \$37,274 | | Deputy Registrar of Voters, Deputy General Administrator, Deputy Tax Collector |
| Stow | 427 | \$18.00 | \$14,040 | \$13,500.00 | Office Cleaner/Maintenance |
| Turner | 5,971 | \$18.00 | \$37,440 | | n/a n/a |
| Union | 2,279 | \$18.00 | \$37,440 | | Deputy Treasurer |
| Unity | 2,172 | \$18.00 | \$12,168 | | Dep Tax Collector, Dep Treasurer, Dep Registrar of Voters |
| Denmark | 1,176 | \$18.04 | \$33,771 | | Deputy-Registrar, Treasurer, Clerk, Sect to BOS, Excise Tx Collector, Tax Collector, Admin Asst |
| Readfield | 2,635 | \$18.08 | \$32,906 | | n/a Secretary to Select Board, Planning Board, Deputy Treas., Deputy Tax Collector, Deputy Registrar |
| Hallowell | 2,307 | \$18.09 | \$37,627 | | n/a deputy tax collector, dep. registrar of voters |
| Dexter | 3,726 | \$18.12 | \$37,690 | | n/a Safety Coordinator, deputy registrar |
| Hope | 1,646 | \$18.27 | \$23,751 | \$5,265.00 | n/a |
| Carbou | 7,550 | \$18.36 | \$38,189 | | Deputy GA Administrator |
| Thomaston | 2,771 | \$18.39 | \$38,251 | | deputy tax collector |
| Ashland | 1,221 | \$18.46 | \$38,397 | | |

| | | | | | |
|-------------------|--------|---------|----------|---|---|
| Madawaska | 3,680 | \$18.46 | \$33,597 | n/a | Deputy Treasurer, Deputy Tax Collector |
| Bradford | 1,266 | \$18.50 | \$30,784 | n/a | Deputy Tax Collector, Deputy Addressing Officer, Deputy Voter Registrar, Planning Board Secretary |
| Hartford | 1,206 | \$18.50 | \$25,974 | Deputy Registrar of Voters/Tax Collector | Welfare Director |
| Minot | 2,761 | \$18.52 | \$36,114 | Treasurer, Tax Coll, Dep GA, registrar of voters | n/a |
| Lovell | 1,147 | \$18.56 | \$38,605 | n/a | n/a |
| Madison | 4,645 | \$18.75 | \$39,000 | n/a | Dep Treasurer, Dep Tax Collector |
| Limestone | 2,237 | \$18.90 | \$39,312 | n/a | n/a |
| Mechanic Falls | 3,078 | \$18.90 | \$36,364 | n/a | n/a |
| Norway | 5,026 | \$19.00 | \$39,520 | n/a | n/a |
| Vassalboro | 4,419 | \$19.02 | \$39,562 | n/a | Dep Treasurer, Dep Tax Collector |
| Poland | 5,661 | \$19.10 | \$39,728 | n/a | n/a |
| Parsonsfield | 1,971 | \$19.16 | \$31,882 | n/a | Dep Treasurer, Tax Coll |
| East Millinocket | 1,641 | \$19.23 | \$39,998 | n/a | Motor Vehicle Agent, Waste & Water Billing and Collections, Deputy positions |
| Rumford | 5,618 | \$19.24 | \$35,017 | Deputy Treasurer | n/a |
| Corinna | 2,160 | \$19.36 | \$40,269 | n/a | Tax Collector |
| Buxton | 8,268 | \$19.50 | \$40,560 | n/a | n/a |
| Southwest Harbor | 1,753 | \$19.50 | \$40,560 | n/a | Deputy Tax Collector, Deputy Treasurer |
| Greene | 4,461 | \$19.70 | \$40,976 | n/a | n/a |
| Shapleigh | 2,740 | \$19.88 | \$28,945 | n/a | Deputy Tax Collector/Deputy Registrar |
| Hiram | 1,667 | \$20.00 | \$41,600 | n/a | administrative assistant to selectmen, planning board secretary, appeals bd secretary, e911 administ, GA administ |
| Hudson | 1,538 | \$20.00 | \$41,600 | n/a | Treasurer, Tax Collector, BMV Agent, GA Administrator |
| Manchester | 2,582 | \$20.00 | \$41,600 | n/a | Deputy Treasurer |
| Searsmont | 1,448 | \$20.00 | \$41,600 | \$2,000.00 | Dep Treasurer, Dep Tax Collector, Asst to Selectmen, Addressing Officer, EMA Director |
| Sebago | 1,839 | \$20.00 | \$41,600 | Deputy Clerk/Tax Collector, ZBA Assist, PB Assist, A/P Clerk | n/a |
| Verona Island | 543 | \$20.00 | \$11,440 | n/a | Deputy Treasurer, Deputy Tax Collector |
| Warren | 4,900 | \$20.00 | \$39,000 | n/a | Deputy Registrar, Deputy Tax Collector, Deputy Treasurer Collector, Deputy |
| Gorham | 17,549 | \$20.07 | \$30,266 | n/a | Customer Service Clerk |
| Machias | 2,006 | \$20.11 | \$36,600 | \$655.00 | Deputy Registrar of Voters |
| Newport | 3,255 | \$20.41 | \$42,453 | n/a | n/a |
| Bridgton | 5,388 | \$20.44 | \$42,515 | n/a | n/a |
| Harpowell | 4,930 | \$20.50 | \$39,975 | n/a | Deputy Tax Collector |
| Naples | 4,145 | \$20.56 | \$37,419 | n/a | AP, Asst. Assessor |
| Farmington | 7,572 | \$20.64 | \$42,931 | Motor Vehicle Agent | n/a |
| Northport | 1,573 | \$20.83 | \$34,661 | n/a | n/a |
| Strong | 1,177 | \$20.86 | \$43,389 | Deputy registrar | n/a |
| Farmingdale | 2,941 | \$21.00 | \$43,680 | n/a | n/a |
| Randolph | 1,705 | \$21.00 | \$14,196 | Deputy registrar | n/a |
| Waterford | 1,582 | \$21.09 | \$38,384 | n/a | n/a |
| Arundel | 4,232 | \$21.10 | \$35,110 | n/a | n/a |
| Bangor | 31,942 | \$21.16 | \$41,262 | Tax Collector | n/a |
| Jay | 4,693 | \$21.24 | \$38,657 | n/a | n/a |
| Saint George | 2,626 | \$21.25 | \$44,200 | n/a | Deputy Tax Collector |
| Norridgewock | 3,304 | \$21.40 | \$33,384 | NOTARY | n/a |
| Belfast | 6,553 | \$21.49 | \$44,699 | n/a | n/a |
| Limington | 3,903 | \$21.74 | \$38,436 | n/a | n/a |
| Kennebunk | 15,583 | \$21.89 | \$45,531 | Deputy Treasurer, Deputy Tax Collector, Deputy Registrar of Voters, Deputy General Assistance Administrator | n/a |
| Orono | 10,679 | \$22.07 | \$45,906 | n/a | n/a |
| Pownal | 1,564 | \$22.16 | \$43,788 | n/a | n/a |
| Old Orchard Beach | 8,763 | \$22.21 | \$38,690 | n/a | n/a |
| Old Town | 7,537 | \$22.26 | \$43,986 | n/a | n/a |

| | | | | | |
|----------------|--------|---------|----------|---|--|
| Skowhegan | 8,078 | \$22.26 | \$43,407 | n/a | n/a |
| Winthrop | 5,960 | \$22.27 | \$46,322 | | |
| Greenville | 1,545 | \$22.31 | \$46,405 | n/a | |
| Bath | 8,321 | \$22.37 | \$40,713 | n/a | n/a |
| Otisfield | 1,819 | \$22.50 | \$42,120 | Deputy Treasurer, AP Clerk, Deputy Tax Collector | |
| Berwick | 7,699 | \$22.72 | \$44,304 | \$0.00 | n/a |
| Topsham | 8,875 | \$22.87 | \$44,597 | | |
| Casco | 3,947 | \$22.95 | \$47,736 | Office Clerk | |
| Tremont | 1,603 | \$23.31 | \$29,091 | n/a | n/a |
| Oakland | 6,381 | \$23.39 | \$48,651 | n/a | n/a |
| Standish | 10,487 | \$23.55 | \$46,535 | | |
| Freeport | 8,350 | \$24.02 | \$46,839 | | |
| Ellsworth | 7,917 | \$24.04 | \$50,003 | GA DIRECTOR | |
| Houlton | 5,266 | \$24.04 | \$50,003 | n/a | General Assistance |
| Newcastle | 1,688 | \$24.06 | \$50,045 | Deputy Tax Collector | |
| Gray | 8,286 | \$24.29 | \$45,471 | n/a | |
| North Yarmouth | 3,823 | \$24.46 | \$50,877 | n/a | deputy tax collector |
| Surry | 1,483 | \$24.50 | \$50,960 | Tax collector, Code enforcement, Clerk, Office manager, Registrar voters, 911 officer | |
| Bucksport | 4,960 | \$24.73 | \$48,866 | n/a | G.A. Motor Vehicle Agent, Ambulance Billing |
| Windham | 18,471 | \$24.92 | \$51,834 | n/a | n/a |
| Stonington | 1,040 | \$25.00 | \$52,000 | | |
| Sanford | 20,625 | \$25.15 | \$52,312 | n/a | Deputy Tax Collector |
| Hampden | 7,457 | \$25.22 | \$52,458 | n/a | n/a |
| Kittery | 9,596 | \$25.49 | \$53,019 | n/a | n/a |
| Scarborough | 20,571 | \$27.84 | \$57,907 | n/a | n/a |
| Wells | 10,187 | \$28.37 | \$59,010 | n/a | n/a |
| New Gloucester | 5,863 | \$28.77 | \$59,842 | n/a | Dep Tax and Dep Treasurer, Minutes Taker, Registrar Voting |
| Auburn | 22,951 | \$29.11 | \$60,549 | Business License Specialist | |
| Biddeford | 21,393 | \$29.35 | \$61,048 | Deputy Tax Collector | |
| Falmouth | 11,964 | \$31.25 | \$65,000 | | |
| Westbrook | 18,544 | \$32.43 | \$67,454 | | |
| York | 12,881 | \$37.18 | \$72,501 | | |
| Lewiston | 35,746 | \$44.59 | \$86,951 | n/a | n/a |
| Sebec | 608 | \$48.64 | \$37,939 | Treasurer, Tax Collector | |

Treasurer: Appointed

| Account Name | Population | Hourly Rate | Annual Salary | Additional Titles Held |
|------------------|------------|-------------|---------------|---|
| Jackman | 843 | \$0.00 | \$0 | Deputy Clerk, Deputy Registrar of Voters, Deputy Tax Collector, Planning Board, Asst. Airport Mgr., |
| Sorrento | 265 | \$0.00 | \$0 | Town Clerk/Tax Collector, Reg of Voters |
| Columbia Falls | 545 | \$9.62 | \$4,002 | |
| Kingfield | 999 | \$16.50 | \$34,320 | Deputy Clerk |
| Weld | 409 | \$17.00 | \$26,520 | Dpty Town Clerk, Dpty Tax Collector, Dpty Registrar |
| Passadumkeag | 363 | \$17.30 | \$13,494 | Tax collector/deputy clerk |
| Solon | 1,054 | \$17.54 | \$12,769 | n/a |
| Andover | 835 | \$17.65 | \$18,356 | n/a |
| Haynesville | 114 | \$20.00 | \$31,200 | Tax Collector, Clerk GA, Registrar |
| Hiram | 1,667 | \$20.00 | \$41,600 | treasurer, town clerk, secretary for cemetery comm, registrar of voters |
| Hudson | 1,538 | \$20.00 | \$41,600 | |
| Porter | 1,537 | \$20.00 | \$33,280 | deputy tax collector, deputy clerk, registrar of voters |
| Strong | 1,177 | \$20.00 | \$41,600 | |
| Long Island | 252 | \$20.17 | \$20,977 | n/a |
| Owls Head | 1,580 | \$20.45 | \$25,522 | |
| Milo | 2,217 | \$20.60 | \$42,848 | GA |
| Chester | 539 | \$21.00 | \$34,944 | |
| Gouldsboro | 1,748 | \$21.00 | \$17,472 | n/a |
| Lovell | 1,147 | \$21.00 | \$43,680 | Registrar of Voters, Clerk, Deputy Tax Collector |
| Sidney | 4,473 | \$21.25 | \$44,200 | Clerk, Tax Collector |
| Phillips | 898 | \$22.00 | \$45,760 | Town Manager, Tax Collector, General Assistance Director, Motor Vehicle Agent |
| Wales | 1,727 | \$22.50 | \$35,100 | Tax Collector/Deputy Clerk/Deputy Registrar/Office Manager/HR/Public Access Officer |
| New Sweden | 559 | \$23.00 | \$47,840 | |
| Surry | 1,483 | \$23.00 | \$35,880 | |
| Lubec | 1,239 | \$23.19 | \$22,912 | Tax Collector, Deputy Clerk, RLF Administrator, G A Administrator |
| Waterford | 1,582 | \$23.58 | \$42,916 | |
| Norway | 5,026 | \$24.00 | \$49,920 | n/a |
| Washington | 1,530 | \$24.00 | \$37,440 | Town Clerk, Tax Collector, Registrar of Voters |
| Turner | 5,971 | \$24.27 | \$50,482 | Clerk, Tax Collector, Registrar |
| Mapleton | 1,907 | \$24.42 | \$50,794 | Tax Collector |
| Belfast | 6,553 | \$24.79 | \$51,563 | n/a |
| Benton | 2,756 | \$25.00 | \$41,600 | Tax Collector |
| Randolph | 1,705 | \$25.50 | \$53,040 | Town Clerk, Deputy Tax Collector |
| Manchester | 2,582 | \$26.27 | \$54,642 | Tax Collector; Deputy Clerk |
| Buxton | 8,268 | \$27.41 | \$57,013 | Tech Manager |
| Houlton | 5,266 | \$28.84 | \$59,987 | Finance Director |
| Union | 2,279 | \$29.40 | \$61,152 | Deputy Clerk, Deputy Tax Collector |
| Ashland | 1,221 | \$29.80 | \$61,984 | Town Clerk & Tax Collector |
| East Millinocket | 1,641 | \$29.80 | \$61,984 | n/a |

