



TOWN MANAGER

TO: Board of Selectmen
FROM: Joe Roach
RE: January 6, 2025 Meeting Notes
DATE: January 2, 2025

#3. Representatives from the Comprehensive Plan Committee will be present to give a status update. Draft sections are included in your materials. The Committee welcomes Board feedback.

#7. A request for donation acceptance and disposition of a current snowmobile asset is included from the Fire Department. I recommend accepting the donation and approving the disposition by trade-in towards a new machine.

There are two openings on the Budget Committee. The Budget Committee is a seven-member committee.

As a formality, the Board should vote to call the public hearing for the Gateways public hearing.

#8. The Skowhegan Savings CD has been closed out. \$136,133.84 has been transferred to a Franklin Savings CDAR account for a 13-week term. Our new ICS account interest rate is expected to be announced today.

#12. The new Parks pickup truck has arrived and is in service. The new Sewer snowmobile has also arrived.

TOWN OF RANGELEY BOARD OF SELECTMEN

James Jannace, Chairman
Ethan Shaffer, Vice-Chairman
Samantha White
Jacob Beaulieu
Keith Savage



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Rangeley, ME 04970
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MEETING JANUARY 6, 2025, 6:00 PM

1. **Call Meeting To Order & Declare a Quorum**
2. **Conflict of Interest Disclosure**
3. **Adjustments To The Agenda**
 - Comprehensive Plan Status Update – Donna Larson Kane, LK Planning
4. **Public To Speak On A Non-Agenda Item**
5. **Boards & Committees**
6. **Review of Minutes**
 - December 16, 2024 – BOS Regular Meeting
7. **Consent Items**
 - Fire Department Snowmobile Donation Acceptance
 - Appointments – Budget Committee (2)
 - Schedule Public Hearing – Scenic Byway Gateway – January 21, 2025, 5PM with Regular Meeting Directly Following
8. **Old Business**
 - Investments – CDs
 - Salary Survey Update
9. **New Business**
10. **Correspondence**
11. **Read Into Record**
12. **Town Manager Report**
 - Department Updates
 - Calendar
 - January 9, 2025, 6PM – Quarterly Meeting with Plantations, Rangeley Town Office
 - January 14, 2025, 5PM – Meet with Budget Committee & Department Heads

- January 28, 2025, 5PM – Meet with Budget Committee & Department Heads
 - January 20, 2025 – Martin Luther King Day
 - January 21, 2025, 5PM – Scenic Byway Gateway Project Public Hearing, Regular Meeting Directly After Close of Public Hearing
 - February 11, 2025, 5PM – Meet with Budget Committee & Department Heads
- Other Business

13. Selectboard Communication

14. Executive Session – M.R.S.A. Title 1, Chapter 13, Subchapter 1, §405(6)

- M.R.S.A. Title 1, Chapter 13, Subchapter 1, §405(6)(D) – Labor Negotiations
- MRSA Title 1, Chapter 13, Subchapter 1, §405(6)(A) – Personnel Matters, Town Manager Contract

15. Adjournment

Any public member desiring to address the Board shall be recognized by the Chair, shall state name and address for the record, and shall limit remarks to the questions under discussion. All remarks and questions addressed to the administration of Town shall be addressed to the Town Manager or the Board of Municipal Officers through the Chair and not to any municipal town employee. No person other than members of the Board and the person having the floor shall enter into any discussion either directly or through a member of the Board without the permission of the presiding officer.

Public members attending Board meetings also shall observe the same rules of propriety, decorum, and good conduct applicable to the members of the Board. Any person making personal impertinent and slanderous remarks, or who becomes boisterous while addressing the Board or those attending the Board meeting shall be removed from the room if so directed by the presiding officer.

Join Zoom Meeting
<https://zoom.us/j/91015267554>
 Meeting ID: 910 1526 7554
 Call In: 1-929-205-6099

Population Characteristics

Data Reliability

The data contained within the population chapter of the comprehensive plan consists of data figures reported by the United States Census Bureau in the 2022 American Community Survey (ACS) 5-Year Estimates and the 2020 Decennial Census. To calculate ACS estimates, the Census Bureau selects a sample of addresses to fill out questionnaires and includes data collected over a 60-month period.

It should be noted that the 5-Year Estimates often have a large margin of error due to the small size of the sample subset. This creates less reliable data, especially for small geographic areas. For example, the estimate provided in the 2022 ACS 5-Year Estimates for Means of Travel to Work estimated those that work from home in Rangeley at 20 people with a margin of error of +/-19. It is important to keep in mind that **all ACS data are estimates** and that the data contained within the 2022 ACS 5-Year Estimates should be interpreted through the lens of an estimate. It should also be noted that **the accuracy of the 2020 Decennial Census may have been affected by the Covid-19 Pandemic.**

Introduction

The population chapter provides the figures that underpin the goals, policies, and strategies throughout the entirety of the comprehensive plan. Analysis of population data serves as the basis for various components of this plan, such as housing, transportation, and land use. Population data is critical in understanding the composition of the town and subsequently, planning for future need.

Rangeley's population can be broken down into two categories: year-round and seasonal. The year-round population will pay local taxes, require town services and send children to local schools. The part-time or seasonal population may own vacation or second homes. They also pay local taxes, require town services, and spend money at local establishments.

Year-Round Population Trends

Population trends depend on various characteristics. Some of these characteristics are more society based; the decision to have children, advances in medicine and longer lifespan, familial ties, and social attributes. Others are more physical in nature; opportunities for employment in various occupations, availability of housing in various price ranges, access to resources and a variety of leisure activities, and the community's natural resources that contribute to overall quality of life. Through examining population characteristics, forecasts, and trends, Rangeley can appropriately address the current needs of its citizens, strategize for

future demand on services and utilities, and plan for future changes in land use within the Town.

The year-round population in Rangeley, and all of Franklin County, was fairly consistent from 1980 to 2000, as seen in Table 1 below. This was due to limited business development and changes in the forestry industry. The year-round population in Rangeley has continued to increase since 2000, increasing by 116 people from 2000-2010 and by 54 people from 2010-2020. The increase in population from 2000 to 2010 was largely due to people moving to Rangeley in their retirement. The increase from 2010 to 2020 can be attributed to the conversion of seasonal dwellings to year-round and in-migration.

The three Plantations; Dallas, Sandy River and Rangeley, experienced significant year-round population increases from 1980 to 2010. This can be attributed, at least in part, to land costs and tax rates in the Plantations as compared to those in Rangeley. Factors such as the COVID-19 Pandemic, broadband internet access, the closure of Saddleback Mountain in 2015, and reopening in 2020, have also attributed to change in population trends, as those living in the surrounding plantations have come to rely on Rangeley for services.

Table 1: Total Population						
TOWN	1980	1990	2000	2010	2020	2022*
Rangeley	1,023	1,063	1,052	1,168	1,222	1,270
Dallas Plantation	146	161	250	309	304	312
Rangeley Plantation	69	103	123	189	184	183
Sandy River Plantation	50	64	93	133	128	128
Franklin County	27,447	29,088	29,467	30,768	29,456	30,474

Data Sources: U.S. Census Bureau Decennial Census

*US Census Bureau 5-Year Estimates from American Community Survey Table S0101

Age Distribution

The population in Rangeley is predominantly composed of an older demographic group, with 71.8% of the population being over 30 years old, and 52.8% being over 50 years old. The largest gains between 2010 and 2020 were in the 60-69 age group, as shown in Table 2. The percentage of school-aged children (ages 5-17) increased from 12.8% in 2010 to 13.9% in 2020. The age distribution in Rangeley indicates a need for additional services for aging populations, as shown by the upward trend in age in Table 3. Such services could include access to medical services, assistance with transportation needs, and accessible housing.

Table 2: Population by Age Group in Rangeley
2010 2020

Table 2: Population by Age in Rangeley				
Age Group	2010		2020	
	People	%	People	%
Under 5	39	3.3%	55	4.5%
5 - 9	60	5.1%	68	5.6%
10-14	56	4.8%	66	5.4%
15-17	34	2.9%	35	2.9%
18-21	34	2.9%	32	2.6%
22-29	57	4.9%	88	7.2%
30-39	116	9.9%	114	9.3%
40-49	161	13.8%	118	9.7%
50-59	226	19.4%	180	14.7%
60-69	191	16.4%	262	21.4%
70-79	114	9.8%	134	11%
80+	80	6.8%	70	5.7%

Data Source: U.S. Decennial Census Table DP1

In 2022, the age of Rangeley's population was older than both Franklin County and the State. The median age of Rangeley's residents increased from 51.4 years to 53.3 years between 2010 and 2020. The American Community Survey estimated the median age in Rangeley at 56.5 years in 2022. The median age was over ten years older than that of Franklin County and the State, as seen in Table 3 below.

Table 3: Median Age									
Year	Rangeley			Franklin County			Maine		
	2010	2020	2022*	2010	2020	2022*	2010	2020	2022*
Median Age	51.4	53.3	56.5	43.4	46.9	46.3	42.7	45.1	44.8

Data Source: U.S. Decennial Census Table P13, *American Community Survey 2022 5-Year Estimate Table S0101

Natural Change in Population

Population change is the result of two primary factors: natural change and migration. Natural change is derived from the number of births minus the number of deaths over a specific period. Migration is the number of people moving into or out of a community over a period of time. Any increase in year-round population will be the result of in-migration (people moving to Rangeley) rather than natural change (the number of births minus deaths). Recent trends in natural change have been negative, meaning that there have been more deaths than births in Rangeley on an annual basis, as seen in Table 4 below. This is further supported by natural change figures presented in Rangeley's Annual Report for 2023, which shows a negative natural change of 11 births and 16 deaths.

Table 4: Natural Change in Population Rangeley 2013-2022										
Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Rangeley	+4	+1	-14	-19	-10	-6	-7	-10	-22	-8

Source: Maine Department of Health & Human Services

Educational Attainment

According to the 2022 American Community Survey, Rangeley had a smaller percentage of its population 25 years of age and older with more than a high school education than Franklin County. The population in Rangeley with some college education or a degree is estimated at 54.8%, while the population in Franklin County with some college education or a degree is estimated at 57.9%, as seen in Table 5 below. The population 25 years of age or older with a high school diploma in was similar in Rangeley and Franklin County. In Rangeley, 38% of the population graduated from high school and in Franklin County 36% of the population graduated from high school.

Table 5: Educational Attainment in Rangeley 2022 (Persons 25 years and older)			
	Rangeley		Franklin County
Education Level	Number	Percent	Percent
Less than 9th grade	0	0.0%	0.9%
9th to 12th grade, no diploma	57	7.2%	5.2%
High School Graduate or Equivalency	303	38.0%	36.0%
Some college, no degree	212	26.6%	19.3%
Associate's Degree	75	9.4%	9.8%
Bachelor's Degree	66	8.3%	18.8%
Graduate or Professional Degree	84	10.5%	10.0%

Data Source: American Community Survey 2022 5-Year Estimate Table S1501

Household Size

In 2019, the American Community Survey estimated average household size in Rangeley as 2.32 people for

Table 6: Average Household Size in Rangeley 2022	
Year	Average Household Size
2019	2.32
2020	2.10
2021	2.04
2022	1.86
Data Source: American Community Survey 2022 5-Year Estimate Table S1501	

year-round residents. The average household size has continued to decrease each year, with an estimated average household size of 1.86 people in 2022. This small average household size is

reflective of the higher level of retirees and aging demographics that comprise the population in Rangeley. It is important to remember that a small average household size requires more housing units for the same number of people. Housing availability and quality will be discussed further in the Housing chapter of this Plan. Average household size will be discussed further in the seasonal population section below.

Income

Rangeley's 2022 median household income at \$56,723 was similar to that of Franklin County at \$56,890. Median income was less than Maine as a whole, as seen in Table 7. In 2022 the largest number of households, 21.6%, were in the \$15,000 to \$24,999 income bracket, followed closely by households in the \$50,000 to \$74,999 income bracket at 21.2% as seen in Table 7. This is likely the reflection of households on fixed incomes, and two-worker households. There were 33 people living below the poverty level in 2022, with 31 people in poverty being aged 60 or older.

Table 7: Median Household Income 2022	
Rangeley	\$56,723
Dallas Plantation	\$65,893
Sandy River Plantation	\$49,511
Franklin County	\$56,890
Maine	\$68,251

Data Source: American Community Survey 2022 5-Year Estimate Table S1901

Table 7: Income (In Inflation-Adjusted Dollars) in Rangeley 2022			
Income	2018	2020	2022
Less than \$10,000	4.0%	0.4%	1.0%
\$10,000 to \$14,999	2.8%	0.8%	1.3%
\$15,000 to \$24,999	12.8%	20.1%	21.6%
\$25,000 to \$34,999	9.1%	2.6%	6.6%
\$35,000 to \$49,999	15.2%	18.7%	11.0%
\$50,000 to \$74,999	17.7%	28.1%	21.2%
\$75,000 to \$99,999	18.9%	18.5%	17.0%
\$100,000 to \$149,999	10.3%	7.4%	15.0%
\$150,000 to \$199,999	3.0%	2.0%	1.7%
\$200,000 or more	6.3%	1.4%	3.7%

Data Source: American Community Survey 2022 5-Year Estimate Table S1901

Employment by Occupation

In 2022, the greatest number of workers in Rangeley were in management, professional and related occupations. This was followed by an equal number of workers in natural resources, construction, and maintenance occupations (inclusive of fishing, farming, and forestry occupations) and sales and office occupations as seen in Table 9 below.

Table 9: Employment by Occupation 2022

Occupation	Rangeley		Franklin County	
	# of Workers	% of Total	# of Workers	% of Total
Employed Population 16+	525		14,000	
Management, business, science, and arts occupations	135	25.7%	4,659	33.3%
Service occupations	103	19.6%	2,814	20.1%
Sales and office occupations	124	23.6%	2,760	19.7%
Natural resources, construction, and maintenance occupations <i>*Includes farming, fishing & forestry*</i>	124	23.6%	1,763	12.6%
Production, transportation, and material moving occupations	39	7.4%	2,004	14.3%

Data Source: American Community Survey 2022 5-Year Estimate Table DP03

Seasonal Population Trends

Seasonal population is a measure of the number of people in town who are not year-round residents. This includes people staying for extended periods of time in second homes and people staying in transient accommodations (hotels, motels, inns, bed & breakfasts and campgrounds) and day trippers. This seasonal population is the mainstay of the local and regional economies.

The distribution of seasonal population increase throughout the year has changed. Historically, the summer months and fall have been the primary period of significant seasonal population increases. The summer months of July and August attract the most significant numbers of the seasonal population, though December also faces a smaller population surge resulting from the ski and snowmobile industry.

The Public Affairs Research Center (Bowdoin College, 1972) estimated that the seasonal population for Rangeley (that is, non-year-round persons) was 3,530 in 1970. This number represented the total number of people if all seasonal dwellings, campgrounds, and lodging facilities were at capacity. The 1987 Comprehensive Plan estimated Rangeley's seasonal population to be between 3,900 and 5,700 people. The seasonal population in the 1997 Plan was set at a low of 2,000 and a high of 4,100 people, and the seasonal population in the 2012 Plan was estimated at approximately 4,000 people. The seasonal population has continued to grow significantly over time, bringing vibrancy to the area.

According to the American Community Survey 5-Year Estimates, there were 1,188 units listed as vacant for seasonal, recreational, or occasional use, as seen in Table 10 below.

Table 10: Housing Vacancies in Rangeley 2022	
Total Housing Units	1,837
Occupied	519
Vacant	1,318
For seasonal, recreational, or occasional use	1,188

Data Source: American Community Survey 2022 5-Year Estimate Table DP04

Seasonal population also includes transient occupants who may stay at hotels, campgrounds, inns, or rent properties in the short-term. The Rangeley Lakes Chamber of Commerce recognizes 16 options for vacation lodging in Rangeley and Oquossoc. When combined, these accommodations offer 675 additional rooms for seasonal occupants.

In adding the number of units that are vacant for seasonal, recreational, or occasional use, and the additional rooms provided through hotel style accommodations, there is an estimated 1,863 units available for seasonal occupants. In multiplying the number of seasonal units by the average household size, we can estimate figures for the seasonal population in Rangeley.

While the average household size in Rangeley is roughly two people, as seen in Table 7, seasonal units often include families or groups of visitors. To account for this, seasonal population estimates have been made using a three-person household size for a more realistic representation. Using a 3-person household size, the seasonal population can be estimated at 5,589 people. Given that it is unlikely that all units will be 100% occupied, it is estimated that the seasonal population in Rangeley could swell to 5,300 people in peak season, creating a total population of 6,570 people in Rangeley at its highest point.

Regional Seasonal Population

Seasonal population increases have a significant impact upon Rangeley and the surrounding Unorganized Territories of Dallas, Rangeley and Sandy River Plantations. AirDNA reported 500 active short-term rentals in the Rangeley Lakes Region in August 2023, the month with the greatest number of short-term rentals available for all of 2023. If we multiply the number of units by an estimated household size of three, we can estimate an additional 1,500 people staying at short-term rentals throughout the region during peak season. Based on estimates, the regional peak seasonal population, including Rangeley, may reach more than 10,000 people.

According to the American Community Survey 5-Year estimates, there were 7,234 seasonally vacant units in Franklin County in 2022. This means that the seasonal stock of housing units in Rangeley makes up 16.4% of all the seasonally vacant units in Franklin County.

Population Projections

The Maine State Economist projects a steady increase in population in Rangeley over the next 20 years, as seen in Table 12 below. This trending increase is also reflected in Franklin County,

which is projected to see population increase until the year 2040. The population in the surrounding unorganized territories is projected to remain relatively consistent. There has been evidence of an influx of new residents because of pandemic-related shifts and the rise of remote work opportunities.

Table 12: Population Projections				
Year	2025	2030	2035	2040
Rangeley	1,264	1,321	1,357	1,387
Dallas Plantation	307	313	315	316
Rangeley Plantation	183	185	185	182
Sandy River Plantation	128	129	128	126
Franklin County	29,330	29,603	29,414	29,102

Data Sources: Maine State Economist

Future Demand for Housing & Town Services

The senior population in Rangeley has continued to increase, while natural change remains negative. This indicates a need for smaller, accessible housing and access to medical services. The school-aged population has increased slightly over the past 10 years, indicating a slight uptick in the number of children in school.

Service Center Factors

Rangeley is identified as a Specialized Service Center Community by the Maine Department of Agriculture, Forestry and Conservation's Municipal Planning Assistance Program. This means that Rangeley hosts a variety of resources that serve its residents and the surrounding area, including options for work, places to shop, the ability to obtain medical care, and/or enjoy a cultural experience.

The local economy is highly dependent on the outdoor recreation industry. Rangeley's unique natural resources have attracted seasonal residents and tourists for more than 150 years, creating the Specialized Service Center that Rangeley is today. In the 20-year review of the Rangeley Region Prospective Zoning Plan, which includes Adamstown Township, Dallas Plantation, Lincoln Plantation, Magalloway Township, Rangeley Plantation, Richardsontown Township, Sandy River Plantation, Township C, Township D and Township E, the Land Use Planning Commission identified "relying on the Town of Rangeley as an economic center" as a key goal, furthering Rangeley's role as a service center.

NATURAL RESOURCES

Background

The Rangeley Lakes Region is a place of diverse and interconnected ecosystems that have provided an economic foundation for the region's inhabitants since the glaciers receded more than ten thousand years ago. With increasing threats from a changing climate, land transfers, and the legacy of historic land management practices, we must work to conserve, restore and steward these important resources..

Rangeley's economy is based on businesses that rely on the region's lakes, ponds and streams, world-class fisheries, wildlife, mountains, forests and the recreation they provide. They are the primary reason that people live here, own second homes, and visit all 12 months of the year. In preserving the quality of these assets, the Town of Rangeley will preserve its future.

Water

The Region's lakes and rivers form the headwaters of the Androscoggin River. The big lakes – Aziscohos, Parmecheenee, Richardson, Cupsuptic, Mooselookmeguntic, and Rangeley are managed by Brookfield Renewable Partners in accordance with a FERC licensing agreement that protects the interests of more than 2 dozen user groups.

There are eleven great ponds that are located wholly or partially in the Town of Rangeley. They cover approximately 25% of the Town's total surface area and properties on their shores generate over 78% of the tax base.

It will take the intentional and consistent effort of the entire community to protect the region's water bodies from non-point source pollution, invasive aquatic species, habitat fragmentation, and degradation. To help coordinate this effort and educate the public, Rangeley Lakes Heritage Trust implements its award-winning Headwaters Lake Protection program. Created in 1998, and supported in part by the Town, RLHT's program utilizes its staff and more than 80 volunteers to 1) monitor water clarity and chemistry, 2) teach boaters how to inspect their watercraft, trailers, anchors, and fishing gear for invasive species, and 3) survey more than 100 miles of shoreline on 10 or more water bodies to identify and document all the plant species they find. If an invasive aquatic species is found, RLHT will work with the Town, MaineDEP, UMF and several regional organizations to implement a cost-effective management plan that will address the invasive infestation with minimal ecological impacts.

In 2022, RLHT began river restoration efforts in the Kennebago watershed to ensure that resilient, self-sustaining populations of brook trout persist in the face of climate change. As a result of the early log driving days, many of the rivers and tributaries in the Rangeley Lakes Region were heavily manipulated. It was common practice to straighten and reroute rivers and remove structures such as log jams and boulders. These practices made rivers more conducive to log driving but severely degraded the aquatic ecosystems. An extensive network of logging roads serves as a critical route to transport sustainable forest products that we all rely on. These roads cross rivers and tributaries at hundreds of locations across the region and often are barriers to aquatic organism passage, fragmenting critical

habitat. Following recommendations based on advanced science, RLHT works to enhance in-stream habitat by replacing culverts with open-bottomed bridges, strategically adding large wood into rivers and streams, establishing strong riparian (adjacent to, or living on, the bank of a natural watercourse or waterbody) buffers, and restoring the natural characteristics of rivers. These river restoration techniques also reduce the impact from floods, maintain excellent water quality, improve infrastructure, and benefit many aquatic and terrestrial ecosystems. It will take determination and collaboration from the community, state agencies, federal agencies, conservation organizations, and landowners to bolster climate resiliency for the Rangeley Lakes region's aquatic ecosystems.