| | | | | |
|----------------|--------|---------|-----------|--|
| Eastbrook | 433 | \$30.00 | \$15,600 | |
| Lyman | 4,486 | \$30.53 | \$59,534 | |
| Damariscotta | 2,081 | \$30.90 | | GA Director, HR Asst |
| Mechanic Falls | 3,078 | \$30.91 | \$59,471 | n/a |
| Alfred | 3,097 | \$31.07 | \$58,163 | n/a |
| Clinton | 3,483 | \$31.50 | \$65,520 | Town Manager, Tax Collector |
| Fort Fairfield | 3,337 | \$32.96 | \$68,557 | Tax Collector, HR |
| Frenchville | 1,003 | \$33.00 | \$68,640 | Town Manager |
| Casco | 3,947 | \$34.66 | \$72,093 | Tax Collector |
| Fairfield | 6,478 | \$35.52 | \$64,646 | Tax Collector, HR Director, Deputy Welfare Dir |
| Sabattus | 5,040 | \$38.99 | \$81,099 | Office Manager/Human Resources |
| Penobscot | 1,233 | \$40.00 | \$8,320 | |
| Sanford | 20,625 | \$43.34 | \$90,147 | Tax Collector |
| Portland | 66,761 | \$47.45 | \$92,528 | n/a |
| Sebec | 608 | \$48.70 | \$37,986 | Tax Collector |
| North Yarmouth | 3,823 | \$49.26 | \$102,461 | Town Manager, Tax Collector, GA Administrator |

| Paramedic | | | | | | |
|------------------|------------|---------------|-------------|---------|------------------------|-----------------------|
| Account Name | Population | Annual Salary | Hourly Rate | Stipend | Additional Titles Held | |
| Gouldsboro | 1,748 | n/a | \$14.00 | n/a | n/a | n/a |
| Sidney | 4,473 | | \$15.00 | | | |
| Machias | 2,006 | n/a | \$15.50 | | n/a | n/a |
| Ashland | 1,221 | | \$18.00 | | | |
| Calais | 2,943 | n/a | \$18.49 | | n/a | Firefighter |
| Caribou | 7,550 | | \$18.54 | | | Fire fighter |
| Thomaston | 2,771 | | \$19.64 | | | |
| Madawaska | 3,680 | | \$19.83 | | | |
| Albion | 2,100 | | \$20.00 | | | |
| Clinton | 3,483 | | \$20.00 | | | |
| East Millinocket | 1,641 | n/a | \$20.00 | | n/a | SOME ARE VOLUNTEER FF |
| Bucksport | 4,960 | | \$21.00 | | n/a | Firefighter |
| Shapleigh | 2,740 | n/a | \$21.00 | | n/a | n/a |
| Turner | 5,971 | n/a | \$21.15 | | n/a | n/a |
| Gray | 8,286 | n/a | \$21.26 | | n/a | Firefighter |
| Standish | 10,487 | | \$21.35 | | | |
| Alfred | 3,097 | n/a | \$21.68 | | n/a | n/a |
| New Gloucester | 5,863 | n/a | \$22.00 | | n/a | n/a |
| Kennebunk | 15,583 | | \$22.33 | | | Firefighters |
| Buxton | 8,268 | n/a | \$22.41 | | n/a | n/a |
| Casco | 3,947 | n/a | \$22.50 | | n/a | n/a |
| Bethel | 2,732 | n/a | \$22.88 | | n/a | n/a |
| Warren | 4,900 | n/a | \$24.00 | | n/a | n/a |
| Wiscasset | 3,810 | | \$24.00 | | | |
| Orono | 10,679 | n/a | \$24.91 | | n/a | n/a |
| Houlton | 5,266 | n/a | \$25.00 | | n/a | n/a |
| Waldoboro | 5,124 | n/a | \$25.00 | | n/a | n/a |
| Arundel | 4,232 | n/a | \$25.32 | | n/a | Fire Fighter |
| Newport | 3,255 | n/a | \$26.00 | | n/a | FIREFIGHTERS |
| Naples | 4,145 | n/a | \$26.52 | | n/a | n/a |
| Windham | 18,471 | n/a | \$27.41 | | n/a | Firefighter |

| | | | | |
|----------|--------|----------|---------|---|
| Winthrop | 5,960 | | \$27.65 | |
| Union | 2,279 | | \$28.00 | |
| Freeport | 8,350 | | \$28.32 | Fire Fighter |
| Belfast | 6,553 | n/a | \$28.63 | Fire Fighter |
| Gorham | 17,549 | n/a | \$30.31 | n/a Firefighter/Paramedic |
| Auburn | 22,951 | \$75,699 | \$34.66 | lt, captain, private, bc |
| Brewer | 8,914 | n/a | n/a | \$2,964.00 Firefighter, Fire Officer, EMT |

Emergency Medical Technician (Requires Certification)

| Account Name | Population | Additional Titles Held | Annual Salary | Hourly Rate | Stipend |
|------------------|------------|------------------------|---------------|-------------|------------|
| Jackman | 843 | n/a | n/a | \$12.75 | n/a |
| Machias | 2,006 | n/a | n/a | \$13.65 | n/a |
| Gouldsboro | 1,748 | n/a | n/a | \$14.00 | n/a |
| Madawaska | 3,680 | | | \$14.46 | |
| Ashland | 1,221 | | | \$15.00 | |
| Sidney | 4,473 | | | \$15.00 | |
| Smithfield | 1,044 | paid firefighter | | \$15.00 | \$1,500.00 |
| Richmond | 3,505 | | | \$15.19 | |
| Calais | 2,943 | n/a | n/a | \$15.50 | n/a |
| Albion | 2,100 | | | \$16.00 | |
| New Gloucester | 5,863 | n/a | n/a | \$16.00 | n/a |
| Turner | 5,971 | n/a | n/a | \$16.46 | n/a |
| Bethel | 2,732 | n/a | n/a | \$16.79 | n/a |
| East Millinocket | 1,641 | SOME ARE VOLUNTEER FF | n/a | \$17.00 | n/a |
| Shapleigh | 2,740 | n/a | n/a | \$17.00 | n/a |
| Thomaston | 2,771 | | | \$17.61 | |
| Minot | 2,761 | n/a | n/a | \$18.09 | n/a |
| Standish | 10,487 | | | \$18.23 | |
| Bucksport | 4,960 | Firefighter | | \$18.43 | n/a |
| Wiscasset | 3,810 | | | \$19.00 | |
| Buxton | 8,268 | n/a | n/a | \$19.04 | n/a |
| Casco | 3,947 | Fire Fighter | n/a | \$19.05 | |
| Old Town | 7,537 | Paramedic | n/a | \$19.05 | n/a |
| Arundel | 4,232 | FIRE FIGHTER | | \$19.78 | |
| Searsmont | 1,448 | | | \$20.00 | |
| Gray | 8,286 | Firefighter | n/a | \$20.02 | n/a |
| Alfred | 3,097 | n/a | n/a | \$20.40 | n/a |
| Gorham | 17,549 | Firefighter/EMT-Basic | n/a | \$20.85 | n/a |
| Naples | 4,145 | n/a | n/a | \$21.42 | n/a |
| Winthrop | 5,960 | | | \$21.51 | |
| Kennebunk | 15,583 | Firefighter | | \$22.11 | |

| | | | | |
|----------------|--------------------|-----|---------|------------|
| Windham | 18,471 Firefighter | n/a | \$23.50 | n/a |
| Houlton | 5,266 n/a | n/a | \$25.00 | n/a |
| Belfast | 6,553 Fire Fighter | n/a | \$25.41 | |
| Union | 2,279 | | \$26.00 | |
| Warren | 4,900 n/a | n/a | \$28.00 | n/a |
| Brewer | 8,914 Fire Fighter | n/a | n/a | \$1,924.00 |
| Castine | 1,223 n/a | n/a | n/a | n/a |
| Mechanic Falls | 3,078 n/a | n/a | n/a | n/a |
| Northport | 1,573 n/a | n/a | n/a | n/a |
| Wales | 1,727 n/a | n/a | n/a | \$25.00 |

| Librarian | | | | |
|----------------|------------|-------------|---------------|-------------------|
| Account Name | Population | Hourly Rate | Annual Salary | Additional Titles |
| Albion | 2,100 | \$0.00 | | |
| Milo | 2,217 | \$12.75 | \$11,934 | |
| Princeton | 782 | \$12.75 | \$14,586 | |
| Mattawamkeag | 666 | \$13.77 | \$6,444 | |
| Searsmont | 1,448 | \$14.55 | \$15,132 | n/a |
| Limington | 3,903 | \$14.56 | \$15,142 | |
| Fort Kent | 3,899 | \$14.75 | \$15,340 | n/a |
| Woodstock | 1,295 | \$15.00 | \$9,360 | n/a |
| West Paris | 1,722 | \$15.21 | \$17,796 | n/a |
| Mechanic Falls | 3,078 | \$15.45 | \$20,888 | n/a |
| Limestone | 2,237 | \$15.77 | \$26,241 | |
| Greenville | 1,545 | \$15.84 | \$16,474 | n/a |
| Buxton | 8,268 | \$15.87 | \$6,602 | n/a |
| Corinna | 2,160 | \$16.00 | \$16,640 | |
| Norridgewock | 3,304 | \$16.00 | \$19,968 | |
| Shapleigh | 2,740 | \$16.39 | \$13,636 | n/a |
| Newport | 3,255 | \$16.45 | \$34,216 | n/a |
| Andover | 835 | \$16.55 | \$17,212 | n/a |
| Ashland | 1,221 | \$16.64 | \$27,689 | |
| Fort Fairfield | 3,337 | \$16.93 | \$35,214 | n/a |
| Solon | 1,054 | \$17.54 | \$17,330 | n/a |
| Clinton | 3,483 | \$17.69 | \$36,795 | |
| Poland | 5,661 | \$18.41 | \$38,293 | n/a |
| Thomaston | 2,771 | \$18.90 | \$39,312 | n/a |
| Calais | 2,943 | \$18.94 | \$39,395 | n/a |
| Readfield | 2,635 | \$19.79 | \$28,814 | n/a |
| Richmond | 3,505 | \$19.83 | \$18,561 | |
| Limerick | 3,054 | \$20.33 | \$35,943 | |
| Warren | 4,900 | \$20.82 | \$12,992 | n/a |
| Madison | 4,645 | \$21.10 | \$43,888 | n/a |
| Alfred | 3,097 | \$21.77 | \$36,225 | n/a |

| | | | | |
|----------------|--------|-------------|--------------|--|
| Madawaska | 3,680 | \$22.04 | \$45,843 | |
| Fairfield | 6,478 | \$22.05 | \$40,131 | n/a |
| Tremont | 1,603 | \$22.34 | \$32,527 | n/a |
| Caribou | 7,550 | \$23.54 | \$48,963 | |
| Norway | 5,026 | \$23.73 | \$49,358 | n/a |
| New Gloucester | 5,863 | \$25.14 | \$47,062 | n/a |
| Auburn | 22,951 | \$26.11 | \$50,236 | |
| Rumford | 5,618 | \$26.72 | \$48,630 | Library Director |
| Brewer | 8,914 | \$26.73 | \$52,124 | n/a |
| Dexter | 3,726 | \$28.01 | \$58,261 | n/a |
| Portland | 66,761 | \$28.30 | \$55,185 | n/a |
| North Berwick | 4,656 | \$28.84 | \$53,988 | |
| Castine | 1,223 | \$28.98 | \$55,004 | n/a |
| Westbrook | 18,544 | \$28.99 | \$60,299 | |
| Berwick | 7,699 | \$29.63 | | n/a |
| Old Town | 7,537 | \$30.74 | \$63,939 | n/a |
| Hampden | 7,457 | \$32.19 | \$66,955 | n/a |
| Ellsworth | 7,917 | \$33.25 | \$69,160 | n/a |
| Belfast | 6,553 | \$35.70 | \$74,256 | n/a |
| Winthrop | 5,960 | \$35.73 | \$74,318 | |
| Lewiston | 35,746 | \$35.99 | \$70,181 | n/a |
| Gray | 8,286 | \$36.46 | \$75,837 | Director of Communications and Information |
| Wells | 10,187 | \$36.57 | \$76,066 | n/a |
| Freeport | 8,350 | \$36.59 | \$71,351 | |
| Lisbon | 9,711 | \$37.37 | \$77,730 | |
| Gorham | 17,549 | \$38.57 | \$75,212 | Library Director |
| Augusta | 18,968 | \$38.68 | \$80,454 | n/a |
| Orono | 10,679 | \$39.93 | \$83,054 | Library Director |
| Windham | 18,471 | \$41.88 | \$87,110 | n/a |
| Kittery | 9,596 | \$43.43 | \$90,334 | n/a |
| Topsham | 8,875 | \$44.47 | \$92,498 | |
| Waterboro | 8,104 | \$43,750.00 | \$72,800,000 | |

Assistant Librarian

| Account Name | Population | Hourly Rate | Annual Salary | Additional Titles Held |
|----------------|------------|-------------|---------------|--------------------------|
| Fort Kent | 3,899 | \$12.75 | \$26,520 | n/a |
| Milo | 2,217 | \$12.75 | \$11,934 | |
| West Paris | 1,722 | \$13.39 | \$3,481 | n/a |
| Mattawamkeag | 666 | \$13.52 | \$2,109 | |
| Limestone | 2,237 | \$13.77 | \$21,481 | |
| Andover | 835 | \$13.80 | \$5,023 | n/a |
| Poland | 5,661 | \$13.94 | \$26,096 | n/a |
| Madison | 4,645 | \$13.98 | \$21,809 | n/a |
| Corinna | 2,160 | \$14.50 | \$15,080 | |
| Clinton | 3,483 | \$14.57 | | |
| Newport | 3,255 | \$14.78 | \$11,528 | n/a |
| Alfred | 3,097 | \$15.46 | \$20,098 | n/a |
| Warren | 4,900 | \$15.88 | \$19,818 | n/a |
| Waterboro | 8,104 | \$16.94 | \$17,618 | |
| Tremont | 1,603 | \$17.04 | \$7,975 | n/a |
| Thomasston | 2,771 | \$17.82 | \$27,799 | n/a |
| New Gloucester | 5,863 | \$18.00 | \$33,696 | n/a |
| Fairfield | 6,478 | \$18.85 | \$34,307 | n/a |
| Lewiston | 35,746 | \$18.92 | \$36,894 | n/a |
| Castine | 1,223 | \$19.26 | \$32,549 | n/a |
| Hampden | 7,457 | \$19.76 | \$41,101 | n/a |
| Wells | 10,187 | \$19.94 | \$41,475 | n/a |
| North Berwick | 4,656 | \$20.00 | \$37,440 | |
| Berwick | 7,699 | \$20.05 | \$39,098 | n/a |
| Old Town | 7,537 | \$20.14 | \$39,797 | n/a |
| Westbrook | 18,544 | \$20.81 | \$27,053 | n/a |
| Gorham | 17,549 | \$21.57 | \$42,062 | Senior Library Assistant |
| Ellsworth | 7,917 | \$22.86 | \$47,549 | n/a |
| Belfast | 6,553 | \$23.95 | \$49,816 | n/a |
| Lisbon | 9,711 | \$24.40 | \$50,752 | |
| Portland | 66,761 | \$25.61 | \$49,940 | n/a |

| | | | | |
|---------|--------|---------|----------|----------------------------|
| Gray | 8,286 | \$26.80 | \$55,744 | Assistant Library Director |
| Augusta | 18,968 | \$30.97 | \$64,418 | n/a |
| Topsham | 8,875 | \$36.32 | \$75,546 | |

| Library Aide | | | | | |
|----------------|------------|-------------|---------------|-------------------------------|--|
| Account Name | Population | Hourly Rate | Annual Salary | Additional Titles Held | |
| Caribou | 7,550 | \$12.75 | \$9,945 | | |
| Fort Fairfield | 3,337 | \$12.75 | \$13,260 | n/a | |
| Limington | 3,903 | \$12.75 | \$7,956 | | |
| Madison | 4,645 | \$12.75 | \$9,945 | n/a | |
| Poland | 5,661 | \$12.83 | \$8,006 | n/a | |
| Limerick | 3,054 | \$12.88 | \$7,702 | | |
| Shapleigh | 2,740 | \$13.00 | \$676 | n/a | |
| Ashland | 1,221 | \$13.13 | \$12,290 | | |
| Calais | 2,943 | \$13.50 | \$19,656 | n/a | |
| Waterboro | 8,104 | \$13.50 | \$14,040 | | |
| Rumford | 5,618 | \$13.55 | \$17,615 | | |
| Fairfield | 6,478 | \$13.65 | \$17,745 | n/a | |
| Lisbon | 9,711 | \$13.75 | \$14,300 | | |
| Tremont | 1,603 | \$13.96 | \$2,904 | n/a | |
| Mechanic Falls | 3,078 | \$14.06 | \$6,580 | n/a | |
| Greenville | 1,545 | \$14.43 | \$15,007 | n/a | |
| Thomaston | 2,771 | \$14.57 | \$13,638 | n/a | |
| Brewer | 8,914 | \$14.94 | \$29,133 | Library Assistant (1 of them) | |
| Dexter | 3,726 | \$15.00 | \$11,700 | n/a | |
| Portland | 66,761 | \$15.00 | \$29,250 | n/a | |
| Richmond | 3,505 | \$15.00 | \$21,060 | | |
| Windham | 18,471 | \$15.71 | \$13,071 | n/a | |
| North Berwick | 4,656 | \$16.00 | \$23,296 | | |
| Auburn | 22,951 | \$16.50 | \$17,160 | | |
| Belfast | 6,553 | \$16.55 | \$34,424 | n/a | |
| Norway | 5,026 | \$17.00 | \$24,752 | n/a | |
| Augusta | 18,968 | \$17.52 | \$18,221 | n/a | |
| Old Town | 7,537 | \$18.02 | \$35,139 | n/a | |
| Topsham | 8,875 | \$18.22 | \$20,844 | | |
| Lewiston | 35,746 | \$18.50 | \$36,075 | n/a | |
| Wells | 10,187 | \$19.09 | \$26,802 | n/a | |

| | | | | |
|---------|--------|---------|----------|------------------------|
| Castine | 1,223 | \$19.26 | \$28,043 | n/a |
| Gorham | 17,549 | \$20.36 | \$21,174 | Library Assistant |
| Gray | 8,286 | \$21.66 | \$45,053 | n/a |
| Kittery | 9,596 | \$22.56 | \$41,646 | 1-Cataloging Assistant |

Maine Municipal Salary & Benefits Report

| Account Name | Population | Director of Public Works | |
|------------------|-------------------------|--------------------------|---------------|
| | Municipality Population | Hourly Pay Rate | Annual Salary |
| Portage Lake | 360 | \$19.00 | \$39,520 |
| Burlington | 404 | \$16.00 | \$24,960 |
| Mattawamkeag | 666 | \$15.30 | \$31,824 |
| Jackman | 843 | \$22.23 | \$46,238 |
| Perry | 868 | \$21.75 | \$45,240 |
| Montville | 1,097 | \$25.00 | \$52,000 |
| Lovell | 1,147 | \$25.97 | \$54,018 |
| Denmark | 1,176 | \$27.00 | \$56,160 |
| East Millinocket | 1,641 | \$23.56 | \$49,005 |
| Hartland | 1,704 | \$23.33 | \$54,592 |
| Wales | 1,727 | \$24.00 | \$37,440 |
| Gouldsboro | 1,748 | \$24.03 | \$49,982 |
| Southwest Harbor | 1,753 | \$27.58 | \$57,366 |
| Machias | 2,006 | \$27.27 | \$56,722 |
| Corinna | 2,160 | \$28.81 | \$59,925 |
| Lincolntonville | 2,278 | \$30.81 | \$64,085 |
| Minot | 2,761 | \$28.50 | \$59,280 |
| Thomaston | 2,771 | \$35.16 | \$73,133 |
| Calais | 2,943 | \$32.07 | \$66,706 |
| Mechanic Falls | 3,078 | \$28.04 | \$58,323 |
| Newport | 3,255 | \$31.00 | \$64,480 |
| Fort Fairfield | 3,337 | \$36.69 | \$76,315 |
| Richmond | 3,505 | \$26.50 | \$55,120 |
| Kennebunkport | 3,536 | \$52.01 | \$108,181 |
| Madawaska | 3,680 | \$31.43 | \$65,374 |
| Dexter | 3,726 | \$29.50 | \$61,360 |
| Wiscasset | 3,810 | \$32.53 | \$67,662 |
| North Yarmouth | 3,823 | \$33.22 | \$69,098 |
| Fort Kent | 3,899 | \$34.18 | \$71,094 |
| Limington | 3,903 | \$35.00 | \$72,800 |
| Winterport | 3,945 | \$23.09 | \$48,027 |
| Millinocket | 4,125 | \$32.73 | \$68,078 |
| Naples | 4,145 | \$22.25 | \$46,280 |
| Arundel | 4,232 | \$42.85 | \$89,128 |
| Vassalboro | 4,419 | \$38.34 | \$79,747 |
| Jay | 4,693 | \$33.17 | \$68,994 |
| Warren | 4,900 | \$17.34 | \$23,624 |
| Bucksport | 4,960 | \$35.80 | \$74,464 |
| Waldoboro | 5,124 | \$40.69 | \$84,635 |
| Houlton | 5,266 | \$32.67 | \$67,954 |
| Bridgton | 5,388 | \$45.96 | \$95,597 |
| Rumford | 5,618 | \$34.85 | \$72,488 |
| Poland | 5,661 | \$31.34 | \$65,187 |

| | | | |
|-------------------|--------|---------|-----------|
| New Gloucester | 5,863 | \$37.23 | \$77,438 |
| Winthrop | 5,960 | \$44.37 | \$92,290 |
| Turner | 5,971 | \$35.33 | \$73,486 |
| Fairfield | 6,478 | \$36.59 | \$76,107 |
| Belfast | 6,553 | \$39.99 | \$83,179 |
| Hampden | 7,457 | \$41.09 | \$85,467 |
| Old Town | 7,537 | \$47.17 | \$98,114 |
| Caribou | 7,550 | \$39.65 | \$82,472 |
| Farmington | 7,572 | \$36.54 | \$76,003 |
| Berwick | 7,699 | \$40.44 | \$84,115 |
| Ellsworth | 7,917 | \$41.84 | \$87,027 |
| Waterboro | 8,104 | \$37.05 | \$77,064 |
| Buxton | 8,268 | \$34.63 | \$72,030 |
| Gray | 8,286 | \$39.51 | \$82,181 |
| Bath | 8,321 | \$48.79 | \$101,483 |
| Freeport | 8,350 | \$42.52 | \$88,442 |
| Old Orchard Beach | 8,763 | \$47.00 | \$97,760 |
| Topsham | 8,875 | \$45.68 | \$95,014 |
| Brewer | 8,914 | \$43.95 | \$91,416 |
| Kittery | 9,596 | \$51.78 | \$107,702 |
| Lisbon | 9,711 | \$43.28 | \$90,022 |
| Wells | 10,187 | \$40.17 | \$83,554 |
| Standish | 10,487 | \$50.89 | \$100,559 |
| Orono | 10,679 | \$47.22 | \$98,218 |
| Falmouth | 11,964 | \$47.60 | \$99,008 |
| York | 12,881 | \$68.77 | \$143,042 |
| Kennebunk | 15,583 | \$50.62 | \$105,290 |
| Gorham | 17,549 | \$47.43 | \$98,654 |
| Windham | 18,471 | \$53.07 | \$110,386 |
| Westbrook | 18,544 | \$55.89 | \$116,251 |
| Augusta | 18,968 | \$57.04 | \$118,643 |
| Saco | 19,214 | \$53.43 | \$111,134 |
| Sanford | 20,625 | \$50.13 | \$104,270 |
| Biddeford | 21,393 | \$56.85 | \$118,248 |
| Auburn | 22,951 | \$54.92 | \$114,234 |
| Bangor | 31,942 | \$57.63 | \$112,379 |
| Lewiston | 35,746 | \$60.62 | \$118,209 |
| Portland | 66,761 | \$70.78 | \$138,021 |

Director of Recreation

| Account Name | Population | Hourly Rate | Annual Salary | Stipend | Additional Titles Held |
|-------------------|------------|-------------|---------------|-------------|--|
| Saint Albans | 1,991 | \$0.00 | \$0 | n/a | n/a |
| Corinth | 2,852 | \$0.00 | \$0 | \$5,000.00 | n/a |
| Winterport | 3,945 | \$14.84 | \$13,890 | n/a | n/a |
| West Paris | 1,722 | \$15.62 | \$3,005 | n/a | n/a |
| Dexter | 3,726 | \$16.69 | \$34,715 | \$500.00 | n/a |
| Greenville | 1,545 | \$17.76 | \$36,941 | \$1,110.00 | n/a |
| Richmond | 3,505 | \$18.00 | \$32,760 | | |
| Lovell | 1,147 | \$18.66 | \$38,813 | | |
| Bowdoinham | 3,052 | \$19.00 | \$29,640 | | |
| Ashland | 1,221 | \$19.46 | \$40,477 | | |
| Warren | 4,900 | \$19.47 | \$40,498 | n/a | n/a |
| Sebago | 1,839 | \$19.50 | \$20,280 | | |
| Vassalboro | 4,419 | \$20.00 | \$20,800 | | |
| East Millinocket | 1,641 | \$20.07 | \$41,746 | \$13,100.00 | n/a |
| Calais | 2,943 | \$20.97 | \$43,618 | n/a | n/a |
| Thomaston | 2,771 | \$23.60 | \$49,088 | n/a | n/a |
| Waldoboro | 5,124 | \$23.91 | \$44,760 | n/a | n/a |
| Harpwell | 4,930 | \$24.73 | \$45,009 | \$600.00 | Community Services |
| Buxton | 8,268 | \$25.73 | \$53,518 | n/a | n/a |
| Kennebunkport | 3,536 | \$26.20 | \$54,496 | n/a | Assistant to Parks & Recreation Director |
| Naples | 4,145 | \$26.44 | \$54,995 | n/a | n/a |
| Caribou | 7,550 | \$27.13 | \$56,430 | | |
| Waterboro | 8,104 | \$28.27 | \$58,802 | | |
| Long Island | 252 | \$28.85 | \$4,501 | n/a | n/a |
| Berwick | 7,699 | \$30.32 | \$63,066 | \$600.00 | n/a |
| Hampden | 7,457 | \$30.66 | \$63,773 | n/a | n/a |
| Casco | 3,947 | \$31.25 | \$65,000 | n/a | Community Center Director |
| Bridgton | 5,388 | \$34.13 | \$70,990 | \$1,950.00 | n/a |
| Gray | 8,286 | \$37.13 | \$69,507 | n/a | n/a |
| Old Orchard Beach | 8,763 | \$39.12 | \$81,370 | n/a | n/a |
| Westbrook | 18,544 | \$41.51 | \$86,341 | \$311.00 | n/a |

| | | | | |
|----------|--------|---------|----------|------------------------|
| Lewiston | 35,746 | \$41.84 | \$81,588 | n/a |
| Auburn | 22,951 | \$41.85 | \$87,048 | n/a |
| Portland | 66,761 | \$42.60 | \$83,070 | n/a |
| Wells | 10,187 | \$43.00 | \$89,440 | n/a |
| Kittery | 9,596 | \$43.62 | \$90,730 | n/a |
| Gorham | 17,549 | \$44.71 | \$92,997 | n/a |
| Bangor | 31,942 | \$47.95 | \$93,503 | n/a Assistant Director |

Transfer Station Manager

| Indicate How This Position is Paid | Hourly Pay Rate | Annual Salary |
|------------------------------------|-----------------|---------------|
| Hourly | \$15.80 | \$32,864 |
| Hourly | \$17.00 | \$35,360 |
| Hourly | \$17.53 | \$36,462 |
| Hourly | \$17.85 | \$24,133 |
| Hourly | \$20.25 | \$26,325 |
| Hourly | \$20.35 | \$42,328 |
| Hourly | \$20.51 | \$42,661 |
| Hourly | \$20.87 | \$43,410 |
| Hourly | \$21.74 | \$45,219 |
| Annual Salary | \$22.11 | \$45,989 |
| Hourly | \$22.71 | \$47,237 |
| Annual Salary | \$23.08 | \$12,002 |
| Hourly | \$23.37 | \$42,533 |
| Hourly | \$23.69 | \$49,275 |
| Hourly | \$23.98 | \$49,878 |
| Hourly | \$24.02 | \$31,851 |
| Hourly | \$24.61 | \$51,189 |
| Annual Salary | \$24.67 | \$51,314 |
| Hourly | \$25.37 | \$52,770 |
| Hourly | \$26.57 | \$55,266 |
| Hourly | \$27.01 | \$56,181 |
| Hourly | \$28.88 | \$60,070 |
| Hourly | \$29.64 | \$61,651 |
| Annual Salary | \$33.83 | \$70,366 |

Director of Solid Waste and Recycling

| Indicate How This Position is Paid | Hourly Pay Rate | Annual Salary |
|------------------------------------|-----------------|---------------|
| Annual Salary | \$21.67 | \$45,074 |
| Annual Salary | \$28.90 | \$60,112 |
| Hourly | \$31.96 | \$66,477 |
| Annual Salary | \$37.49 | \$73,106 |
| Annual Salary | \$43.20 | \$89,856 |