Surface Waters

Kennebago River: The Kennebago is the major river draining to Cupsuptic and Mooselookmeguntic Lakes. The river's head waters are at the Quebec border. Long Pond, Little Kennebago, and Kennebago Lakes are found along the river formed by dams. The Kennebago is classified AA (last tested in 2018) under the State of Maine surface water classification system (38 M.R.S. §§ 464(2), 464(2-A) and 464(3)). This is the highest classification and is applied to waters which are outstanding natural resources that should be preserved because of their ecological, social, scenic, and recreational importance. The Kennebago is the primary nursery area for Cupsuptic/Mooselookmeguntic salmon and provides a famous salmon and trout fishery. The portion of the River in Rangeley is also designed as an Outstanding River Segment under MRSA 38 §480-P.

Rangeley River: The Rangeley River, flowing northward from the northwest corner of Rangeley Lake, drains an area of 100 square miles and is also known for its quality salmon and trout fishing. It has a water quality classification of A (last tested 2023). Although only 1.1 miles in length, usage of this waterway by fishermen seeking wild salmon and brook trout is particularly high.

Cloutman Pond Outlet: Flowing some

2,000 from Cloutman Pond to the Kennebago River it has a water quality classification of A.

Dodge Pond Stream: The Maine Department of Environmental Protection in February of 2019 classified this pond as "threatened". It flows through a series of logans/wetlands in northeastern Rangeley to Round Pond, Dodge Pond on into Hunter Cove at Rangeley Lake.

Gull Pond Inlet: A portion of one of the inlets of Gull Pond located in Dallas Plantation is in Rangeley. In 2017, the DEP categorized the water quality as moderately-sensitive.

Hatchery Brook: The Brook is the outlet of Ross Pond and flows some 6,000 feet to City Cove. No recent water quality assessment was available.

Kamankeag Brook: Flowing from Kamankeag Pond in Davis, it flows for approximately 300 feet through Rangeley before reaching the Kennebago River. No recent water quality assessment was available.

Lost Logan Brook: Lost Logan Brook flows from wetland areas in north central Rangeley to Dodge Pond Stream. No recent water quality assessment was available.

Nutting Stream: Nutting Stream flows from Nutting Pond through Hayno Bog to Smith Cove at Rangeley Lake. It has a length of approximately three miles. No recent water quality assessment was available.

Quimby Brook: From Quimby Pond the Brook flows to Hunter Cove. No recent water quality assessment was available.

Whetstone Brook: Flowing to the Kennebago River. No recent water quality assessment was available.

Cloutman and Ross Ponds: These ponds are small, 20 and 26 acres respectively. In 2017, the DEP categorized the water quality as moderately-sensitive.

Dodge Pond: Dodge Pond is a 214-acre water body whose southern end abuts Routes 4 and 16 approximately halfway between Rangeley and Oquossoc Villages. Cold water game fish are found in Dodge Pond. The Pond on the 2023 Department of Environmental Protection (DEP) list of Threatened Lakes and is considered to be “sensitive”. For the DEP, sensitive means that vulnerability modeling predicts the number of years for the lake’s phosphorus concentration to increase by 1 ppb is 25 years or less. The vulnerability model predicts changes in lake phosphorus concentration using watershed growth projections to estimate changes in phosphorus loading and the 1976 version of Vollenweider’s lake model to convert load to concentration. The model compensates for the influence of upstream lakes. If these sensitive lakes were determined to have watershed threats, they

were then added to the priority list.

Haley Pond: Located adjacent to Rangeley Village, Haley Pond covers 164 acres with a maximum depth of 23 feet. Before implementing the spray irrigation of treated wastewater Haley pond received treated wastewater from the Rangeley Sewage Treatment Plant. In the past there were algae blooms, due in part from the discharge of treated wastewater. In 2017, the DEP categorized the water quality as moderately-sensitive.

Haley Pond was listed on the Maine Nonpoint Source Priority Watershed Program. However, in 2023, the Pond is no longer on that list. restoring or protection water quality and the degree of local public support for watershed management.

Loon Lake: Approximately one-third of Loon Lake is within Rangeley. The remainder lies in Dallas Plantation. Due to its relatively small drainage area, 1.11 square miles, and its slow flushing rate, 0.4 flushes per year, Loon Lake is highly susceptible to water quality degradation. During 1974-76, algal blooms occurred over short time periods indicating a nutrient enrichment. Some of the problem areas were later identified and landowners took steps to correct the situation. More recently, the DEP listed the lake as a low risk for algae blooms.

Mooselookmeguntic (Cupsuptic) Lake: Prior to the construction of Upper Dam at the outlet of Mooselookmeguntic Lake in the mid-1800s, Mooselookmeguntic and Cupsuptic were two separate lakes. This dam as well as others was constructed to manage flows to the Androscoggin River to maximize power generation. Upper Dam raised the level of Mooselookmeguntic by

some 14 feet joining it with Cupsuptic Lake. Mooselookmeguntic is by far the larger of the two lakes, and water depths are much greater. Approximately 15 percent of the combined 16,615 acres of Cupsuptic and Mooselookmeguntic Lakes are actually within Rangeley's borders. The lakes are an important natural resource and asset. The MEDEP, 2024, Integrated Water Quality Report lists this lake as a Class AA.

Quimby Pond: A shallow 157-acre pond, Quimby is widely recognized for its quality brook trout fishery. It has many springs that allow trout to survive the summer temperatures of the Pond. Water quality monitoring data has been collected since 1979. The Maine Department of Environmental Protection in 2023 classified this pond as “threatened” because it is considered “sensitive”. For the DEP, sensitive means that vulnerability modeling predicts the number of years for the lake’s phosphorus concentration to increase by 1 ppb is 25 years or less. The vulnerability model predicts changes in lake phosphorus concentration using watershed growth projections to estimate changes in phosphorus loading and the 1976 version of Vollenweider’s lake model to convert load to concentration. The model

compensates for the influence of upstream lakes. If these sensitive lakes were determined to have watershed threats, they were then added to the priority list.

Rangeley Lake: Approximately two-thirds of the Town's total surface waters are found in Rangeley Lake. Covering some 6,000 acres, the lake is widely recognized for its exceptional cold water sport fishery. The Lake is considered a non-colored lake (average color 15 SPU) with an average SDT of 16.2 feet. Recent dissolved oxygen (DO) profiles do show very little DO depletion in deep areas of the lake.

Rangeley Lake-Round Pond: Round Pond, located north of Dodge Pond has minimal shoreline development. It has had historically good water quality for cold water fish. Water quality monitoring data has been collected since 1991. The pond is considered as a colored lake (average color 39 SPU) and average SDT of 15.1 feet. The spray irrigation system to dispose of treated wastewater is located in the upper watershed of Round Pond. The Maine Department of Environmental Protection has stated that because the spray irrigation system is well up in the watershed and the large amounts of wetlands between the spray site and lake it is not expected that the treatment operation will affect the Pond.

Water Conservation

Access to these valuable resources are on private property with permission, public property, or an easement that allows access. To guarantee continued permission to use private property, users of the access must be respectful of the land and be careful to carry out everything that they carry in. To ensure permanent public access to these water bodies, preserve their scenic beauty and protect their water quality, RLHT has conserved more than seven miles of shoreline on Cupsuptic, Loon, Mooselookmeguntic, and Rangeley Lakes and along the Rangeley, Kennebago, and other rivers/streams. It owns and maintains trails on these shoreline parcels (Hatchery Brook, Hunter Cove, South Bog, and Bonney Point) that are enjoyed by visitors and residents all 12 months of the

year. The Rangeley Lake State Park has also conserved significant shorefront on Rangeley Lake and provides affordable access including camping, boating and swimming.

Lake/Pond Characteristics

Lake Name	Total Surface Area	Max Depth (ft)	Mean Depth (ft)	Volume (Ac-ft)	Direct Drainage Area in Rangeley(Ac)	Flushing Rates (Per Year)
Cloutman Pond	20	*N/A	*N/A	*N/A	150	*N/A
Dodge Pond	214	51	25	4,392	1,482	5.13
Haley Pond	164	23	8	1,259	410	8.57
Loon Lake	171	50	21	3,091	170	.34
Mooselookmeguntic/ Cupsuptic	16,724	132	60	562,451	7,509	.09
Nutting Pond	10	*N/A	*N/A	*N/A	86	*N/A
Quimby Pond	157	12	6	1,135	256	.58
Rangeley Lake	6,000	149	60	291,219	7,702	.39
Ross Pond	26	8	4	*N/A	674	*N/A
Round Pond	166	50	20	3,100	6,844	7.75

* Not available. The quality of water in a lake or pond depends on the condition of the land in its watershed. Phosphorus is abundant in nature, but in an undisturbed environment, it is tightly bound by soil and organic matter for eventual use by plants. Natural systems conserve and recycle nutrients and water. Land development changes the natural landscape in ways that alter the normal cycling of phosphorus. The removal of vegetation, smoothing of the land surface, compaction of soils and creation of impervious surfaces combine to reduce the amount of precipitation stored and retained, dramatically increasing the amount of water running off the land as surface runoff. The increased runoff from disturbed land generally carries higher concentrations of phosphorus.

To control phosphorus, the Maine Department of Environmental Protection has created a methodology for controlling phosphorous input into lakes. The methodology results in the following table of allowable phosphorus loading to the various lakes and ponds, the watersheds of which are located in Rangeley.

Per Acre Phosphorus Allocation

	Drainage area in Rangeley	Area Available for	Growth Factor	Area Likely to	Water Quality Category ¹	Level of Protection
Cloutman Pond	150	140	0.20	28	mod – sensitive	medium

Dodge Pond	1,482	1,382	0.25	346	mod-sensitive	high
Gull Pond	897	767	0.30	230	mod-sensitive	high
Haley Pond	410	360	0.25	90	mod-sensitive	medium
Loon Lake	170	170	0.20	34	mod-sensitive	high
Mooselookmeguntic Lake	7,509	6,009	0.25	1,502	mod-sensitive	high
Nutting Pond	86	56	0.20	11	mod-sensitive	medium
Quimby Pond	256	156	0.30	95	Poor- restorable	high
Rangeley Lake	7,702	6,932	0.30	2,080	good	high
Ross Pond	674	634	0.15	95	mod-sensitive	medium
Round Pond	6,884	5,844	0.15	877	mod-sensitive	high

Source: Maine Department of Environmental Protection (DEP),

DEP.<https://www.maine.gov/dep/land/stormwater/stormwaterbmps/vol2/volume%20II%20March%202016.pdf>

¹ Water quality category is an assessment by the Maine Department of Environmental Protection of the water quality of a lake.

In addition to using the above phosphorus allocation table to review development under the conditional use permit applications and the subdivision ordinance, other protection measures can be implemented to protect lakes, rivers and streams. Important measures include buffers around all water bodies, and both temporary and permanent erosion control for all construction and land disturbance activities.

In Rangeley, the greatest threats to the quality of all surface waters is from non-point sources caused by improper land management practices that create erosion of soil that carry phosphorus in stormwater runoff and failed subsurface wastewater disposal systems. In 2009 the Town enacted a 'Shoreland Zoning Ordinance that complies with the most recent guidelines adopted by the Board of Environmental Protection. Subdivision and zoning standards include provisions for control of erosion, sediment and phosphorus; however, water quality would benefit from stronger regulations on stormwater management, phosphorus loading standards and erosion and sedimentation control. Inspection of site improvements during construction for stormwater management, phosphorus control and erosion control by a qualified engineer can ensure that the improvements are being constructed properly. In addition, requiring that site contractors are trained properly installing site features that protect water quality is yet another measure that will help protect the water quality in the region.

Rangeley Lakes Heritage Trust is a leader in water quality protection. It has coordinated a water quality monitoring program for lakes and ponds both in and outside of Rangeley. RLHT has designed an aggressive invasive plant prevention program that is supported through intensive local cooperation.

Through purchase and easements, RLHT has conserved a large amount of land abutting lakes and ponds and/or within their watersheds. These include South Bog, Rangeley River, Hatchery Brook, Bonney Point, Bald Mountain, Hunter Cove Sanctuary, Hunter Cove Uplands, Kennebago Woodlands, and Kennebago Wildlands. The Town, in partnership with the surrounding Plantations,

area lake associations, and RLHT members, supports the RLHT Headwaters Lake Protection Program to monitor water quality and help protect our lakes from the threat of invasive aquatic plants.

Groundwater Resources

Groundwater is water that is derived from precipitation that infiltrates the soil, percolates downward, and fills the tiny, numerous spaces in the soil and cracks or fractures in the bedrock below the water table in both sand and gravel or bedrock aquifers. These aquifers are a major source of water for wells.

The Maine Geological Survey maps sand and gravel aquifers. In Rangeley, -- a large sand and gravel aquifer is located in the Kennebago River Valley and is capable of supplying groundwater at a rate between 10 and 50 gallons per minute see <https://www.maine.gov/dacf/mgs/pubs/online/aquifers/aquifers.htm>.

Public Water Systems

Drinking water in Rangeley relies primarily on groundwater. The Rangeley Water District provides water to the Village of Rangeley. The Oquossoc Standard Water District provides water to the Village of Oquossoc. Businesses outside of the range of these Districts that have 15 or more connections or serves at least 25 individuals daily at least 60 days out of the year are known as a “public water system”. Both the Districts and the public water systems are subject to regular water quality testing by the Maine Department of Health and Human Services (DHHS) to ensure that the water meets federal and state drinking water standards. See 22 MRS, 601 Subchapter I §2605, Subchapter II §2611-2613, 2615 and Subchapter III, §2628.

The Division of Environmental and Community Health within the DHHS oversees “public water systems” in the state. That Division lists the following systems in Rangeley. While the list identifies the systems as being within Rangeley, they actually be in one of the surrounding Plantations. Whether within Rangeley or a Plantation, they are important water sources.

Rangeley Manor Cottage Association (1) Drilled Well 428', (1)790' into Bedrock @ 10gpm, both groundwater wells

Bald Mountain Camps Mooselookmeguntic Lake, intake surface water

Well Pump Association 225' bedrock well @ 20gpm groundwater well

Rangeley Water District (1) 65' gravel well @ 350 gpm, (1) 53' gravel@, 300 gpm,

Rock Pond Condos At Saddleback (1)300' drilled well@ 73 gpm, (1) 500' drilled well@ 17 gpm, groundwater wells

Oquossoc Standard Water System (1) 380' drilled well@10 gpm, (1) 449' drilled well@ 40 gpm groundwater wells

Mid Mountain Lodge 700' bedrock well@2.5 gpm groundwater well

MDOC State Park Rangeley Campground 300' bedrock well@12gpm groundwater well

US Navy Sere School (1) 560' drilled well@ 11 gpm, (1) 600' drilled well@ 10gpm groundwater well

Oquossoc Angling Association 503' drilled well@ 5.3 gpm groundwater well

MDOC State Park Rangeley Managers Cabin 300' drilled well@6gpm groundwater well

Source: Maine Public Water Systems by County

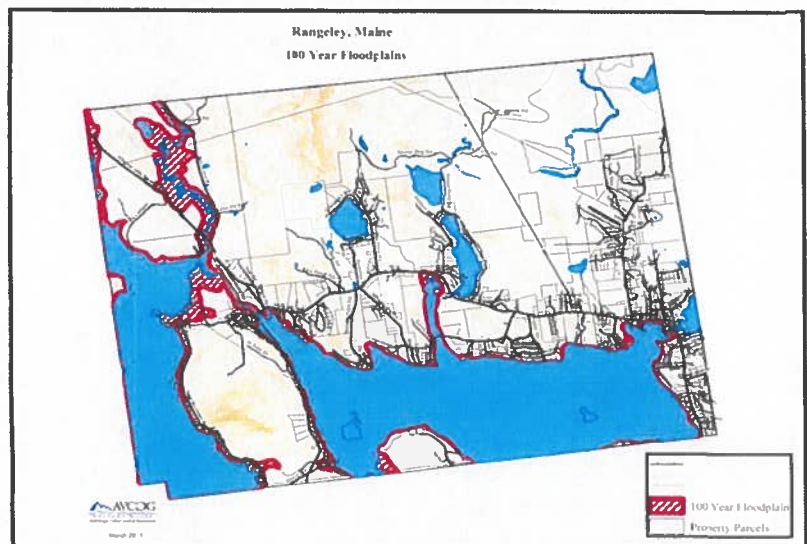
Small businesses and homeowners use individual wells for their water supplies. Wells range from shallow dug wells to wells drilled into bedrock. Since 1987, the State requires well drilling companies to submit information on new wells. That data can be found at <https://www.maine.gov/dacf/mgs/pubs/digital/well>. Individual wells are not subject to periodic testing.

Contamination of both sand and gravel aquifers and bedrock wells is possible. Common ground water contaminate include petroleum products, hazardous materials, failing septic systems, and road salt.

Current land use regulations provide minimal protection to ground water resources. Other than pollution from the railroad era there are no known non-point or point sources of pollution threatening groundwater supplies. Wellhead protection is a way to regulate by restricting certain land uses within certain distances from a public water system. The State Subdivision Law requires that drinking water suppliers be notified if the subdivision is within a source water protection area 30-A MRSA §4403.3.A.

Floodplains

A floodplain is the land along a river or shoreline that is covered by water during a heavy rainfall. Under the Federal Insurance Program, the 100-year floodplain is called the flood hazard area. During a flood, water depths in the floodplain may range from less than a foot in some areas to over ten feet in others. However, regardless of the depth of flooding, all areas of the floodplain are subject to the requirements of the Flood Insurance Program. Floodplains along rivers and streams usually consist of a floodway, where the water flows, and a flood fringe, where stationary water backs up. The floodway will usually include the channel of a river or stream as well as some of the land area adjacent to its banks.



Flooding occurs in the winter and early spring months following heavy rainfall on snow-covered or frozen ground. Major areas of floodplain exist along the Kennebago River, Rangeley River, Quimby

Brook, Dodge Pond Stream, and Haley Brook. Most floodplains are non-developed with the exception of the Haley Brook floodplain. As the water surface rises in Haley Pond, flood water overtops its outlet structure and flows around buildings on Main Street.

Rangeley participates in the National Flood Insurance Program which allows property owners that are located in the 100-year floodplain to purchase flood insurance. The town has also enacted floodplain management standards and zoned undeveloped portions of the 100-year floodplain to restrict future structure development.

I. Rangeley's Floodplain Management Ordinance is administered and enforced by the Code Enforcement Officer. The effective date for the most recent floodplain maps is 09/08/99

Topography

There are two factors that are important when topography is considered - relief and slope. Rangeley's local relief, or the difference between the highest and lowest point, is approximately 1,200 feet. The highest elevation is 2,700 feet above sea level atop Ephram Ridge and drops to 1,480 feet in Oquossoc.

Slope, or the amount of rise and fall of the earth surface in a given horizontal distance, presents limitations to various land activities including development and forestry. Generally, as slopes become steep, construction and other land use activities are more difficult and the potential for environmental degradation increases. Areas with greater than 20 percent slope generally tend to require more complex engineering solutions, thus increasing the cost of construction. Approximately 20 percent of the land area has slopes in excess of 20 percent. The majority of these steeper slopes are located on the slopes of Bald Mountain and northwestern Rangeley.

Soils

The characteristics of soil should be a primary factor in determining where construction happens. Land use activities which occur on soils which are unsuitable for the proposed use will face increased costs associated with development, construction, and annual maintenance and may cause environmental degradation.

Soil mapping indicates the primary soils in Rangeley are Thorndike, Dixmont, Bangor and Berkshire. These soils are generally stony and major limitations to most land use activities are depth to bedrock and high-water tables.

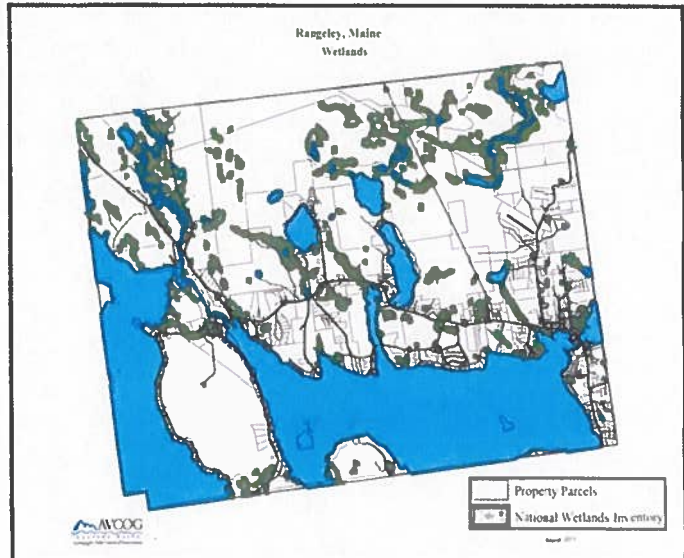
Wetlands

Wetlands are important natural resources for several reasons. They perform valuable ecological functions including shoreline stabilization, water storage for flood control, recharging groundwater supplies, and natural treatment of contaminated wastewaters. In addition, wetlands provide habitat for many species of game and non-game wildlife. Wetlands are characterized by wetland hydrology, soil types, and hydrophytes (wetland plants) which are used in wetland identification.

The United States Department of Interior has identified numerous small wetland areas in the lowland areas, and larger wetlands associated with the Gile, Long, Yorks Logans, Lost Logan, and a major system associated with the Kennebago River.

Under the Shoreland Zoning Law open freshwater wetlands of ten acres or more require shoreland zoning. There are 16 wetland areas in Rangeley that require zoning under the Shoreland Zoning Law.

Wetlands have different functions and some have more than one. The functions of wetlands in Rangeley have been identified and mapped. These functions include runoff, floodflow alteration, erosion control, sediment retention, plant and animal habitat, finfish habitat, and cultural value. These wetlands are important natural features in Rangeley.



Wildlife

Wildlife should be considered a natural resource similar to surface waters or forest land. Our wildlife species are a product of the land, and thus are directly dependent on the land base for habitat. Although there are many types of habitats important to our numerous species, there are three which are considered critical: water resources and riparian habitats, essential and significant wildlife habitats, and large undeveloped habitat blocks.