Transfer Station Attendant

| Indicate How This Position is Paid | Hourly Pay Rate | Annual Salary |
|------------------------------------|-----------------|---------------|
| Hourly | \$12.34 | \$18,609 |
| Hourly | \$12.75 | \$17,901 |
| Hourly | \$12.75 | \$26,520 |
| Hourly | \$13.98 | \$17,447 |
| Hourly | \$13.98 | \$17,447 |
| Hourly | \$14.16 | \$11,781 |
| Hourly | \$14.26 | \$13,347 |
| Hourly | \$14.75 | \$30,680 |
| Hourly | \$15.00 | \$9,360 |
| Hourly | \$15.50 | \$32,240 |
| Hourly | \$16.00 | \$16,640 |
| Hourly | \$16.00 | \$23,296 |
| Hourly | \$16.71 | \$15,641 |
| Hourly | \$16.75 | \$22,646 |
| Hourly | \$16.89 | \$35,131 |
| Hourly | \$16.94 | \$14,094 |
| Hourly | \$17.21 | \$28,637 |
| Hourly | \$17.32 | \$36,026 |
| Hourly | \$17.50 | \$18,200 |
| Hourly | \$17.51 | \$36,421 |
| Hourly | \$17.57 | \$21,927 |
| Hourly | \$18.00 | \$15,912 |
| Hourly | \$18.00 | \$37,440 |
| Annual Salary | \$18.00 | \$37,440 |
| Hourly | \$18.03 | \$37,502 |
| Hourly | \$18.08 | \$37,606 |
| Hourly | \$18.79 | \$39,083 |
| Hourly | \$19.00 | \$2,964 |
| Hourly | \$19.35 | \$40,248 |
| Hourly | \$19.64 | \$27,575 |
| Hourly | \$20.91 | \$41,318 |
| Hourly | \$21.33 | \$44,366 |
| Annual Salary | \$22.00 | \$45,760 |
| Hourly | \$22.21 | \$46,197 |
| Annual Salary | \$22.25 | \$46,280 |
| Hourly | \$23.56 | \$49,005 |
| Hourly | \$23.65 | \$49,192 |
| Hourly | \$23.98 | \$49,878 |
| Hourly | \$24.10 | \$50,128 |
| Hourly | \$24.21 | \$50,357 |
| Hourly | \$24.51 | \$50,981 |

Maintenance Laborer

| Account Name | Population | Hourly Rate | Annual Salary | Stipend | Additional Titles Held |
|--------------|------------|-------------|---------------|----------|------------------------|
| Calais | 2,943 | \$12.75 | \$19,890 | n/a | n/a |
| Lee | 899 | \$12.75 | \$13,923 | n/a | n/a |
| Mapleton | 1,907 | \$12.75 | \$26,520 | | |
| Roxbury | 364 | \$13.16 | \$7,528 | | |
| Kingfield | 999 | \$14.60 | \$30,368 | | Caretaker |
| Bucksport | 4,960 | \$14.71 | \$30,597 | | n/a |
| Dexter | 3,726 | \$15.00 | \$15,600 | | n/a |
| Hiram | 1,667 | \$15.00 | \$3,900 | | n/a |
| Augusta | 18,968 | \$15.75 | \$32,760 | | n/a |
| Richmond | 3,505 | \$16.00 | \$29,120 | | |
| Auburn | 22,951 | \$17.00 | \$35,360 | | |
| Farmington | 7,572 | \$17.00 | \$35,360 | | n/a |
| Milo | 2,217 | \$17.00 | \$35,360 | | |
| Brewer | 8,914 | \$17.76 | \$36,941 | | n/a |
| Houlton | 5,266 | \$17.89 | \$37,211 | | n/a |
| Millinocket | 4,125 | \$18.20 | \$37,856 | | |
| Old Town | 7,537 | \$18.54 | \$38,563 | | n/a |
| Fort Kent | 3,899 | \$19.00 | \$39,520 | | n/a |
| Gray | 8,286 | \$19.00 | \$39,520 | | n/a |
| Readfield | 2,635 | \$19.50 | \$40,560 | | n/a |
| Orono | 10,679 | \$19.58 | \$40,726 | \$400.00 | n/a |
| Lewiston | 35,746 | \$19.81 | \$41,205 | | n/a |
| Portland | 66,761 | \$19.96 | \$41,517 | | n/a |
| Lisbon | 9,711 | \$20.00 | \$41,600 | | |
| Bath | 8,321 | \$20.03 | \$41,662 | | n/a |
| Kennebunk | 15,583 | \$20.44 | | | |
| Westbrook | 18,544 | \$20.44 | \$42,515 | | n/a |
| Saco | 19,214 | \$20.80 | \$43,264 | | n/a |
| Bridgton | 5,388 | \$20.85 | \$43,368 | | n/a |
| Bangor | 31,942 | \$21.42 | \$44,554 | | n/a |
| Biddeford | 21,393 | \$21.89 | \$45,531 | | |

n/a Building Custodian. Program/Facility Assistant

| | | | | |
|-----------|--------|---------|----------|---------------------------------------|
| Falmouth | 11,964 | \$22.06 | \$45,885 | n/a |
| Sanford | 20,625 | \$22.21 | \$46,197 | n/a |
| Standish | 10,487 | \$22.49 | \$44,440 | n/a |
| Skowhegan | 8,078 | \$23.22 | \$48,298 | n/a |
| Belfast | 6,553 | \$24.67 | \$51,314 | n/a |
| Topsham | 8,875 | \$25.41 | \$52,853 | n/a |
| York | 12,881 | \$28.14 | \$58,531 | n/a |
| Kittery | 9,596 | \$28.39 | \$59,051 | n/a |
| | | | | n/a Facilities Maintenance Supervisor |

Memo

To: Board of Selectmen/Assessors
From: Rob Duplisea, Assessor
Date: 12/6/2022
Re: Explanation of Abatements & Supplementals

Abatement 22-08

Stanley Lord Trust Map 9 Lot 44

This abatement is to correct the assessment of the land. Acreage updated.

Abatement 22-09
Supplemental 22-03

P&L Realty Holdings
Gagne & Sons Inc

This abatement and supplemental are to correct ownership of this lot. Incorrect lots were transferred based on what was listed on transfer tax declaration

Abatement 22-10
Supplemental 22-04

Gagne & Sons Holding Inc
P&L Realty Holdings

This abatement and supplemental are to correct ownership of this lot. Incorrect lots were transferred based on what was listed on transfer tax declaration

TOWN OF BELGRADE



990 Augusta Road
Belgrade, ME 04917

Phone: (207) 495-2258

Fax: (207) 495-2742

E-mail: townoffice@belgrademaine.com

Debra Cooke – Trustee
Stanley Lord Trust

Map 9 Lot 44 Acc#784

Abatement 2022-08

The Board of Assessors for the Town of Belgrade has issued an abatement to Stanley Lord Trust in the amount of **\$104.58** of the Real Estate Taxes for account #784RE.

| 2022 Original | | 2022 Revised | |
|----------------|----------------------------|-----------------|----------|
| Real Estate | \$40,300 | Real Estate | \$33,500 |
| Mil Rate | 0.01538 | Mil Rate | 0.01538 |
| Total Real Tax | \$4,841.62 | Total Real Tax | \$515.23 |
| | | | |
| | Difference to Abate | \$104.58 | |

The abatement is to correct lot size (acreage). This abatement procedure is pursuant to Title 36 MRSA Sec 841

Approved by the Belgrade Board of Selectpersons on December 6, 2022.

Assessor

Assessor

Assessor

Assessor

Assessor

TOWN OF BELGRADE



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P&L Realty Holdings

Map 4 Lot 38 Acc#3553

Abatement 2022-09

The Board of Assessors for the Town of Belgrade has issued an abatement to Stanley Lord Trust in the amount of **\$338.36** of the Real Estate Taxes for account #3553RE.

| 2022 Original | | 2022 Revised | |
|----------------|----------------------------|-----------------|---------|
| Real Estate | \$22,000 | Real Estate | \$0 |
| Mil Rate | 0.01538 | Mil Rate | 0.01538 |
| Total Real Tax | \$338.36 | Total Real Tax | \$0.00 |
| | | | |
| | Difference to Abate | \$338.36 | |

The abatement is to correct ownership.

Supplemental #22-03 has been created for the correct owner for the same amount.

This abatement procedure is pursuant to Title 36 MRSA Sec 841

Approved by the Belgrade Board of Selectpersons on December 6, 2022.

Assessor

Assessor

Assessor

Assessor

Assessor

TOWN OF BELGRADE



990 Augusta Road
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Gagne & Sons Holding Inc

Map 4 Lot 38A Acc#2246

Abatement 2022-10

The Board of Assessors for the Town of Belgrade has issued an abatement to Stanley Lord Trust in the amount of **\$3,332.85** of the Real Estate Taxes for account #2246RE.

| 2022 Original | | 2022 Revised | |
|----------------|----------------------------|-------------------|---------|
| Real Estate | \$216,700 | Real Estate | \$0 |
| Mil Rate | 0.01538 | Mil Rate | 0.01538 |
| Total Real Tax | \$3,332.85 | Total Real Tax | \$0.00 |
| | | | |
| | Difference to Abate | \$3,332.85 | |

The abatement is to correct ownership.

Supplemental #22-04 has been created for the correct owner for the same amount.

This abatement procedure is pursuant to Title 36 MRSA Sec 841

Approved by the Belgrade Board of Selectpersons on December 6, 2022.

Assessor

Assessor

Assessor

Assessor

Assessor

TOWN OF BELGRADE



990 Augusta Road
Belgrade, ME 04917

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Fax: (207) 495-2742

E-mail: townoffice@belgrademaine.com

SUPPLEMENTAL TAX CERTIFICATE AND WARRANT 36 M.R.S.A. SECTION 713

Tax Year and Warrant Number: 2022-03

I, the undersigned Assessor of Town of Belgrade, County of Kennebec, State of Maine, hereby do commit Nicholas Poole, Tax Collector, the following supplemental tax in the amount of \$338.36 which were omitted from assessment, or were invalid or void by reason of illegality or irregularity from the April 1, 2022 valuation records. The powers of the original warrant dated July 6, 2022 for calendar year 2022 are extended by virtue of Title 36 MRSA Sec 713 as amended.

Payments are due February 6, 2023

Interest begins to accrue February 7, 2023

| Name | Map/Lot | Acc # | Amount | Reason |
|------------------|---------|--------|----------|----------------------|
| Gagne & Sons Inc | M4 L38 | 3553RE | \$338.36 | To correct ownership |

Approved by the Belgrade Board of Selectpersons on December 6, 2022.

Assessor

Assessor

Assessor

Assessor

Assessor

TOWN OF BELGRADE



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SUPPLEMENTAL TAX CERTIFICATE AND WARRANT 36 M.R.S.A. SECTION 713

Tax Year and Warrant Number: 2022-04

I, the undersigned Assessor of Town of Belgrade, County of Kennebec, State of Maine, hereby do commit Nicholas Poole, Tax Collector, the following supplemental tax in the amount of \$3,332.85 which were omitted from assessment, or were invalid or void by reason of illegality or irregularity from the April 1, 2022 valuation records. The powers of the original warrant dated July 6, 2022 for calendar year 2022 are extended by virtue of Title 36 MRSA Sec 713 as amended.

Payments are due February 6, 2023

Interest begins to accrue February 7, 2023

| Name | Map/Lot | Acc # | Amount | Reason |
|---------------------|---------|--------|------------|----------------------|
| P&L Realty Holdings | M4 L38A | 2246RE | \$3,332.85 | To correct ownership |

Approved by the Belgrade Board of Selectpersons on December 6, 2022.

Assessor

Assessor

Assessor

Assessor

Assessor

Memo

Warrants

Review and approve Payroll, BMV and AP warrants since the last Board meeting on November 15.

- Payroll Warrant 134 \$ 18,445.28
- BMV Warrant 135 \$ 3,353.58
- Payroll Warrant 136 \$ 17,423.78
- BMV Warrant 137 \$ 2,728.83
- AP Warrant 138 \$649,144.48
- AP Warrant 139 \$ 2,537.48

Payroll Warrant
Pay Date: 11/23/2022

WARRANT: 134

| Check | D / D | Check | Employee | Gross Pay |
|--------------|------------------|------------------|-------------------------------------|------------------|
| 202223260 | 712.11 | 0.00 | 990 CORY D ALEXANDER | 880.00 |
| 202223261 | 322.54 | 0.00 | 172 DANIELLE M BEDARD | 801.60 |
| 202223262 | 59.10 | 0.00 | 999 BRODY D BELANGER | 64.00 |
| 202223263 | 607.54 | 0.00 | 20 JARED N BOND | 801.60 |
| 202223264 | 661.75 | 0.00 | 113 TRAVIS S BURTON | 1,001.60 |
| 202223265 | 426.61 | 0.00 | 244 ANDREW P DAVIDSON | 491.04 |
| 202223266 | 428.10 | 0.00 | 74 WESLEY M DAY | 540.38 |
| 202223267 | 443.94 | 0.00 | 232 LESLIE R. DIMICK | 527.00 |
| 202223268 | 31.17 | 0.00 | 967 DAWSON J DINGUS | 33.75 |
| 202223269 | 121.21 | 0.00 | 822 LYNDESEY A FISHER | 131.25 |
| 202223270 | 212.07 | 0.00 | 899 MARY C GRANHOLM | 232.00 |
| 202223271 | 286.02 | 0.00 | 844 ALAINA B HOOD | 326.40 |
| 202223272 | 408.32 | 0.00 | 194 CHARLENE G HOULE | 513.84 |
| 202223273 | 607.45 | 0.00 | 837 DANIEL R MACGLASHING | 800.00 |
| 202223274 | 825.96 | 0.00 | 845 DEBORAH P NICHOLS | 1,040.00 |
| 202223275 | 1,080.39 | 0.00 | 03 LORNA DEE NICHOLS | 1,384.62 |
| 202223276 | 546.45 | 0.00 | 173 AARON L PELKEY | 647.68 |
| 202223277 | 462.59 | 0.00 | 799 ROBERT J PLUM | 560.00 |
| 202223278 | 968.75 | 0.00 | 200. NICHOLAS C POOLE | 1,414.38 |
| 202223279 | 702.51 | 0.00 | 979 HANS CHRISTIAN RASMUSSEN | 885.00 |
| 202223280 | 180.86 | 0.00 | 892 KIM E RIDEOUT-DAWES | 195.84 |
| 202223281 | 456.15 | 0.00 | 215 KYERA A RIPLEY | 578.00 |
| 202223282 | 789.42 | 0.00 | 191 KENNETH J SCHENO | 958.80 |
| 202223283 | 1,250.19 | 0.00 | 07 MARY VOGEL | 1,717.00 |
| 202223284 | 0.00 | 12,591.20 | D / D 213 ANDROSCOGGIN SAVINGS BANK | |
| 202223285 | 0.00 | 3,703.72 | T & A 4 DEPARTMENT OF TREASURY | |
| 202223286 | 0.00 | 543.90 | T & A 1 TREASURER, STATE OF MAINE | |
| Total | 12,591.20 | 16,838.82 | | 16,525.78 |

Put into A/P **5,854.08**
Taken out of A/P **(4,247.62)**
Total Payroll 18,445.28

Count
Checks 27

THIS IS TO CERTIFY THAT THERE IS DUE AND CHARGEABLE TO THE APPROPRIATIONS LISTED ABOVE THE SUM SET AGAINST EACH NAME AND YOU ARE DIRECTED TO PAY UNTO THE PARTIES NAMED IN THIS SCHEDULE.

MELANIE JEWELL, SELECTPERSON CHAIR _____
RICHARD W. DAMREN, JR., SELECTPERSON _____
DANIEL NEWMAN, SELECTPERSON _____
BARBARA ALLEN, V. CHAIR Barbara Allen _____
CAROL JOHNSON, SELECTPERSON _____
LORNA DEE NICHOLS, TOWN MANAGER _____

A / P Warrant

Warrant 135

| Jrnl | Check | Month | Invoice Description | Reference | Encumbrance |
|---------------------------|------------|-------|---------------------------|-----------|-------------|
| Description | Account | Proj | Amount | | |
| 00021 STATE OF MAINE, BMV | | | | | |
| 0507 | 23260 | 11 | BMV REPORT 11/11-11/18/22 | | |
| BMV REPORT 11/11-11/18/22 | G 1-214-00 | | | 3,353.58 | 0.00 |
| | | | GEN'L FUND / BMV | | |
| Vendor Total- | | | | 3,353.58 | |
| Prepaid Total- | | | | 0.00 | |
| Current Total- | | | | 3,353.58 | |
| EFT Total- | | | | 0.00 | |
| Warrant Total- | | | | 3,353.58 | |

THIS IS TO CERTIFY THAT THERE IS DUE AND CHARGEABLE TO THE APPROPRIATIONS LISTED ABOVE THE SUM SET AGAINST EACH NAME AND YOU ARE DIRECTED TO PAY UNTO THE PARTIES NAMED IN THIS SCHEDULE.

MELANIE JEWELL, SELECTPERSON CHAIR _____
RICHARD W. DAMREN, JR., SELECTPERSON _____
DANIEL NEWMAN, SELECTPERSON _____
BARBARA ALLEN, V. CHAIR Barbara Allen
CAROL JOHNSON, SELECTPERSON _____
LORNA DEE NICHOLS, TOWN MANAGER _____

WARRANT: 136

| Check | D / D | Check | Employee | Gross Pay |
|-----------|----------|-----------|---|-----------|
| 202223261 | 728.03 | 0.00 | 990 CORY D ALEXANDER | 902.00 |
| 202223262 | 322.54 | 0.00 | 172 DANIELLE M BEDARD | 801.60 |
| 202223263 | 177.32 | 0.00 | 999 BRODY D BELANGER | 192.00 |
| 202223264 | 621.28 | 0.00 | 20 JARED N BOND | 801.60 |
| 202223265 | 830.00 | 0.00 | 113 TRAVIS S BURTON | 1,161.00 |
| 202223266 | 426.61 | 0.00 | 244 ANDREW P DAVIDSON | 491.04 |
| 202223267 | 252.81 | 0.00 | 74 WESLEY M DAY | 305.25 |
| 202223268 | 372.29 | 0.00 | 232 LESLIE R. DIMICK | 441.02 |
| 202223269 | 69.26 | 0.00 | 967 DAWSON J DINGUS | 75.00 |
| 202223270 | 176.62 | 0.00 | 822 LYNDSY A FISHER | 191.25 |
| 202223271 | 201.68 | 0.00 | 899 MARY C GRANHOLM | 220.00 |
| 202223272 | 161.61 | 0.00 | 90 Michial C HEINO | 175.00 |
| 202223273 | 286.02 | 0.00 | 844 ALAINA B HOOD | 326.40 |
| 202223274 | 408.32 | 0.00 | 194 CHARLENE G HOULE | 513.84 |
| 202223275 | 607.45 | 0.00 | 837 DANIEL R MACGLASHING | 800.00 |
| 202223276 | 825.96 | 0.00 | 845 DEBORAH P NICHOLS | 1,040.00 |
| 202223277 | 1,080.39 | 0.00 | 03 LORNA DEE NICHOLS | 1,384.62 |
| 202223278 | 531.02 | 0.00 | 173 AARON L PELKEY | 627.44 |
| 202223279 | 278.07 | 0.00 | 799 ROBERT J PLUM | 316.00 |
| 202223280 | 864.47 | 0.00 | 200. NICHOLAS C POOLE | 1,240.00 |
| 202223281 | 131.59 | 0.00 | 968 KONNOR J POWERS | 142.50 |
| 202223282 | 425.31 | 0.00 | 979 HANS CHRISTIAN RASMUSSEN | 510.00 |
| 202223283 | 180.86 | 0.00 | 892 KIM E RIDEOUT-DAWES | 195.84 |
| 202223284 | 297.74 | 0.00 | 215 KYERA A RIPLEY | 365.50 |
| 202223285 | 101.45 | 0.00 | 400 THOMAS RYAN | 113.04 |
| 202223286 | 811.15 | 0.00 | 191 KENNETH J SCHENO | 982.77 |
| 202223287 | 1,057.18 | 0.00 | 07 MARY VOGEL | 1,360.00 |
| 202223288 | 0.00 | 12,227.03 | D / D 213 ANDROSCOGGIN SAVINGS BANK | |
| 23261 | 0.00 | 3,470.54 | T & A 2 ICMA RETIREMENT TRUST - 457-304797 | |
| 202223289 | 0.00 | 3,410.22 | T & A 4 DEPARTMENT OF TREASURY | |
| 202223290 | 0.00 | 2,197.93 | T & A 6 MAINE PERS | |
| 202223291 | 0.00 | 454.14 | T & A 1 TREASURER, STATE OF MAINE | |

WARRANT: 136

| Check | D / D | Check | Employee | Gross Pay |
|--------------|------------------|------------------|----------|------------------|
| Total | 12,227.03 | 21,759.86 | | 15,674.71 |

| | |
|-------------------------|-------------------|
| Put into A/P | 5,196.75 |
| Taken out of A/P | (9,532.83) |
| Total Payroll | 17,423.78 |

| <u>Count</u> | |
|--------------|----|
| Checks | 32 |

THIS IS TO CERTIFY THAT THERE IS DUE AND CHARGEABLE TO THE APPROPRIATIONS LISTED ABOVE THE SUM SET AGAINST EACH NAME AND YOU ARE DIRECTED TO PAY UNTO THE PARTIES NAMED IN THIS SCHEDULE.

MELANIE JEWELL, SELECTPERSON CHAIR _____
RICHARD W. DAMREN, JR., SELECTPERSON _____
DANIEL NEWMAN, SELECTPERSON _____
BARBARA ALLEN, V. CHAIR Barbara Allen _____
CAROL JOHNSON, SELECTPERSON _____
LORNA DEE NICHOLS, TOWN MANAGER _____

A / P Warrant
**** REPRINT ****
Warrant 137

| Jrnl | Check | Month | Invoice Description | Reference | Encumbrance |
|---------------------------|-------|-------|---------------------------|------------|-----------------|
| Description | | | Account | Proj | Amount |
| 00021 STATE OF MAINE, BMV | | | | | |
| 0520 | 23262 | 11 | BMV REPORT 11/18-11/23/22 | | |
| | | | BMV REPORT 11/18-11/23/22 | G 1-214-00 | 2,728.83 |
| | | | GEN'L FUND / BMV | | 0.00 |
| | | | Vendor Total- | | 2,728.83 |
| | | | Prepaid Total- | | 0.00 |
| | | | Current Total- | | 2,728.83 |
| | | | EFT Total- | | 0.00 |
| | | | Warrant Total- | | 2,728.83 |

THIS IS TO CERTIFY THAT THERE IS DUE AND CHARGEABLE TO THE APPROPRIATIONS LISTED ABOVE THE SUM SET AGAINST EACH NAME AND YOU ARE DIRECTED TO PAY UNTO THE PARTIES NAMED IN THIS SCHEDULE.