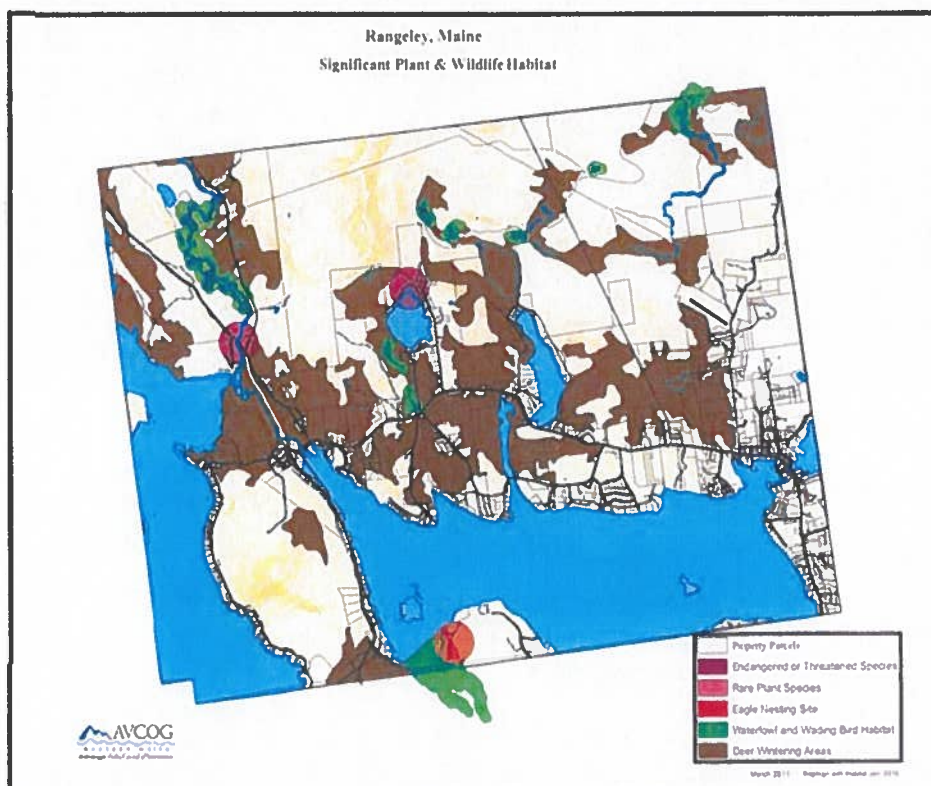
In addition to providing nesting and feeding habitat for waterfowl and other birds, wetlands are used in varying degrees by fish, beaver, muskrats, mink, otter, raccoon, moose, and deer. Each wetland type consists of plant, fish and wildlife associations specific to it. Eleven wetland areas in Rangeley have been rated by the Maine Department of Inland Fisheries and Wildlife as having high or moderate waterfowl and wading habitat value. For wetlands, riparian habitat is the transitional zone between open water or wetlands and the dry or upland habitats. It includes the banks and shores of streams, rivers and ponds and the upland edge of wetlands. Land adjacent to these areas provides travel lanes for numerous wildlife species. Buffer strips along waterways provide adequate cover for wildlife movements, as well as maintenance of water temperatures critical to fish survival. Much riparian habitat exists in Rangeley.

While deer range freely over most of their habitat during spring, summer and fall, deep snow cover (over 18 inches) forces them to seek out areas which provide protection from deep snow and wind. These areas commonly known as deer yards or deer wintering areas can vary from year to year or within a given year but most are traditional in the sense that they are used year after year. The Maine Department of Inland Fisheries and Wildlife has mapped deer wintering areas in Rangeley. Based on that mapping there are 12 deer wintering areas in Rangeley covering significant portions of the Town. Except for those areas that fall under shoreland zoning, there are currently no local regulations or programs to maintain their value. Large undeveloped habitat blocks are relatively unbroken areas that include forest, grassland/agricultural land and wetlands. Unbroken means that the habitat is crossed by few roads and has relatively little development and human habitation. There are two types of undeveloped habitat blocks in Rangeley. The first are forest blocks that are less than 300 feet from other non-forested habitat or less than 500 acres. These blocks contain a greater edge to interior habitat ratio. The second type is forested blocks greater than 300 feet from other non-forested habitat and greater than 500 acres. Both types of these undeveloped habitat blocks are needed by animals that have large home ranges such as bear, bobcat, fisher and moose.

Conserving large contiguous tracts of land is critical to the long-term viability of the Rangeley Lakes Region's wildlife. These connected blocks of forest serve as important routes that allow for species migration, adaptation to climate change, and maintaining genetic diversity. The Rangeley Region is

located within the 10.5-million-acre Northern Forest Block a Globally Important Bird Area designated by the Audubon Society. Rangely is located in the heart of one of the largest intact mixed temperate forests on earth, this landscape provides critical habitat for many migratory neotropical bird species and has been dubbed the "baby bird factory" of North America.

The undeveloped area north of Route 4 is part of a very large, more than 32,000 acres, undeveloped wildlife habitat block that



extends into Davis, Lang, and Lower Cupsuptic. A second large undeveloped block of more than 1,900 acres is found in the Bald Mountain area.

While the critical areas meet the specific needs of certain wildlife species and are necessary for survival, they alone cannot support adequate populations of deer and other wildlife. A variety of habitat types ranging from open field to mature timber are necessary to meet the habitat requirements of most wildlife species throughout the year. Since different species have different requirements of home ranges, loss of habitat will affect each in different ways ranging from loss of individual nesting, feeding sites to disruption of existing travel patterns.

Generally, loss of this habitat will not have an immediate negative impact on wildlife populations; however, the cumulative loss will reduce the capacity of an area to maintain and sustain viable wildlife population.

***F**isheries*

The cold, clean waters in the Region support a world-class brook trout and landlocked salmon fishery. Anglers and fly-casters from around the world travel to Rangeley to catch the Region's legendary brookies and salmon.

It was the fisheries resource, specifically the arctic char, or "blue-backed trout, brook trout, and land locked salmon fishing, that began the tourism and recreation industry in the mid-1800s. The Oquossoc Angling Association was formed to bring "sports" to the area. The Association and other clubs were responsible for stocking both landlocked salmon and brook trout. A state hatchery was established at Rangeley around 1900. While current-day anglers may dream of fishing in the late 1800s and 1900s, the region continues to provide an outstanding sport fishery for wild brook trout and landlocked salmon.

The Rangeley Lakes Region's wild brook trout fishery is a unique and irreplaceable resource. Brook trout are an indicator species representing excellent water quality and cold-water habitat. It is of utmost importance to foster climate resilience within Maine's Western mountains. The native brook trout range has been reduced by 90% due to a variety of factors including pollution, water quality, development, introduction of invasive aquatic species, habitat fragmentation degradation, and climate change.

Maine supports the last stronghold of native brook trout in the United States and the Kennebag and Magalloway watersheds have been identified as two of the most resilient watersheds in the state. Through land conservation, habitat restoration, sustainable forestry practices, and facilitating stream connectivity, we can ensure that healthy, fishable populations of brook trout thrive in the Rangeley Lakes Region for future generations.

The two major lakes, Rangeley and Mooselookmeguntic, are cold, deep-water lakes managed for brook trout and landlocked salmon. Summer water temperatures, dissolved oxygen concentration, and other habitat characteristics are ideal for cold water fisheries. These two lakes are managed by the Department of Inland Fisheries and Wildlife (IF&W) and monitored by season-long creel surveys and aerial angler counts. In Mooselookmeguntic recent more liberal salmon rules and

educational efforts have resulted in improved growth rates.

The Kennebago River which originates from a cluster of ponds in Seven Ponds Township flows into Cupsuptic Lake which joins Mooselookmeguntic. The Kennebago is well known as a significant riverine fishery and is an important spawning and nursery tributary to Cupsuptic and Mooselookmeguntic Lakes. The Rangeley River, flowing northward from the northwest corner of Rangeley Lake, drains an area of 100 square miles and is also known for its quality salmon and trout fishing. Although only 1.1 miles in length, summer and fall usage of this waterway by fishermen is particularly high.

The smaller waters in Rangeley include Quimby Pond, Dodge Pond, Gull Pond, Kamankeag Pond, Loon Lake, Nutting Pond, and Ross Pond and are also important brook trout fisheries as are most brooks and streams including Hatchery Brook and Quimby Brook.

High Value Plant & Animal Habitats

The Beginning with Habitat Program has compiled data and mapped Maine's high-value plant and animal species and their habitats. The species and habitats have been identified as having a State status of endangered, threatened or of special concern. In Rangeley, the Northern Wild Comfrey has been identified. This endangered plant is a perennial herb with a hairy stem and large clasping leaves. It has been documented in only 11 towns in Maine. Bald Eagle and Canada Whiteface are considered a species of special concern. They are documented in Rangeley.

Local and Regional Significant Natural Areas

Several areas of unique natural areas exist in Rangeley. These areas contribute to the characteristic of the town. The following provides an overview of these areas:

Bugle Cove Boulder Field: A strip approximately 200 feet wide that once was the outlet of Rangeley Lake and connected Rangeley and Mooselookmeguntic Lakes.

Lost Logan: This freshwater, marshy type pond located in northeast Rangeley contains rich flora of wild orchids, pitcher plants and water mosses.

Fishery: The cold water sport fishery is a significant natural resource.

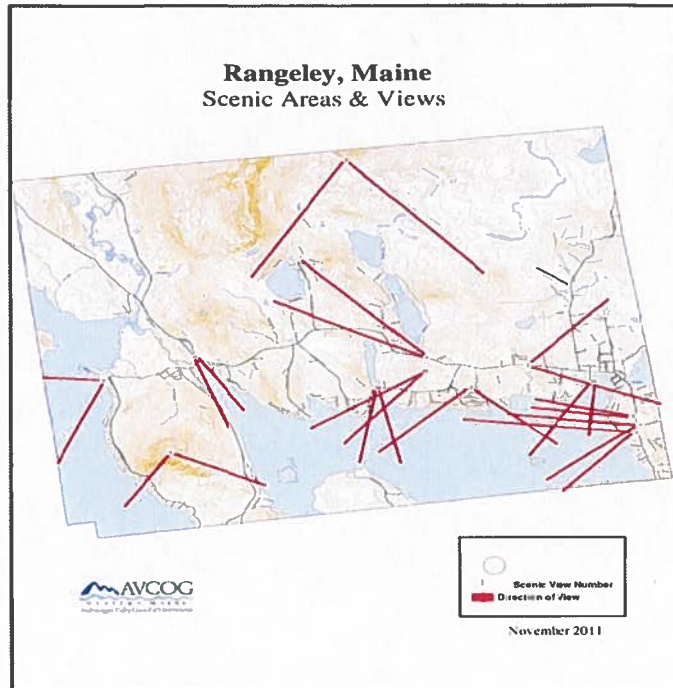
Scenic Resources

The topography, surface waters and other natural features of Rangeley and the region provide some of the most striking views in Maine. Residents and visitors consistently cite the areas many vistas as one of its greatest assets.