MELANIE JEWELL, SELECTPERSON CHAIR _____

DANIEL NEWMAN, SELECTPERSON _____

BARBARA ALLEN, V. CHAIR Barbara Allen _____

CAROL JOHNSON, SELECTPERSON _____

LORNA DEE NICHOLS, TOWN MANAGER _____

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|--|-------|-------|--|-----------|-----------------|-------------|
| Description | | | Account | Proj | | |
| 00544 ADVANCE AUTO PARTS | | | | | | |
| 0524 | 23263 | 12 | ANTIFREEZE | | 8455231939895 | |
| ANTIFREEZE | | | E 05-05-30-04 | | 69.87 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - SUPPLIES / OPERATING | | | |
| | | | Invoice Total- | | 69.87 | |
| 0524 | 23263 | 12 | WASHER FLUID, CAR WASH | | 8455229739082 | |
| WASHER FLUID, CAR WASH | | | E 05-05-30-04 | | 158.33 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - SUPPLIES / OPERATING | | | |
| | | | Invoice Total- | | 158.33 | |
| | | | Vendor Total- | | 228.20 | |
| 00193 ARBORMORE TREE SERVICE | | | | | | |
| 0524 | 23264 | 12 | SALMON LAKE DAM | | 2295 | |
| SALMON LAKE DAM | | | E 96-01-99-99 | | 1,050.00 | 0.00 |
| | | | DAMS / DAMS - EXPENSE / EXPENSE | | | |
| | | | Vendor Total- | | 1,050.00 | |
| 00289 AUGUSTA FUEL CORP. | | | | | | |
| 0524 | 23265 | 12 | HEATING CFAS | | 5971323 | |
| HEATING CFAS | | | E 13-02-20-05 | | 110.67 | 0.00 |
| | | | FACILITIES / CFAS - SERVICES / HEATING | | | |
| | | | Invoice Total- | | 110.67 | |
| 0524 | 23265 | 12 | HEATING GARAGE | | 5970606 | |
| HEATING GARAGE | | | E 13-04-20-05 | | 144.15 | 0.00 |
| | | | FACILITIES / GARAGE - SERVICES / HEATING | | | |
| | | | Invoice Total- | | 144.15 | |
| 0524 | 23265 | 12 | HEATING CFAS | | 5968318 | |
| HEATING CFAS | | | E 13-02-20-05 | | 21.83 | 0.00 |
| | | | FACILITIES / CFAS - SERVICES / HEATING | | | |
| | | | Invoice Total- | | 21.83 | |
| 0524 | 23265 | 12 | LAKES FD HEATING | | 5970849 | |
| LAKES FD HEATING | | | E 13-06-20-05 | | 509.42 | 0.00 |
| | | | FACILITIES / FD:LAKES - SERVICES / HEATING | | | |
| | | | Invoice Total- | | 509.42 | |
| | | | Vendor Total- | | 786.07 | |
| 00118 B&B EMBROIDERY | | | | | | |
| 0524 | 23266 | 12 | CLOTHING | | 49077 | |
| CLOTHING | | | E 05-05-30-08 | | 125.00 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - SUPPLIES / UNIFORMS | | | |
| | | | Invoice Total- | | 125.00 | |
| 0524 | 23266 | 12 | CLOTHING | | 48912 | |
| CLOTHING | | | E 05-05-30-08 | | 125.00 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - SUPPLIES / UNIFORMS | | | |
| | | | Invoice Total- | | 125.00 | |
| | | | Vendor Total- | | 250.00 | |
| 00238 BAKER & TAYLOR BOOKS # 510486 | | | | | | |
| 0524 | 23267 | 12 | CHILDREN CLASSIC BOOKS | | 5018043373 | |
| CHILDREN CLASSIC BOOKS | | | G 2-541-00 | | 246.49 | 0.00 |
| | | | SPEC REVENUE / SANDRA FOWLE | | | |
| | | | Invoice Total- | | 246.49 | |
| 0524 | 23267 | 12 | CLASSIC CHILDREN BOOKS | | 5018042405 | |
| CLASSIC CHILDREN BOOKS | | | G 2-541-00 | | 464.93 | 0.00 |
| | | | SPEC REVENUE / SANDRA FOWLE | | | |
| | | | Invoice Total- | | 464.93 | |
| 0524 | 23267 | 12 | CLASSIC CHILDREND BOOKS | | 5018062386 | |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|---|-------|-------|--|--------------|-----------------|-------------|
| Description | | | Account | Proj | | |
| CLASSIC CHILDREND BOOKS | | | G 2-541-00 | | 73.40 | 0.00 |
| | | | SPEC REVENUE / SANDRA FOWLE | | | |
| Invoice Total- | | | | | 73.40 | |
| 0524 | 23267 | 12 | CHILDREN CLASSIC BOOKS | 5018062387 | | |
| CHILDREN CLASSIC BOOKS | | | G 2-541-00 | | 70.31 | 0.00 |
| | | | SPEC REVENUE / SANDRA FOWLE | | | |
| Invoice Total- | | | | | 70.31 | |
| Vendor Total- | | | | | 855.13 | |
| 00100 BELGRADE CENTRAL SCHOOL | | | | | | |
| 0524 | 23268 | 12 | ARTS, MATH&SCIENCE,LIBRAR | 11/29/2022 | | |
| ARTS, MATH&SCIENCE,LIBRAR | | | E 62-01-99-99 | | 5,950.00 | 0.00 |
| | | | DC STEVENS / DC STEVENS - EXPENSE / EXPENSE | | | |
| Vendor Total- | | | | | 5,950.00 | |
| 00623 BELGRADE MECHANICAL SERVICES | | | | | | |
| 0524 | 23269 | 12 | SNOWPLOW HYDRAULIC | 1164 | | |
| SNOWPLOW HYDRAULIC | | | E 13-01-35-01 | | 138.54 | 0.00 |
| | | | FACILITIES / GENERAL - REPAIRS / EQUIPMENT | | | |
| Vendor Total- | | | | | 138.54 | |
| 00271 BERNSTEIN, SHUR, SAWYER & NELSON | | | | | | |
| 0524 | 23270 | 12 | SEVEN LAKES VIOLATION | 4025834 | | |
| SEVEN LAKES VIOLATION | | | E 01-10-15-02 | | 84.00 | 0.00 |
| | | | GEN'L GOV. / ADMIN - PROFESSIONAL / LEGAL | | | |
| Invoice Total- | | | | | 84.00 | |
| 0524 | 23270 | 12 | MONTHLY RETAINER | OCTOBER 2022 | | |
| MONTHLY RETAINER | | | E 01-10-15-02 | | 1,000.00 | 0.00 |
| | | | GEN'L GOV. / ADMIN - PROFESSIONAL / LEGAL | | | |
| Invoice Total- | | | | | 1,000.00 | |
| Vendor Total- | | | | | 1,084.00 | |
| 00386 BOUNDTREE MEDICAL | | | | | | |
| 0524 | 23271 | 12 | EMS OPERATING SUPPLIES | 84721751 | | |
| EMS OPERATING SUPPLIES | | | E 05-05-30-07 | | 485.33 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - SUPPLIES / EMS | | | |
| Vendor Total- | | | | | 485.33 | |
| C0020 CENTRAL MAINE POWER | | | | | | |
| 0524 | 23273 | 12 | CFAS OUTBUILDING ELECTRIC | 715001547853 | | |
| CFAS OUTBUILDING ELECTRIC | | | E 13-02-20-04 | | 40.37 | 0.00 |
| | | | FACILITIES / CFAS - SERVICES / ELECTRICITY | | | |
| Invoice Total- | | | | | 40.37 | |
| 0524 | 23273 | 12 | CFAS ELECTRICITY | 721001487146 | | |
| CFAS ELECTRICITY | | | E 13-02-20-04 | | 88.79 | 0.00 |
| | | | FACILITIES / CFAS - SERVICES / ELECTRICITY | | | |
| Invoice Total- | | | | | 88.79 | |
| 0524 | 23273 | 12 | 8 DALTON ROAD ELECTRICITY | 718001513871 | | |
| 8 DALTON ROAD ELECTRICITY | | | E 13-11-20-04 | | 125.40 | 0.00 |
| | | | FACILITIES / DALTON - SERVICES / ELECTRICITY | | | |
| Invoice Total- | | | | | 125.40 | |
| 0524 | 23273 | 12 | 10 DALTON ELECTRICITY | 707001593297 | | |
| 10 DALTON ELECTRICITY | | | E 13-11-20-04 | | 74.41 | 0.00 |
| | | | FACILITIES / DALTON - SERVICES / ELECTRICITY | | | |
| Invoice Total- | | | | | 74.41 | |
| 0524 | 23273 | 12 | VILLAGE GREEN ELECTRICITY | 725001335504 | | |
| VILLAGE GREEN ELECTRICITY | | | E 13-10-20-04 | | 40.37 | 0.00 |
| | | | FACILITIES / PARKS - SERVICES / ELECTRICITY | | | |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|---|-------|-------|---------------------------|-----------|-----------------|-------------|
| Description | | | Account | Proj | | |
| Invoice Total- | | | | | 40.37 | |
| 0524 | 23273 | 12 | 18 DALTON ELECTRICITY | | 704001613136 | |
| 18 DALTON ELECTRICITY | | | E 13-11-20-04 | | 40.37 | 0.00 |
| FACILITIES / DALTON - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 40.37 | |
| 0524 | 23273 | 12 | LAKES FD ELECTRICITY | | 705001605979 | |
| LAKES FD ELECTRICITY | | | E 13-06-20-04 | | 134.95 | 0.00 |
| FACILITIES / FD:LAKES - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 134.95 | |
| 0524 | 23273 | 12 | NBFD ELECTRICITY | | 711001566210 | |
| NBFD ELECTRICITY | | | E 13-03-20-04 | | 7.39 | 0.00 |
| FACILITIES / NBCC - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 7.39 | |
| 0524 | 23273 | 12 | TRANSFER STATION ELECTRIC | | 718001526071 | |
| TRANSFER STATION ELECTRIC | | | E 13-09-20-04 | | 518.96 | 0.00 |
| FACILITIES / TRANSFER STA - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 518.96 | |
| 0524 | 23273 | 12 | TOWN OFFICE ELECTRICITY | | 708001595758 | |
| TOWN OFFICE ELECTRICITY | | | E 13-14-20-04 | | 836.79 | 0.00 |
| FACILITIES / TOWN OFFICE - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 836.79 | |
| 0524 | 23273 | 12 | OLD TOWN HOUSE ELECTRIC | | 711001574954 | |
| OLD TOWN HOUSE ELECTRIC | | | E 13-13-20-04 | | 20.35 | 0.00 |
| FACILITIES / HISTRY HOUSE - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 20.35 | |
| 0524 | 23273 | 12 | DEPOT FD ELECTRICITY | | 701001764808 | |
| DEPOT FD ELECTRICITY | | | E 13-07-20-04 | | 40.46 | 0.00 |
| FACILITIES / FD:DEPOT - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 40.46 | |
| 0524 | 23273 | 12 | DEPOT FD ELECTRICITY | | 711001574953 | |
| DEPOT FD ELECTRICITY | | | E 13-07-20-04 | | 64.56 | 0.00 |
| FACILITIES / FD:DEPOT - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 64.56 | |
| 0524 | 23273 | 12 | GARAGE ELECTRICITY | | 716001550451 | |
| GARAGE ELECTRICITY | | | E 13-04-20-04 | | 42.73 | 0.00 |
| FACILITIES / GARAGE - SERVICES / ELECTRICITY | | | | | | |
| Invoice Total- | | | | | 42.73 | |
| Vendor Total- | | | | | 2,075.90 | |
| 00468 CONSOLIDATED COMMUNICATIONS | | | | | | |
| 0524 | 23274 | 12 | TOWN OFFICE FAX LINE | | NOVEMBER | |
| TOWN OFFICE FAX LINE | | | E 01-10-20-01 | | 51.25 | 0.00 |
| GEN'L GOV. / ADMIN - SERVICES / COMMUNICATIO | | | | | | |
| Invoice Total- | | | | | 51.25 | |
| 0524 | 23274 | 12 | LAKES FD FAX LINE | | NOV 2022 | |
| LAKES FD FAX LINE | | | E 05-05-20-01 | | 49.45 | 0.00 |
| PUBLIC SAFTY / FD/ RSC DEPT - SERVICES / COMMUNICATIO | | | | | | |
| Invoice Total- | | | | | 49.45 | |
| Vendor Total- | | | | | 100.70 | |
| 00107 DAVID HALLOWELL CONSTRUCTION LLC | | | | | | |
| 0524 | 23275 | 12 | GRAVEL,MINI EXCAV | | 1490 | |
| GRAVEL FOR GARAGE | | | E 13-04-35-08 | | 217.00 | 0.00 |
| FACILITIES / GARAGE - REPAIRS / BUILDING | | | | | | |
| DUG OUT PAD TRANSFER STAT | | | E 13-14-35-08 | | 660.00 | 0.00 |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|---|-------|-------|---------------------------|-----------------|-----------------|-------------|
| Description | | | Account | Proj | | |
| FACILITIES / TOWN OFFICE - REPAIRS / BUILDING | | | | | | |
| CEMETERY PULLED SHRUBS | | | E 12-01-20-07 | | 220.00 | 0.00 |
| CEMETERY / CEMETERY - SERVICES / CONTRACTED | | | | | | |
| Vendor Total- | | | | | 1,097.00 | |
| 00224 DUNBAR, LAURA | | | | | | |
| 0524 | 23276 | 12 | READING SUPP, MATH&SCIENC | 11/29/2022 | | |
| READING SUPP, MATH&SCIENC | | | E 62-01-99-99 | | 465.82 | 0.00 |
| DC STEVENS / DC STEVENS - EXPENSE / EXPENSE | | | | | | |
| Vendor Total- | | | | | 465.82 | |
| 00724 EMERGENCY SERVICES MARKETING CORP INC | | | | | | |
| 0524 | 23277 | 12 | IAMRESPONDING MEMBERSHIP | 22-11346 | | |
| IAMRESPONDING MEMBERSHIP | | | E 05-05-14-07 | | 660.00 | 0.00 |
| PUBLIC SAFTY / FD/ RSC DEPT - MEMBERSHIP / FD | | | | | | |
| Vendor Total- | | | | | 660.00 | |
| 00586 FINE LINE PAVING & GRADING | | | | | | |
| 0524 | 23278 | 12 | DEPOT STATION | 9745 | | |
| DEPOT STATION | | | E 10-01-20-07 | | 4,620.00 | 0.00 |
| PUBLIC WORKS / ROADS-GM - SERVICES / CONTRACTED | | | | | | |
| Vendor Total- | | | | | 4,620.00 | |
| 00139 FIRE TECH & SAFETY | | | | | | |
| 0524 | 23279 | 12 | GEAR FOR JEFF WORTHING | 208666 | | |
| GEAR FOR JEFF WORTHING | | | E 05-05-40-04 | | 2,480.00 | 0.00 |
| PUBLIC SAFTY / FD/ RSC DEPT - PURCHASES / EQUIPMENT | | | | | | |
| Invoice Total- | | | | | 2,480.00 | |
| 0524 | 23279 | 12 | O2 SENSORS | 208638 | | |
| O2 SENSORS | | | E 05-05-35-01 | | 210.00 | 0.00 |
| PUBLIC SAFTY / FD/ RSC DEPT - REPAIRS / EQUIPMENT | | | | | | |
| Invoice Total- | | | | | 210.00 | |
| Vendor Total- | | | | | 2,690.00 | |
| 00557 FRENCH, WAYNE | | | | | | |
| 0524 | 23280 | 12 | CLEANING A CULVERT | 11/7/2022 | | |
| CLEANING A CULVERT | | | E 10-01-20-07 | | 300.00 | 0.00 |
| PUBLIC WORKS / ROADS-GM - SERVICES / CONTRACTED | | | | | | |
| Vendor Total- | | | | | 300.00 | |
| 00288 GALE/CENGAGE LEARNING | | | | | | |
| 0524 | 23281 | 12 | NOVEMBER LARGE PRINT | 79658710 | | |
| NOVEMBER LARGE PRINT | | | E 30-01-30-09 | | 50.03 | 0.00 |
| LIBRARY / LIBRARY - SUPPLIES / BOOKS | | | | | | |
| Invoice Total- | | | | | 50.03 | |
| 0524 | 23281 | 12 | NOVEMBER LARGE PRINT | 79639163 | | |
| NOVEMBER LARGE PRINT | | | E 30-01-30-09 | | 25.34 | 0.00 |
| LIBRARY / LIBRARY - SUPPLIES / BOOKS | | | | | | |
| Invoice Total- | | | | | 25.34 | |
| Vendor Total- | | | | | 75.37 | |
| 00434 GROUP DYNAMIC, INC. | | | | | | |
| 0524 | 23282 | 12 | DECEMBER HRA | L2212-016000064 | | |
| DECEMBER HRA | | | E 23-10-99-99 | | 20.00 | 0.00 |
| INSURANCE / HRA ADMIN - EXPENSE / EXPENSE | | | | | | |
| Vendor Total- | | | | | 20.00 | |
| 00784 HALEY WARD | | | | | | |
| 0524 | 23283 | 12 | DUNN ROAD LANDFILL | 20226028 | | |
| DUNN ROAD LANDFILL | | | E 15-08-99-99 | | 721.58 | 0.00 |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|------------------------------------|-------|-------|---|---------------|----------|-------------|
| Description | | | Account | Proj | | |
| | | | SOLID WASTE / DUNN RD - EXPENSE / EXPENSE | | | |
| | | | Invoice Total- | | 721.58 | |
| 0524 | 23283 | 12 | DUNN RD LANDFILL | 20226041 | | |
| | | | DUNN RD LANDFILL | E 15-08-99-99 | 1,287.50 | 0.00 |
| | | | SOLID WASTE / DUNN RD - EXPENSE / EXPENSE | | | |
| | | | Invoice Total- | | 1,287.50 | |
| | | | Vendor Total- | | 2,009.08 | |
| 0009 HAMMOND LUMBER COMPANY | | | | | | |
| 0524 | 23285 | 12 | PAINT FOR DALTON | 6144826 | | |
| | | | PAINT FOR DALTON | E 13-11-35-08 | 135.48 | 0.00 |
| | | | FACILITIES / DALTON - REPAIRS / BUILDING | | | |
| | | | Invoice Total- | | 135.48 | |
| 0524 | 23285 | 12 | DALTON WALLPAPER STRIP | 6145220 | | |
| | | | DALTON WALLPAPER STRIP | E 13-11-35-08 | 19.17 | 0.00 |
| | | | FACILITIES / DALTON - REPAIRS / BUILDING | | | |
| | | | Invoice Total- | | 19.17 | |
| 0524 | 23285 | 12 | PAINT FOR DALTON | 6126235 | | |
| | | | PAINT FOR DALTON | E 13-11-35-08 | 322.55 | 0.00 |
| | | | FACILITIES / DALTON - REPAIRS / BUILDING | | | |
| | | | Invoice Total- | | 322.55 | |
| 0524 | 23285 | 12 | DALTON SIDING, JOINT COMP | 6081942 | | |
| | | | DALTON SIDING, JOINT COMP | E 13-11-35-08 | 50.48 | 0.00 |
| | | | FACILITIES / DALTON - REPAIRS / BUILDING | | | |
| | | | Invoice Total- | | 50.48 | |
| 0524 | 23285 | 12 | DALTON PAINT, SANDING | 6081484 | | |
| | | | DALTON PAINT, SANDING | E 13-11-35-08 | 105.85 | 0.00 |
| | | | FACILITIES / DALTON - REPAIRS / BUILDING | | | |
| | | | Invoice Total- | | 105.85 | |
| 0524 | 23285 | 12 | DALTON TILE GROUT, VARNIS | 6081183 | | |
| | | | DALTON TILE GROUT, VARNIS | E 13-11-35-08 | 40.55 | 0.00 |
| | | | FACILITIES / DALTON - REPAIRS / BUILDING | | | |
| | | | Invoice Total- | | 40.55 | |
| 0524 | 23285 | 12 | GARAGE ADDITION PLYWOOD | 34538600 | | |
| | | | GARAGE ADDITION PLYWOOD | G 3-601-00 | 628.99 | 0.00 |
| | | | CAPITAL PROJ / MAINT. GARAG | | | |
| | | | Invoice Total- | | 628.99 | |
| 0524 | 23285 | 12 | DALTON PAINTING EQUIPMENT | 6086731 | | |
| | | | DALTON PAINTING EQUIPMENT | E 13-11-35-08 | 444.88 | 0.00 |
| | | | FACILITIES / DALTON - REPAIRS / BUILDING | | | |
| | | | Invoice Total- | | 444.88 | |
| 0524 | 23285 | 12 | GARAGE ADDITION | 6144560 | | |
| | | | GARAGE ADDITION | G 3-601-00 | 28.77 | 0.00 |
| | | | CAPITAL PROJ / MAINT. GARAG | | | |
| | | | Invoice Total- | | 28.77 | |
| 0524 | 23285 | 12 | GARAGE ADDITION | 6144134 | | |
| | | | GARAGE ADDITION | G 3-601-00 | 2,361.00 | 0.00 |
| | | | CAPITAL PROJ / MAINT. GARAG | | | |
| | | | Invoice Total- | | 2,361.00 | |
| 0524 | 23285 | 12 | GARAGE ADDITION | 614436 | | |
| | | | GARAGE ADDITION | G 3-601-00 | 63.96 | 0.00 |
| | | | CAPITAL PROJ / MAINT. GARAG | | | |
| | | | Invoice Total- | | 63.96 | |
| | | | Vendor Total- | | 4,201.68 | |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|-------------------------------------|---|-------|-----------------------|------------|-----------------|-------------|
| Description | Account | Proj | | | | |
| 00793 HANAUER-MILNE, JULIA | | | | | | |
| 0524 | 23286 | 12 | MATH AND SCIENCE | 11/22/2022 | | |
| MATH AND SCIENCE | E 62-01-99-99 | | | | 55.99 | 0.00 |
| | DC STEVENS / DC STEVENS - EXPENSE / EXPENSE | | | | | |
| | | | Vendor Total- | | 55.99 | |
| 00391 HARRY J. SMITH COMPANY | | | | | | |
| 0524 | 23287 | 12 | ALIGNMENT FOR R6 | 255739 | | |
| ALIGNMENT FOR R6 | E 05-05-35-04 | | | | 125.00 | 0.00 |
| | PUBLIC SAFTY / FD/ RSC DEPT - REPAIRS / FIRE TRUCKS | | | | | |
| | | | Invoice Total- | | 125.00 | |
| 0524 | 23287 | 12 | ALIGNMENT RAM5500 | 255523 | | |
| ALIGNMENT RAM5500 | E 05-05-35-04 | | | | 40.00 | 0.00 |
| | PUBLIC SAFTY / FD/ RSC DEPT - REPAIRS / FIRE TRUCKS | | | | | |
| | | | Invoice Total- | | 40.00 | |
| | | | Vendor Total- | | 165.00 | |
| 00639 HP FAIRFIELD | | | | | | |
| 0524 | 23288 | 12 | ROLL OF POLY | 8293159 | | |
| ROLL OF POLY | E 13-01-30-04 | | | | 85.78 | 0.00 |
| | FACILITIES / GENERAL - SUPPLIES / OPERATING | | | | | |
| | | | Invoice Total- | | 85.78 | |
| 0524 | 23288 | 12 | IDLER SHAFT | 8293176 | | |
| IDLER SHAFT | E 13-01-30-04 | | | | 132.79 | 0.00 |
| | FACILITIES / GENERAL - SUPPLIES / OPERATING | | | | | |
| | | | Invoice Total- | | 132.79 | |
| | | | Vendor Total- | | 218.57 | |
| 00286 HYLAND, MIKE | | | | | | |
| 0524 | 23289 | 12 | ARTS AND CRAFTS | 11/22/2022 | | |
| ARTS AND CRAFTS | E 62-01-99-99 | | | | 257.97 | 0.00 |
| | DC STEVENS / DC STEVENS - EXPENSE / EXPENSE | | | | | |
| | | | Vendor Total- | | 257.97 | |
| 00691 KATHLEEN VINCENT | | | | | | |
| 0524 | 23290 | 12 | ARTS AND CRAFTS | 10/24/2022 | | |
| ARTS AND CRAFTS | E 62-01-99-99 | | | | 88.34 | 0.00 |
| | DC STEVENS / DC STEVENS - EXPENSE / EXPENSE | | | | | |
| | | | Vendor Total- | | 88.34 | |
| 00550 KYOCERA | | | | | | |
| 0524 | 23291 | 12 | COPIER CONTRACT | 55L2282206 | | |
| COPIER CONTRACT | E 01-10-20-14 | | | | 622.14 | 0.00 |
| | GEN'L GOV. / ADMIN - SERVICES / COPIER | | | | | |
| | | | Vendor Total- | | 622.14 | |
| 00638 LEAF | | | | | | |
| 0524 | 23292 | 12 | REC CENTER COPIER | 14019411 | | |
| REC CENTER COPIER | E 25-30-20-07 | | | | 43.94 | 0.00 |
| | RECREATION / REC PROGRAMS - SERVICES / CONTRACTED | | | | | |
| | | | Vendor Total- | | 43.94 | |
| 00727 MAID4U | | | | | | |
| 0524 | 23293 | 12 | CFAS CLEANING | NOV 2022 | | |
| CFAS CLEANING | E 13-02-20-09 | | | | 1,775.00 | 0.00 |
| | FACILITIES / CFAS - SERVICES / CLEANING | | | | | |
| | | | Invoice Total- | | 1,775.00 | |
| 0524 | 23293 | 12 | LAKES FD CLEANING | NOV 2022 | | |
| LAKES FD CLEANING | E 13-06-20-09 | | | | 500.00 | 0.00 |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|---|-------|-------|---------------------------|------------|-----------------|-------------|
| Description | | | Account | Proj | | |
| FACILITIES / FD:LAKES - SERVICES / CLEANING | | | | | | |
| Invoice Total- | | | | | 500.00 | |
| 0524 | 23293 | 12 | NBCC CLEANING | NOV 2022 | | |
| NBCC CLEANING | | | E 13-03-20-09 | | 500.00 | 0.00 |
| FACILITIES / NBCC - SERVICES / CLEANING | | | | | | |
| Invoice Total- | | | | | 500.00 | |
| 0524 | 23293 | 12 | TOWN OFFICE CLEANING | NOV 2022 | | |
| TOWN OFFICE CLEANING | | | E 13-14-20-09 | | 875.00 | 0.00 |
| FACILITIES / TOWN OFFICE - SERVICES / CLEANING | | | | | | |
| Invoice Total- | | | | | 875.00 | |
| Vendor Total- | | | | | 3,650.00 | |
| 00796 MAINE LOCAL GOVERNMENT HUMAN RESOURCES ASS | | | | | | |
| 0524 | 23294 | 12 | MEMBERSHIP FEE | 2022-2023 | | |
| MEMBERSHIP FEE | | | E 01-15-14-05 | | 35.00 | 0.00 |
| GEN'L GOV. / MANAGER - MEMBERSHIP / MTCMA | | | | | | |
| Vendor Total- | | | | | 35.00 | |
| 00001 MAINE MUNICIPAL | | | | | | |
| 0524 | 23295 | 12 | BENEFITS | | | |
| DENTAL INSURANCE | | | G 1-226-00 | | 100.50 | 0.00 |
| GEN'L FUND / DENTAL INS | | | | | | |
| LIFE INSURANCE | | | G 1-229-00 | | 187.44 | 0.00 |
| GEN'L FUND / LIFE INS | | | | | | |
| VISION INSURANCE | | | G 1-231-00 | | 39.06 | 0.00 |
| GEN'L FUND / VISION INS | | | | | | |
| HEALTH INSURANCE:ADMIN | | | E 01-10-10-13 | | 1,864.42 | 0.00 |
| GEN'L GOV. / ADMIN - PERSONNEL / BENEFITS | | | | | | |
| HEALTH INSURANCE:FACILITY | | | E 13-01-10-13 | | 932.21 | 0.00 |
| FACILITIES / GENERAL - PERSONNEL / BENEFITS | | | | | | |
| HEALTH INSURANCE | | | G 1-225-00 | | 1,172.13 | 0.00 |
| GEN'L FUND / HEALTH INS. | | | | | | |
| HEALTH INSURANCE:REC | | | E 25-30-10-13 | | 932.21 | 0.00 |
| RECREATION / REC PROGRAMS - PERSONNEL / BENEFITS | | | | | | |
| HEALTH INSURANCE:FD | | | E 05-05-10-13 | | 1,864.42 | 0.00 |
| PUBLIC SAFTY / FD/ RSC DEPT - PERSONNEL / BENEFITS | | | | | | |
| HEALTH INSURANCE:MANAGER | | | E 01-15-10-13 | | 932.21 | 0.00 |
| GEN'L GOV. / MANAGER - PERSONNEL / BENEFITS | | | | | | |
| HEALTH INSURANCE:LIBRARY | | | E 30-01-10-13 | | 932.21 | 0.00 |
| LIBRARY / LIBRARY - PERSONNEL / BENEFITS | | | | | | |
| TRANSFER STATION | | | E 15-05-10-13 | | 932.21 | 0.00 |
| SOLID WASTE / WASTE - PERSONNEL / BENEFITS | | | | | | |
| Vendor Total- | | | | | 9,889.02 | |
| 00002 MAINE MUNICIPAL ASSOCIATION | | | | | | |
| 0524 | 23296 | 12 | ELECTED OFFICIALS TRAININ | 1000433642 | | |
| ELECTED OFFICIALS TRAININ | | | E 01-05-13-01 | | 45.00 | 0.00 |
| GEN'L GOV. / APP'LS BOARD - EDUCATION / EDUCATION | | | | | | |
| Vendor Total- | | | | | 45.00 | |
| 00161 MAINE PAPER SOLUTIONS LLC | | | | | | |
| 0524 | 23297 | 12 | 4 CASES OF PAPER TOWELS | 517774 | | |
| 4 CASES OF PAPER TOWELS | | | E 01-10-30-04 | | 199.00 | 0.00 |
| GEN'L GOV. / ADMIN - SUPPLIES / OPERATING | | | | | | |
| Vendor Total- | | | | | 199.00 | |
| 00771 MAINELAND CONTRACTING | | | | | | |
| 0524 | 23298 | 12 | GARAGE SIDING | 02-69574 | | |
| GARAGE SIDING | | | G 3-601-00 | | 1,994.93 | 0.00 |
| CAPITAL PROJ / MAINT. GARAG | | | | | | |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|--|-------|-------|---|-----------------------|-------------------|-------------|
| Description | | | Account | Proj | | |
| | | | | Vendor Total- | 1,994.93 | |
| 00794 MANCHESTER MOTORS | | | | | | |
| 0524 | 23299 | 12 | LEAF BLOWER | 3177 | | |
| LEAF BLOWER | | | E 12-01-40-03 | | 651.98 | 0.00 |
| | | | CEMETERY / CEMETERY - PURCHASES / EQUIPMENT | | | |
| | | | | Vendor Total- | 651.98 | |
| 00532 MARSHALL GRINDING | | | | | | |
| 0524 | 23300 | 12 | WASTE REMOVAL | | | |
| WASTE REMOVAL | | | E 15-05-20-13 | | 5,478.90 | 0.00 |
| | | | SOLID WASTE / WASTE - SERVICES / DISPOSAL | | | |
| | | | | Vendor Total- | 5,478.90 | |
| 00256 MODERN PEST SERVICES | | | | | | |
| 0524 | 23301 | 12 | CFAS PEST CONTROL | 5581562 | | |
| CFAS PEST CONTROL | | | E 13-02-20-12 | | 83.00 | 0.00 |
| | | | FACILITIES / CFAS - SERVICES / PEST CONTROL | | | |
| | | | | Vendor Total- | 83.00 | |
| 00174 MTCCA | | | | | | |
| 0524 | 23302 | 12 | MEMBERSHIP DUES | 2023 | | |
| MEMBERSHIP DUES | | | E 01-10-14-03 | | 150.00 | 0.00 |
| | | | GEN'L GOV. / ADMIN - MEMBERSHIP / MTCCA | | | |
| | | | | Vendor Total- | 150.00 | |
| 00081 NEW ENGLAND SALT COMPANY, LLC | | | | | | |
| 0524 | 23303 | 12 | BULK SALT DELIVERED | 36488 | | |
| BULK SALT DELIVERED | | | E 10-10-30-04 | | 5,297.81 | 0.00 |
| | | | PUBLIC WORKS / PLOW & SAND - SUPPLIES / OPERATING | | | |
| | | | | Invoice Total- | 5,297.81 | |
| 0524 | 23303 | 12 | BULK SALT DELIVERED | 36456 | | |
| BULK SALT DELIVERED | | | E 10-10-30-04 | | 5,403.64 | 0.00 |
| | | | PUBLIC WORKS / PLOW & SAND - SUPPLIES / OPERATING | | | |
| | | | | Invoice Total- | 5,403.64 | |
| | | | | Vendor Total- | 10,701.45 | |
| 00676 PINE TREE WASTE | | | | | | |
| 0524 | 23304 | 12 | TOILETS | 1200190 | | |
| GARAGE | | | E 13-04-20-06 | | 130.00 | 0.00 |
| | | | FACILITIES / GARAGE - SERVICES / RENTALS | | | |
| CEMETERY | | | E 12-01-20-06 | | 130.00 | 0.00 |
| | | | CEMETERY / CEMETERY - SERVICES / RENTALS | | | |
| VILLAGE GREEN | | | E 13-10-20-06 | | 130.00 | 0.00 |
| | | | FACILITIES / PARKS - SERVICES / RENTALS | | | |
| | | | | Vendor Total- | 390.00 | |
| 00003 REGISTRY OF DEEDS | | | | | | |
| 0524 | 23305 | 12 | 5 LIEN DISCHARGES | | | |
| 5 LIEN DISCHARGES | | | E 01-10-47-01 | | 95.00 | 0.00 |
| | | | GEN'L GOV. / ADMIN - FEES / DISCHARGE | | | |
| | | | | Vendor Total- | 95.00 | |
| 00034 RSU # 18 | | | | | | |
| 0524 | 23306 | 12 | INSTALLMENT- | DECEMBER 2022 | | |
| RSU # 18 INSTALLMENT | | | E 31-01-99-99 | | 556,617.68 | 0.00 |
| | | | SCHOOL / RSU 18 - EXPENSE / EXPENSE | | | |
| | | | | Vendor Total- | 556,617.68 | |
| 00478 SEACOAST SECURITY, INC | | | | | | |
| 0524 | 23307 | 12 | SERVICE CALL AND REPAIRS | 809860 | | |

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|----------------------------------|-------|-------|---|-----------------|-----------------|-------------|
| Description | | | Account | Proj | | |
| SERVICE CALL AND REPAIRS | | | E 13-14-20-10 | | 373.73 | 0.00 |
| | | | FACILITIES / TOWN OFFICE - SERVICES / SECURITY | | | |
| | | | Invoice Total- | | 373.73 | |
| 0524 | 23307 | 12 | LIBRARY SERVICE CALL | 810099 | | |
| LIBRARY SERVICE CALL | | | E 13-16-20-10 | | 115.00 | 0.00 |
| | | | FACILITIES / LIBRARY - SERVICES / SECURITY | | | |
| | | | Invoice Total- | | 115.00 | |
| | | | Vendor Total- | | 488.73 | |
| C0612 SPECTRUM ENTERPRISE | | | | | | |
| 0524 | 23308 | 12 | COMMUNICATIONS | 144009001110722 | | |
| LAKES FD | | | E 05-05-20-01 | | 177.97 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - SERVICES / COMMUNICATIO | | | |
| TRANSFER STATION | | | E 15-05-20-01 | | 129.98 | 0.00 |
| | | | SOLID WASTE / WASTE - SERVICES / COMMUNICATIO | | | |
| TOWN OFFICE | | | E 01-10-20-01 | | 110.04 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SERVICES / COMMUNICATIO | | | |
| CFAS | | | E 25-30-20-01 | | 350.30 | 0.00 |
| | | | RECREATION / REC PROGRAMS - SERVICES / COMMUNICATIO | | | |
| LIBRARY | | | E 30-01-20-01 | | 87.33 | 0.00 |
| | | | LIBRARY / LIBRARY - SERVICES / COMMUNICATIO | | | |
| DEPOT FD | | | E 05-05-20-01 | | 49.99 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - SERVICES / COMMUNICATIO | | | |
| | | | Vendor Total- | | 905.61 | |
| 00130 STAPLES CREDIT PLAN | | | | | | |
| 0524 | 23309 | 12 | CARD STOCK | 3164838911 | | |
| CARD STOCK | | | E 01-10-30-03 | | 10.09 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SUPPLIES / OFFICE | | | |
| | | | Invoice Total- | | 10.09 | |
| 0524 | 23309 | 12 | 3 RING BINDERS | 3165119201 | | |
| 3 RING BINDERS | | | E 01-10-30-03 | | 48.19 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SUPPLIES / OFFICE | | | |
| | | | Invoice Total- | | 48.19 | |
| | | | Vendor Total- | | 58.28 | |
| 00424 STEVENS, JASON | | | | | | |
| 0524 | 23310 | 12 | VARIOUS ROAD WORK | 10/23/22 | | |
| 1 TON 7.5 HRS | | | E 10-01-20-06 | | 481.20 | 0.00 |
| | | | PUBLIC WORKS / ROADS-GM - SERVICES / RENTALS | | | |
| LABOR 22.5HRS | | | E 10-01-20-07 | | 512.77 | 0.00 |
| | | | PUBLIC WORKS / ROADS-GM - SERVICES / CONTRACTED | | | |
| MINI EXCAVATOR 31HRS | | | E 10-01-20-06 | | 3,513.54 | 0.00 |
| | | | PUBLIC WORKS / ROADS-GM - SERVICES / RENTALS | | | |
| LOAM | | | E 10-01-30-04 | | 100.00 | 0.00 |
| | | | PUBLIC WORKS / ROADS-GM - SUPPLIES / OPERATING | | | |
| HAY 4 BAILS | | | E 10-01-30-04 | | 24.00 | 0.00 |
| | | | PUBLIC WORKS / ROADS-GM - SUPPLIES / OPERATING | | | |
| | | | Invoice Total- | | 4,631.51 | |
| 0524 | 23310 | 12 | CULVERT, SHOULDERS | 11/6/2022 | | |
| 1 TON 2HRS | | | E 10-01-20-06 | | 128.32 | 0.00 |
| | | | PUBLIC WORKS / ROADS-GM - SERVICES / RENTALS | | | |
| MINI EXCAVATOR 12 | | | E 10-01-20-06 | | 1,360.08 | 0.00 |
| | | | PUBLIC WORKS / ROADS-GM - SERVICES / RENTALS | | | |
| | | | Invoice Total- | | 1,488.40 | |
| 0524 | 23310 | 12 | SHOULDER REPAIRS | 10/31/2022 | | |
| MINI EXCAVATOR 28.5HRS | | | E 10-01-20-06 | | 3,230.19 | 0.00 |
| | | | PUBLIC WORKS / ROADS-GM - SERVICES / RENTALS | | | |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|--|-------|-------|--|----------------|------------------|-------------|
| Description | | | Account | Proj | | |
| Invoice Total- | | | | | 3,230.19 | |
| Vendor Total- | | | | | 9,350.10 | |
| 00534 SUPER SHOES STORES/MACRO RETAIL | | | | | | |
| 0524 | 23311 | 12 | BOOTS | | | |
| BOOTS | | | E 13-01-30-08 | | 150.00 | 0.00 |
| | | | FACILITIES / GENERAL - SUPPLIES / UNIFORMS | | | |
| Vendor Total- | | | | | 150.00 | |
| 00048 TREASURER, STATE OF MAINE | | | | | | |
| 0524 | 23312 | 12 | PLUMBING PERMITS | | | |
| PLUMBING PERMITS | | | G 1-211-00 | | 287.50 | 0.00 |
| | | | GEN'L FUND / PLUMB. PERM. | | | |
| Vendor Total- | | | | | 287.50 | |
| 00063 TREASURER, STATE OF MAINE | | | | | | |
| 0524 | 23313 | 12 | DESK WITH SHELVING | 158200SS | | |
| DESK WITH SHELVING | | | E 01-10-30-04 | | 60.00 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SUPPLIES / OPERATING | | | |
| Vendor Total- | | | | | 60.00 | |
| 00379 TREASURER, STATE OF MAINE | | | | | | |
| 0524 | 23314 | 12 | FUEL CHARGES | 23BG0116932 | | |
| FUEL CHARGES | | | E 05-05-30-02 | | 616.17 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - SUPPLIES / FUEL | | | |
| Vendor Total- | | | | | 616.17 | |
| 00304 VOGEL, MARY | | | | | | |
| 0524 | 23315 | 12 | MILEAGE REIMBURMENT 33 | 11/8/2022 | | |
| MILEAGE REIMBURMENT 33 | | | E 01-10-20-02 | | 14.52 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SERVICES / TRANSPORTATI | | | |
| Invoice Total- | | | | | 14.52 | |
| 0524 | 23315 | 12 | MILEAGE REIMBURMENT 70 | 11/15-11/20/22 | | |
| MILEAGE REIMBURMENT 70 | | | E 01-10-20-02 | | 30.80 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SERVICES / TRANSPORTATI | | | |
| Invoice Total- | | | | | 30.80 | |
| Vendor Total- | | | | | 45.32 | |
| 00178 WARREN BROTHERS | | | | | | |
| 0524 | 23316 | 12 | PLOWING CONTRACT | 12/05/2022 | | |
| PLOWING CONTRACT | | | E 10-10-20-07 | | 15,249.00 | 0.00 |
| | | | PUBLIC WORKS / PLOW & SAND - SERVICES / CONTRACTED | | | |
| Vendor Total- | | | | | 15,249.00 | |
| 00013 WASTE MANAGEMENT OF | | | | | | |
| 0524 | 23317 | 12 | CFAS DUMPSTER | 20599472080 | | |
| CFAS DUMPSTER | | | E 25-30-20-06 | | 92.74 | 0.00 |
| | | | RECREATION / REC PROGRAMS - SERVICES / RENTALS | | | |
| Vendor Total- | | | | | 92.74 | |
| 00369 WB MASON CO, INC | | | | | | |
| 0524 | 23318 | 12 | RECREATION SUPPLIES | 129127916 | | |
| RECREATION SUPPLIES | | | E 25-30-30-04 | | 712.66 | 0.00 |
| | | | RECREATION / REC PROGRAMS - SUPPLIES / OPERATING | | | |
| Invoice Total- | | | | | 712.66 | |
| 0524 | 23318 | 12 | HOLE PUNCH | 234344090 | | |
| HOLE PUNCH | | | E 01-10-30-03 | | 23.59 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SUPPLIES / OFFICE | | | |
| Invoice Total- | | | | | 23.59 | |
| 0524 | 23318 | 12 | BINDERS | 234261946 | | |