The Comprehensive Planning Committee that developed the 2012 Plan identified scenic areas and views in Rangeley. While there are many scenic areas in Rangeley, the Committee identified what it believes to be the most noteworthy areas. To quantify these views, a rating system was employed

to rank each scenic view. The system considered three variables and a scoring system of one to three for each variable with one being the lowest and three the highest. The criteria and scoring were as follows:

- **Distance of Vista or View Shed:** This variable considers how long a distance a vista can be viewed. It assumes that a view or vista which is blocked only a few feet from the observer has relatively lesser value than a view that can be seen for miles. *1 Point* - immediate foreground, *2 Points* - up to one mile, *3 Points* - more than one mile
- **Uniqueness:** Although not always impressive, the features in the landscape which are rare contribute "something special" to that landscape. *1 Point* - contains no unique qualities, *2 Points* - contains some characteristic, *3 Points* - contains impressive/unique qualities such as mountains, views of water, etc.
- **Accessibility:** A given scenery has lesser importance if there is no public access to it or access is difficult. *1 Point* - access difficult such as along "path" or trail, *2 Points* - access via public road, *3 Points* - access via scenic turnout or similar area



Map #	Location	Distance	Unique Features	Accessibility	Total Score
1.	Routes 4 & 16. Top of Cemetery Hill	3	3	2	8
2.	Haines Landing. End of Route 4	3	3	3	9
3.	Top of Bald Mountain	3	3	1	7
4.	Scenic Turnout Route 4 before Dallas Hill Road	3	3	3	9
5.	Route 4. Approaching Rangeley after Dallas Hill Road	2	2	2	6
6.	Country Club Inn	3	3	3	9
7.	Dallas Hill Road towards Rangeley Lake	3	3	3	9
8.	Top of Spotted Mountain	3	3	1	7

9.	Route 4. West. Dodge Pond Hill	3	2.5	2	7.5
10.	11th Tee Mingo Springs Golf Course	3	2.5	2.5	8
11.	Route 16. From West before Route 4 Junction	2.5	2	2	7.5
12.	Lakeside Park	3	2	3	8
13.	Bridge across Hunter Cove. Mingo Loop Road	3	2	2	7
NOTE: Numbers correspond to numbers on Scenic Area and View Map.					

Source: Town of Rangeley Comprehensive Plan Committee, 1996 & 2011 **Does the current Committee agree?**

Looking into the Future

Rangeley is dependent upon its cold, clean waters, its working forests, diverse wildlife and fisheries habitat, dark skies, and access for outdoor recreation. We must steward this inheritance, so our economy and quality of life will prosper. Looking forward local regulations, public education, public infrastructure, and training is suggested to meet the following policies:

- a. protect current and potential drinking water sources;
- b. protect significant surface water resources from pollution and improve water quality where needed;
- c. protect water resources in growth areas while promoting more intensive development in those areas;
- d. minimize pollution discharges through the upgrade of existing public sewer systems and wastewater treatment facilities;
- e. cooperate with neighboring communities and regional/local advocacy groups to protect water resources;
- f. conserve critical natural resources in the community;
- g. coordinate with regional and state resource agencies and organizations to protect shared critical natural resources;

Natural Resources

Goals:

- 1. To protect the quality and manage the quantity of the State's water resources, including lakes, aquifers, great ponds, estuaries, rivers, and coastal areas by:**
- 2. To protect the State's other critical natural resources, including without limitation, wetlands, wildlife and fisheries habitat, shorelands, scenic vistas, and unique natural areas by:**

Goals met	Ideas to consider
1,2	1. Consider updating amendments to land use ordinances as applicable: a. incorporating stormwater runoff performance standards consistent with: Maine Stormwater Management Law and Maine Stormwater regulations (Title 38 MRSA§420-D and 06-096 CMR 500 and 502), b. incorporating low-impact development standards, incorporating Maine Department of Environmental Protection's allocations for allowable levels of phosphorus in lake/pond watersheds, c. require development or other land use activities that occur within the view sheds of high value vistas or views of 8 or greater identified in this plan are designed and located so that their impact on the view is minimized to the extent reasonable, d. preserve scenic roads and byways, including the Rangeley Lakes Scenic Byway, by maintaining scenic views and vistas where they exist and requiring the retention of natural vegetated areas along the road, maintaining key scenic features such as tree lines and stone walls, and limiting the size of cleared accesses onto these roads where it is appropriate to maintain the character of the roads and byways, e. restrict the construction or expansion of telecommunication towers and commercial wind towers in scenic areas with a score of 8 or higher, f. incorporates Beginning with Habitat data into the development review process, g. require that high value fisheries and wildlife habitat are recognized and protected during the review of residential and nonresidential development proposals, h. Incorporate street construction standards relating to culvert size, design, installation and maintenance so not to impede fish/wildlife passage and requiring implementation by the town, its employees, and private contractor, i. regulate small wind and commercial wind power projects, j. to reduce light pollution, k. Floodplain Ordinance as required by state and federal rules, l. Shoreland Zoning as periodically required by the state.
	2. Consider creating new land use ordinances to: a. protect wetlands, steep slopes, prevent erosion, manage stormwater. reduce phosphorous in stormwater; and to protect critical natural resources such as, resource protection areas under shoreland zoning, wetlands of special significance, significant wildlife habitats, deer wintering areas, threatened, endangered, and special concern animal species habitat, significant freshwater fisheries spawning habitat, rare or exemplary communities, areas containing plant species declared to be threatened or endangered and fragile mountain areas. d. protect for public water supply well heads

	b. to provide adequate riparian buffers regarding timber harvesting and construction. Consider adopting MNRCP riparian habitat management guidelines. c. limit impervious surfaces and lawn areas, and incorporate stormwater quality standards, phosphorous loading standards and erosion control that limiting the amount of nutrients that can be exported from new or expanded residential and nonresidential uses that are in the direct watershed of a lake or pond with a major focus on Rangeley Lake, Dodge Pond, Haley Pond, Loon Lake, Round Pond and Quimby Pond. e. protect aquifers by controlling the placement of uses that have a potential for contaminating the groundwater in the area of the quality and quantity of the Kennebago River Sand and Gravel Aquifer. In developing an ordinance consider restricting certain land uses, limiting residential development, limiting impervious surfaces, and restricting new commercial extraction operations. e. require an inspection to determine malfunctions of subsurface wastewater disposal systems in the Shoreland Area buy by the seller prior to transfer. The provisions of Title 30-A MRSA section 4216.2 may be used as guidance in ordinance development f. develop standards for the handling and storing of chemicals, petroleum products, and similar potential groundwater contaminants as part of its development review of proposals for nonresidential development. g. require a technical review of new commercial construction and subdivisions plans for compliance with standards and technical inspection to ensure construction is done according to the approved plans
	3. Consider becoming a Dark Sky Reserve, Park, or Sanctuary and to promote natural darkness and to encourage tourism activities to view the night sky.
	4. Consider seeking conservation easements or similar methods to maintain significant natural areas:
	5. Continue the designation of the areas adjacent to the Kennebago and Rangeley Rivers as resource protection areas and development, earth material extraction, and forestry activity strictly controlled.
	6. Consider creating and disbursing educational materials to: a. protect water quality and preventing aquatic invasive species from entering water bodies b. adopt "best management practices" from resources such as the Natural Resource Conservation Service, Cooperative Extension, Soil and Water Conservation District, Maine Forest Service, and/or Small Woodlot Association of Maine.
	7. Consider efforts to train staff and contractors working in the area on: a. best management practices to protect water quality water, b. standards for home and commercial construction c. stabilizing erosion in roadside ditches and to manage future road construction activities to minimize erosion and the sedimentation into water resources from storm water through the use of Best Management Practices (BMP's).
	8. Consider efforts to continue and expand water quality monitoring by: a. forming a watershed association for each of the lakes and ponds and to develop a watershed management program and undertake activities to reduce nutrient export for both new and existing sources. As part of this effort, the Town should seek funding to underwrite the costs of these activities from state/federal sources b. participating in local and regional efforts, including with LUPC and/or its replacement, and Rangeley Lakes Heritage Trust to monitor, protect and, where warranted, improve water quality. c. Coordinating with the LUPC to assure the compatibility of lake protection levels and allowable phosphorus export per acre calculations for shared watersheds

	d. financially supporting the invasive species education and monitoring program
	9. Consider studying the need, service area, cost and institutional arrangements of a community sewerage system to serve the denser developed area of Oquossoc Village.
	10. Consider a semi-annual program for the collection and proper disposal of wastes that are hazardous and/or potential sources of ground or surface water contamination.
	11. Consider supporting land conservation projects that conserve high-priority aquatic habitats that serve important ecological services.

HISTORIC, ARCHAEOLOGICAL AND CULTURAL RESOURCES

Rangeley's History:

Little is known of the first humans to see the Rangeley Lakes region, but local historian Edward Ellis in A Chronological History of the Rangeley Lakes Region has cited research showing that nomadic aborigines hunted herds of wild animals at the edge of the receding glaciers here roughly 11,000 years ago. These early people, known as Paleo Indians, likely migrated from Asia, but their true origins remain a mystery. Evidence of their time here was discovered in 1980 when over 4000 artifacts were found during an archaeological exploration of the "Francis Vail Site" located on the eastern shore of Aziscohos Lake. At that time, this was the oldest known human inhabited site in the eastern United States.

More recent Indigenous inhabitants were the Abenaki, a tribe of the larger Wabanaki Federation. These people lived in the upper Androscoggin River region for several thousands of years and their ancient encampment sites, portage routes, and many of their place names are still in use or changed to the modern Penobscot and English languages.

The Wabanakis first encountered white explorers in the 1700s, and the initial settlers to Rangeley arrived in 1815-17, when Luther Hoar and his family cleared land for their farm near the present-day Mingo Springs Golf Course. Known as the Lake Settlement, the site was on the shore of Rangeley Lake (then called Oquossoc Lake). The Lake Settlement began to grow shortly after this with the arrival of the John Toothaker and the John Dill families.

Englishman James Rangeley, Jr. inherited over 30,000 acres of land in the area, which he divided into lots in 1822 and sold to various settlers for \$.50 an acre. During this time, the Daniel Quimby family settled on Bonney Point and his sons Daniel and David Quimby received land from Rangeley which became the start of the Quimby Pond and Quimby School District.

In 1825, Squire Rangeley, as he was now known, built a home for his family "on the hill overlooking the lake but to the east of the Hoar and the Toothaker farms." In 1833, Rangeley built a grist mill to grind grain for the growing community and a shingle mill located at the outlet of Oquossoc (Rangeley) Lake. In 1838, the Squire began a new road in addition to the ones leading to the Quimby district and to the mill at Long Pond outlet. This one started from the outlet and proceeded to Madrid over Beech Hill, avoiding valley snow and washouts, a major improvement over the single horse trail.

New surveys in 1837 placed the Lake Settlement in Franklin County and for the first time, it received the name of Rangeley. It would be 25 years later before "Oquossoc" became Rangeley Lake. By 1840, 20 years after Maine became a state, the Squire was able to count 39 families in the territory which could now be recognized as a township. It was also the year that the large size of the local trout was noted, a discovery which would have a profound effect on an area where the economy, up to now, was mainly farming and lumbering.

The earliest sport fishermen are reported arriving in the 1840s, tenting at Indian Rock. This trend would eventually lead to the establishment of a guiding industry. Metallak, a St. Francis Indian living in the Rangeley area, was one of the first and most well-known guides. Along with the celebrated Cornelia 'Fly Rod' Crosby and later master fly tier Carrie Stevens, the reputation of the Rangeley region was being publicized worldwide.

The Town of Rangeley was incorporated in 1855, had a Board of Selectmen, and established a school near the village and another in the Quimby District. On the south shore of the lake, Mathias Haines was clearing land for a huge farm in what is now Rangeley Plantation, and in 1858, the first stage ran regularly from Phillips over the Beech Hill Road to Burke's Tavern at the junction of Dallas Hill and Route 4. By 1861 Rangeley had a population of 236 people

The village continued to grow with the increasing numbers of fishermen. Steamboats plied the lake from Greenville to the village wharf. Private and public camps were built by the sportsmen throughout the entire lakes region. H. T. Tibbetts was building the Indian Rock boat, ancestor of the Rangeley Boat. Three members of the Oquossoc Angling Association built camps and a trout hatchery known as Camp Bema in the area which later came to be known as Bemis. In 1876, a disastrous fire, always a problem in Rangeley, burned much of the eastern part of the village, but rebuilding began immediately and by the next year included John Burke's Rangeley Lakes House on the site of the present Rangeley Inn.