A / P Warrant

Warrant 138

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|------------------------------------|-------|-------|---|-----------|-------------------|-------------|
| Description | | | Account | Proj | | |
| BINDERS | | | E 01-10-30-03 | | 79.80 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SUPPLIES / OFFICE | | | |
| | | | Invoice Total- | | 79.80 | |
| 0524 | 23318 | 12 | ADDRESS LABELS | 234363662 | | |
| ADDRESS LABELS | | | E 01-10-30-03 | | 77.96 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SUPPLIES / OFFICE | | | |
| | | | Invoice Total- | | 77.96 | |
| 0524 | 23318 | 12 | 2023 DESK CALENDARS | 234404706 | | |
| 2023 DESK CALENDARS | | | E 01-10-30-03 | | 43.92 | 0.00 |
| | | | GEN'L GOV. / ADMIN - SUPPLIES / OFFICE | | | |
| | | | Invoice Total- | | 43.92 | |
| 0524 | 23318 | 12 | EYE SAFE FAUCETT | 233668856 | | |
| EYE SAFE FAUCETT | | | E 25-30-30-04 | | 90.24 | 0.00 |
| | | | RECREATION / REC PROGRAMS - SUPPLIES / OPERATING | | | |
| | | | Invoice Total- | | 90.24 | |
| | | | Vendor Total- | | 1,028.17 | |
| 00795 WORTHING, JEFF | | | | | | |
| 0524 | 23319 | 12 | ACO MILEAGE REIMBURSMENT | 62 | | |
| ACO MILEAGE REIMBURSMENT | | | E 05-30-20-02 | | 27.28 | 0.00 |
| | | | PUBLIC SAFTY / ACO - SERVICES / TRANSPORTATI | | | |
| | | | Vendor Total- | | 27.28 | |
| 00421 YANKEE COMMUNICATIONS | | | | | | |
| 0524 | 23320 | 12 | SPEAKER MICROPHONE | 0908 | | |
| SPEAKER MICROPHONE | | | E 05-05-35-01 | | 209.85 | 0.00 |
| | | | PUBLIC SAFTY / FD/ RSC DEPT - REPAIRS / EQUIPMENT | | | |
| | | | Vendor Total- | | 209.85 | |
| | | | Prepaid Total- | | 0.00 | |
| | | | Current Total- | | 649,144.48 | |
| | | | EFT Total- | | 0.00 | |
| | | | Warrant Total- | | 649,144.48 | |

THIS IS TO CERTIFY THAT THERE IS DUE AND CHARGEABLE TO THE APPROPRIATIONS LISTED ABOVE THE SUM SET AGAINST EACH NAME AND YOU ARE DIRECTED TO PAY UNTO THE PARTIES NAMED IN THIS SCHEDULE.

MELANIE JEWELL, SELECTPERSON CHAIR _____

DANIEL NEWMAN, SELECTPERSON _____

BARBARA ALLEN, V. CHAIR _____

CAROL JOHNSON, SELECTPERSON _____

LORNA DEE NICHOLS, TOWN MANAGER _____

Warrant 139

| Jrnl | Check | Month | Invoice Description | Reference | Amount | Encumbrance |
|-------------------------------------|-------|-------|---|-----------|-----------------|-------------|
| Description | | | Account | Proj | | |
| 00729 FISHER CONSTRUCTION | | | | | | |
| 0533 | 23321 | 12 | WREATHS | 2022 | | |
| WREATHS | | | E 20-01-52-03 | | 500.00 | 0.00 |
| | | | SOCIAL SRVS / SOCIAL SRVS - HOLIDAY / WREATHS | | | |
| | | | Vendor Total- | | 500.00 | |
| 00428 GALBRAITH, JULIA | | | | | | |
| 0533 | 23322 | 12 | YOGA CLASS 6 WEEKS | 12/1/2022 | | |
| YOGA CLASS 6 WEEKS | | | E 25-30-20-07 | | 458.00 | 0.00 |
| | | | RECREATION / REC PROGRAMS - SERVICES / CONTRACTED | | | |
| | | | Vendor Total- | | 458.00 | |
| 00582 MAINE TECHNOLOGY GROUP | | | | | | |
| 0533 | 23323 | 12 | DECEMBER IT SERVICES | 30326 | | |
| DECEMBER IT SERVICES | | | E 01-10-15-03 | | 1,443.78 | 0.00 |
| | | | GEN'L GOV. / ADMIN - PROFESSIONAL / IT SUPPORT | | | |
| | | | Vendor Total- | | 1,443.78 | |
| 00775 RASMUSSEN, HANS | | | | | | |
| 0533 | 23324 | 12 | MILEAGE REIMBURSEMENT 295 | NOV 2022 | | |
| MILEAGE REIMBURSEMENT 295 | | | E 01-20-20-02 | | 135.70 | 0.00 |
| | | | GEN'L GOV. / CODE ENFORCE - SERVICES / TRANSPORTATI | | | |
| | | | Vendor Total- | | 135.70 | |
| | | | Prepaid Total- | | 0.00 | |
| | | | Current Total- | | 2,537.48 | |
| | | | EFT Total- | | 0.00 | |
| | | | Warrant Total- | | 2,537.48 | |

THIS IS TO CERTIFY THAT THERE IS DUE AND CHARGEABLE TO THE APPROPRIATIONS LISTED ABOVE THE SUM SET AGAINST EACH NAME AND YOU ARE DIRECTED TO PAY UNTO THE PARTIES NAMED IN THIS SCHEDULE.

MELANIE JEWELL, SELECTPERSON CHAIR _____

DANIEL NEWMAN, SELECTPERSON _____

BARBARA ALLEN, V. CHAIR _____

CAROL JOHNSON, SELECTPERSON _____

LORNA DEE NICHOLS, TOWN MANAGER _____

Memo

Town Manager Report

With the Christmas and New Year's holidays falling on Sunday this year, both of these will be observed on the Monday following (December 26 and January 2) in compliance with the Town's employment guidelines.

We plan to close the financial books for 2022 on Friday, December 30 – closing to the public at noon which will allow enough time to wrap things up and still be able to reach out to TRIO in the event there are any issues.

Would the Board also be willing to consider allowing employees to take a half day Friday, December 23 as part of the Christmas holiday (closing at noon).

Upcoming for the December 20 Selectboard meeting:

History House Security

MePERS Buy Back Fire/Rescue

Consideration of the annual town report dedication, memorials & cover photo

Bottle Box Applications (Due 12/1/2022)

Memo

Executive Session

Executive Session pursuant to 1 M.R.S.A. §405(6)A – Personnel.