Sportsmen and vacationers now required better access to the region, and the earliest steamboats began operating by 1876. The Sandy River Narrow Gauge Railroad was built between Phillips and Rangeley in 1891. A few years later in 1901, the Rumford Falls and Rangeley Lakes Railroad ran from Bemis to Oquossoc (as we now know it) also bringing in vacationers and outdoors people. Ellis notes that "Rangeley recognized itself as a summer resort" and for the first time began advertising in New York and other big city newspapers. Rangeley's own newspaper, "The Rangeley Lakes," was started by Harry and Elliot Dill in 1895.

By 1909 Rangeley's population was reportedly over 1,300, roughly similar to the population today, with most employment involved in the vacation trade. As historian Gary Priest explains in his recent book Rangeley's Historic Legacy the arrival of the railroads launched a hotel and resort building boom and by 1924 there were over 2000 beds available in the Rangeley area – many more than exist today.

These golden years of the large hotels and camps were short-lived however, ending with the depression of the 1930s. Following World War II, cars replaced the railroads, while shorter stays now substituted the longer summer vacations. By the 1960s most of the grand hotels were gone, either by fire or dismantled, replaced by smaller motels and cabins.

Rangeley continued developing its tourist business with the hopes of establishing itself as a four-season destination. This moved closer to realization in 1958 with the formation of the Rangeley-Saddleback Ski Corporation and Bald Mountain Ski Area. Bald Mountain eventually closed, while Saddleback struggled off and on with several ownership groups before finally being purchased by Arctaris Impact Investors in 2019, after being closed for five years. Alongside skiing, snowmobiles became a major contributor to the winter economy, with the well-regarded trail system ably managed by the Rangeley Snowmobile Club.

Today, Rangeley continues to evolve and change. Traditional forest products are still important; however, the region is witnessing a resurgence of visitation due to its historic reputation for pristine mountains, clean and clear lakes, and abundant remote scenery. Hiking, hunting, swimming, skiing, fishing, golf, camping and all manner of outdoor pursuits remain popular, just as they were 100 years ago. While the grand hotels and public camps of its past are largely gone, they have been replaced by smaller hotels, lodges and condos, with short-term home rentals adding significantly to the mix of accommodations. High speed internet, a wide array of dining options, and a friendly welcoming environment have attracted new residents, many of whom work remotely from home.

Rangeley's residents have continually supported the preservation of its historic past, but an even stronger effort must be considered going forward, as the community feels the pressures of development and growth expected over the next 10 years.

Historic Resources:

National Register Sites: Rangeley contains many historic structures and sites of significance. Four structures are currently recognized on the National Register of Historic Places:

- **The Rangeley Public Library** - Lake Street. Built in 1909 with major donations from seasonal residents, the fieldstone structure is virtually unchanged except for the addition constructed in 2003.
- **The Rangeley Trust Company** - Main and Richardson Streets. Beginning as the Rangeley Trust Company (town's first bank), it was the Town Office for several decades prior to becoming the current Historic Rangeley Museum.
- **The Oquossoc Log Church** – Carry Rd. Built in 1916, it is a unique structure, whose walls and major interior fixtures are all built out of spruce logs.

Submitted for review by Board of Selectmen 12-19-24

- **The Orgonon Energy Observatory** (including the Wilhelm Reich Museum) – Built during the 1940s on the original site of the old Ross Farm, the unique multi-level stone structure has commanding views of Dodge Pond and the surrounding mountains.

Being on the National Register of Historic Places does not guarantee preservation, protection, or alteration by private action. These places should be preserved through a combination of public and private initiative, support and direction. Moreover, there may be other structures and sites worthy of National Register status in Rangeley that should be identified, categorized, and potentially nominated for this designation.

Present Sites of Historic Significance: This current list of sites of historic significance (in no particular order) was compiled in conjunction with Historic Rangeley. Some of the structures are relatively unchanged, however many have been altered, sometimes significantly, over the years.

- The Ellis Farm - Wood frame farmhouse on Route 4. For many years, it was the largest dairy farm in Rangeley. Today, its farmland lies in Dallas and Sandy River Plantations. The building's structure has not been altered drastically – internally it has been modernized and includes rooms for guests.
- Loon Lodge – log structure on Rangeley Lake that currently operates as a restaurant and Inn.
- The original site of the Episcopal Church was in a barn on the lot behind today's Skowhegan Savings Bank
- Rangeley Free Baptist Church – Prominent building in the center of town. Its 200th anniversary is in 2027.
- The sites of the narrow-gauge railroad into Rangeley Village and the broad gauge into Oquossoc have left railroad beds that currently have impact on the region as they have been adopted/adapted as snowmobile trails.
- Marble Station – a private home
- Maneskootuk Island – also known locally as Doctor's Island
- South Bog - Dickson Island structures
- Townhouse building - School St. and possible other unidentified school buildings
- Squire Rangeley House – private home
- Anna Maria Wheatland House – private home
- Mingo Springs House – private home
- Buena Vista House – private home
- Brackett Farm – private home
- The P. Alton Quimby Farm – private home
- The Pillsbury Farm/"Grasshopper Hill" – private home
- Niles Brook Cemetery – and 3 others to consider
- Oquossoc Community Center - River's Edge Shop
- Our Lady of the Lakes Church – original funding effort led by Cornelia "Fly Rod" Crosby.

Submitted for review by Board of Selectmen 12-19-24

- St. Luke Church
- The Oquossoc Fish Hatchery - the structures and the dam on the Rangeley River
- Indian Point/Indian Rock – where the Rangeley and Kennebago Rivers meet.
- Oquossoc Angling Association compound.
- Bald Mountain Camps
- The Richard Home
- The Furbish Home
- The Herbie Welch House and Store – private home
- Russell's Camps
- Sagamore Camps
- North Camps
- Quimby Pond Camps
- Haines Landing
- Badgers Dodge Pond Camps
- Clearwater Camps
- Allerton Lodge
- The Ledges
- Senator Fry - U.S. Vice President Hobart Camp

More research of Rangeley's buildings and sites should be considered, including gathering historic information from the present occupants – either businesses or individuals. The community will need to decide on the level of oversight required to preserve Rangeley's historic past and consider consulting with Historic Rangeley or other statewide organizations involved in historic preservation.

Archaeological Resources:

These are the historic and prehistoric sites, and physical remains of the past, often buried in the ground or difficult to see on the surface. Prehistoric sites were deposited often thousands of years before written records began in the United States. In Maine, these sites are mostly located within 25 yards of an existing or former shoreline, and early roads and pathways.

The Maine Historic Preservation Commission has noted four archaeological sites in the Rangeley area. Three are in the area around Indian Rock, near the confluence of the Rangeley and Kennebago Rivers. The 4th is farther south on the eastern shore of Mooselookmeguntic Lake. Just outside Rangeley on Aziscohos Lake, the largest prehistoric archaeological site was discovered. The so-called Vail site has yielded thousands of artifacts from Paleo Indian period some 10,000 years ago. Some of these are on exhibit at Historic Rangeley's Outdoor Heritage Museum.

Rangeley's land use, zoning, and subdivision ordinances do not contain specific standards that will protect historic resources. Current shoreland zoning does address archaeological resources, but not sites that might be discovered further away on land.

Cultural Facilities and Programs

Rangeley and the surrounding area have a variety of cultural facilities and programs available. The growing population of residents, both permanent and second homeowners, combined with the expanding visitation in the region have increased the use and popularity of the programs offered by these organizations. These include:

- **The Rangeley Friends of the Arts** - The RFA operates the Lakeside Theater which is now the center of the arts in the western mountains of Maine, providing movies, live theater – musicals, plays, comedians, and storytelling - for residents and visitors. The RFA also runs an art gallery on the site hosting workshops, along with drama camps for various age groups. The theater sponsors community theater and chorus programs, while offering its space rent-free for other local non-profit events. The organization involves over 100 community volunteers and welcomes over 6000 visitors through its doors every year and has grown dramatically in annual revenues since the last comprehensive plan.
- **The Rangeley Public Library** - The Library, already on the National Register of Historic Places, offers a wide variety of programs and services for all age groups. With 23,000 materials on site and access to 1.5 million through other libraries across the state, along with free internet, the library provides much to the community.
- **Historic Rangeley** – Formerly the Rangeley Lakes Regional Historical Society, the organization's mission is to "Preserve the region's history and engage the public through its museums, collections, programs, exhibits and events." It operates the Outdoor Heritage Museum in Oquossoc and the Rangeley History Museum in downtown Rangeley.
- **The Wilhelm Reich Museum** - On the site of the Orgonon Energy Observatory, also on the National Register of Historic Places, the museum is the former residence of the famed scientist and inventor, housing his library, laboratory, and artifacts. The spacious grounds feature walking trails open to the public year-round.
- **Maine Forestry Museum** – Located just outside Rangeley in Dallas Plantation, the museum houses many artifacts important to Rangeley's past. There is a collection of large logging equipment viewable on their grounds and they offer hiking and cross-country trails on their property.
- **Rangeley Lakes Heritage Trust** – The RLHT conserves and manages more than 21,000 acres of land, 40 properties, 35 miles of trails and 17 islands. The organization offers programs in birding, night sky viewing, flora and fauna tours, and more utilizing paid staff and volunteers.
- **Rangeley Lakeside Park** – Provides swimming, boat launching and a panoramic vista. It also hosts festivals and celebrations for non-profit organizations.

Submitted for review by Board of Selectmen 12-19-24

- **Other Cultural Facilities** include several churches that host musical events and fraternal lodges that support fundraisers.

Looking to the Future:

Historic structures and sites are important reminders of Rangeley's past. They help us to understand the present and shape the future. Archaeological sites offer a deeper exploration into the origins of the region before there was recorded history. Both should be considered for preservation and protection, or risk being lost forever. The cultural attractions offer the community enrichment and entertainment, as well as education for all age groups. Looking forward, preserving and promoting historic, archaeological and cultural resources are suggested to meet the following policies.

- a. Protect and preserve known, and not yet known, archaeological resources.
- b. Protect and preserve historic resources on the list included in the plan and seek to identify additional structures that may be considered for protection.
- c. Actively support Rangeley's cultural resources for the educational and entertainment benefit of the community, local businesses, and to support tourism and visitation growth.
- d. Recognition that the preservation and promotion of historic, archaeological, and cultural resources is important to Rangeley's economic development goals.

HISTORIC, ARCHAEOLOGICAL AND CULTURAL RESOURCES

Goal:

To preserve the State's historic, archaeological, and cultural resources.

1.

	Consider identifying, cataloging, surveying, and documenting all structures, sites, and locations in Rangeley that require preservation, conservation, rehabilitation, protection, or support by: 1. identifying and marking all sites of significance, and requiring landholders to protect them from development, 2. working with Historic Rangeley and the Maine Historic Preservation Commission to continually update the current list of historic structures and sites, 3. identifying and seeking to register more historic sites for listing on the National Register of Historic Places	
	Consider adopting or amending land use ordinances to: 1. require subdivisions or developers to take appropriate protection measures of historic, archaeological, or cultural resources, 2. require modifications to site design, construction timing and the extent of excavation allowed near archaeological sites. 3. establish historic districts to protect the built infrastructure in targeted areas, improve property values and to qualify for grants, 4. create design requirements on new structures to match Rangeley's existing historic built infrastructure, especially within commercial areas.	
	Consider creating an educational program to inform the public of historic resources by: 1. developing a municipal or private signage and plaques program to identify historic sites or locations, 2. offering education and training programs for residents and property owners on historic preservation, architectural style, and guidance that compliments Rangeley's vintage appearance	
	Consider support from the town to: 1. incorporate historic, archeological and cultural resources into the town's economic development strategy, 2. support and assist non-profit organizations that advance cultural resources for the educational and entertainment benefit of the community, local businesses, and to support tourism and visitation growth, 3. Calculate the economic value of these resources to the community and businesses	

REGIONAL COORDINATION PROGRAM

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Introduction

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The Town of Rangeley realizes that coordination and/or joint action is necessary to address a number of regional/interlocal planning issues. The immediate Rangeley region is a combination of the Town of Rangeley and the surrounding Plantations of Dallas, Sandy River, and Rangeley. Extending further is the northern Western Mountain communities of Kingfield up to Eustis and west to Rangeley. The entire area relies heavily on tourism and the ski industry. From a transportation perspective, the Route 4 corridor to Farmington is another important region.

Members of the Committee held two different regional meetings. The first meeting was on September 11, 2024 at the Dallas Plantation Town Offices and it included Dallas, Sandy River, and Rangeley Plantation (no one participated from Rangeley Plantation). The primary focus of that meeting was whether it makes sense for the Plantations to adopt Rangeley's land use and building codes regulations and staff instead of the Land Use Planning Commission (LUPC). Some Plantation members expressed frustration with how long it takes to get decisions from LUPC and its planning arm, the Land Use Planning Commission. The director of the LUPC explained that any Plantation could opt to leave LUPC provided that it had regulations that are at least as stringent as the LUPC regulations. They would have to adopt a plan and a map for LUPC to consider. The Plantations will be discussing this issue in more detail. The Town of Rangeley was neutral on the subject, but also expressed a willingness to consider a proposal provided the full cost of any services is paid by the Plantations. This group meets on a quarterly basis. It is likely that the topic will continue to be discussed.

The second meeting was held on September 16, 2024, at the Town Office in Stratton. Representatives from Kingfield, Carrabassett Valley, Eustis and Rangeley were present. The group identified some high priority issues that all of the communities are struggling with and which may have a regional solution. Topics included:

- facilitating the construction of more rental, home ownership, long term, and seasonal employee housing that is affordable by median income households,
- expanding transportation options for elderly folks and those without cars,
- improving healthcare services such as for prescriptions, doctors, wellness etc.,
- developing renewable energy standards,
- allowing more camping in the region,
- coordinating flood prevention improvements,
- creating year-round recreation options,
- addressing climate change – including infrastructure, energy conservation, renewable energy expansion, invasive species

Water Quality

Exceptional water quality is a significant regional asset. It serves as an attraction to tourists and seasonal residents. It is recognized that the value of shore front property is greater adjacent to lakes with good water quality than those properties adjacent to lakes with poor water quality.

Lake water quality depends on a number of factors. The management of activities which carry the potential to degrade water quality within the overall watershed is necessary when considering the

long-term health of surface water bodies. To protect water quality while allowing a reasonable amount of development to occur within the watershed, effective regulations and best management practices are necessary. Regulations are most effective when there is follow-through with inspections of construction sites, and enforcement of improper construction or failed water-quality protection installations. Regulations are important and they are strongest and most effective when they are coupled with education. The more contractors and road maintenance staff understand how stormwater and erosion impact water quality sometimes miles away, the lakes, ponds, rivers and streams will be better protected.

The watersheds of Cupsuptic, Mooselookmeguntic, Loon, and Rangeley Lakes and Haley Pond are shared with adjacent plantations and townships. Developing regulations, training programs, inspection procedures and enforcement is a big task and current staff probably doesn't have the time capacity to dedicate to the program. However, if the region worked together and developed consistent rules and procedures, the task may be more attainable.

For the Town of Rangeley, water quality is the responsibility of the town to regulate and oversee. However, the neighboring Plantations are regulated and overseen by the Land Use Planning Commission (LUPC), meaning that the regulations and the follow-up inspections and enforcement are handled differently throughout the region.

***A**ccess to water*

Maintaining access to water bodies is critical. Some sites have good public access. However, many sites rely on landowner permission over private property. In recent years there have been some incidents of misuse of private land. And landownership changes over time, the access points may be at risk if landowners fear their land will be misused. Educating users about to respect these access points is important to preserve these places will be available in the future. For example, carry out any waste that has been carried in and dispose of any human waste by digging a hole and covering it. The Rangeley region is known for its angling. The fisheries are regulated by the State of Maine, the Statewide General Fishing Laws for Inland Waters. The Maine Department of Inland Fisheries and Wildlife enforces the rules. Some anglers have witnessed practices that are not in accordance with state rules, indicating an opportunity to better educate anglers about rules so that the fisheries resource is protected

***R**egional Economic Growth*

Rangeley is classified as a "Specialized Service Center" in Maine and serves as the service, educational, recreational, cultural and economic center for the Rangeley Region. It also provides convenient goods and services to meet the day-to-day needs of year-round residents of the region and the large number of seasonal residents and tourists. Retail trade and services, and hospitality are the major components of Rangeley's economy.

In 2015, the "High Peaks Region" consisting of Kingfield, Carrabassett Valley, Eustis, Rangeley and Philips were part of a study by Americans for the Arts to document the economic impact of the non-profit arts and culture industry on communities. In the High Peaks region, 11 of the 19 non-profit arts and culture organizations participated in the study. In short, the study concluded that the arts and culture section in the region contributed

\$1,021,519 to the regional economy in a year. Visit the High Peaks Creative Council at www.creativehighpeaks.com. Cooperation throughout the region for increasing arts and culture is yet another boost for the tourism industry.

Economic growth in the Rangeley Region will not only benefit Rangeley but the region as a whole.

***T*ransportation Systems**

The regional transportation system is extremely important to the future of the Rangeley Region. Routes 4, 16 and 17 are the primary highway corridors into and through the region. While portions of these corridors have been improved other portions are not well suited for modern day travel due to physical conditions. Recent extreme storm events have Additional improvements to these regional corridors will benefit the entire Rangeley Region.

The Stephen A. Bean Municipal Airport is the air connection into and out of the Region. The airport underwent a \$12 million runway extension and improvement project in 2017, adding an additional 110 feet of runway length. Its continued operation and modernization will benefit the economy of the Region.

Saddleback has started a new bus service between the mountain and Oquossoc. The shuttle is primarily for workers, but the Mountain has expressed interested in expanding the service for skiers and stops at other establishments. Western Mountain Transportation provides service to Sugarloaf and service from Farmington to Rangeley on the second Tuesday of every month.

***P*ublic Services and Facilities**

One or more adjacent plantations and/or townships successfully rely on Rangeley for a number of public services including fire protection, and law enforcement when other agencies are not available, public water, seepage disposal, and solid waste disposal.

Keeping up with regional public safety, water, sewer and solid waste is facility needs is growing. Planning for the types of buildings, equipment, staffing, and programs is needed. Maintaining an accurate cost for existing programs and expansions is important to ensure that everyone is paying their fair share.

***L*and Use and Development Patterns**

Regional land use and development patterns can have significant impacts on the delivery of public services, the character of the region, water quality and regional growth. Currently the Land Use Planning Commission plans, zones, and issues some of the development permits in the plantations and townships. There has been a Prospective Zoning Plan for the Rangeley Region adopted by the Land Use Planning Commission.

The Land Use Planning Commission has projected that the Rangeley Region will continue to experience a greater amount of development than other parts of their jurisdiction over the next 20 years.

Trail Systems

Regional trail systems both for motorized use and people powered use are import to the economies of Rangeley and the Rangeley Region. Existing trails need to be retained, improved and expanded as well as the development of new trails.

Affordable/workforce and Elderly Housing Opportunities

All of the Plantations and communities in the northern western mountains are struggling with a lack of housing. Housing is a regional basis could benefit from having the combination of local and regional solutions.

Regional Participation

Regional issues and needs can best be addressed with active participation by those involved. Many current issues and future issues will be best addressed through regional approaches.

Looking into the Future

Rangeley is the center of the Rangeley Region, as well as the larger region of the Western Mountains. The Plantations have cooperated with Rangeley to provide public safety services and education because it makes sense. Opportunities to cooperate with other communities should always be considered and evaluated to determine if a regional approach will provide better services for less money. Looking forward, maintaining and creating systems to discuss opportunities to work together are suggested to meet the following policies.

- a. Encourage and promote adequate workforce housing at a variety of price points to support the community's and region's economic development.
- b. Encourage and support the efforts of regional housing coalitions/organizations in addressing affordable and workforce housing needs.
- c. Coordinate Rangeley's land use strategies with other local, regional, LUPC and/or its replacement land use planning efforts.
- d. Coordinate with neighboring communities and regional and state resource agencies to protect shared critical natural resources, water resources,
- e. Promote adequate affordable/workforce and elderly housing opportunities,
- f. Promote regional land use and development patterns that reflect the valued natural environment and the desires of the region's year-round and seasonal residents.
- g. Plan for the adequate provision of public services.
- h. Maintain and improve where needed Rangeley area water resources.

Regional Coordination Program		
State Goal: Coordinate with regional economic development organizations and surrounding plantations and towns as necessary to support desired economic development.		
	Consider creating a regional committee to develop consistent regulations, development review procedures, inspection procedures, local staff and contractor training programs on a regional basis.	
	Consider creating consistent land use ordinances for the region that: • protect critical natural resources, Beginning with Habitat critical areas in coordination with the regional towns, plantations, • cluster houses in rural area to protect critical and sensitive lands and trail corridors as open space, • protect surface water by determining the allowable phosphorus export per acre calculations for shared watersheds.	
	Consider creating educational materials for distribution throughout the region on: • being respectful of private access property rights. For example, leave no trace, carry out what you carry in, dispose of human waste by burying and so on, • angling regarding practices to protect the fisheries, • current use tax programs and applicable local, state, or federal regulations for those living in or near critical or important natural resources,	
	Consider working cooperatively within the region to: • reduce energy consumption and to address the impacts of climate change, • participate in regional economic development efforts, including the Plantations, the northern Western Mountain communities, the High Peak Regions for arts and culture, and the Route 4 corridor, • solve common problems, • supporting regional affordable/workforce housing coalitions such as Western Maine Mountain Housing, and /or a Housing Authority to seize opportunities to build and rehab existing buildings to create more housing units. The organization would be aware of Maine State Housing Authority programs, federal programs, affordable housing Tax Increment Financing and so on. • coordinate land use designations and regulatory and non-regulatory strategies including shared critical natural and water resources, • expand regional and state transportation services such as the Western Mountain Transportation system, and expand transit services between Saddleback Maine, Rangeley and the Rangeley Region. • work with public and private partners to extend and maintain a network of trails for motorized and non-motorized uses. Connect with regional trail systems, including the Fly Rod Crosby Trail, where possible	
	Continue to maintain communications with the Land Use Planning Commission relating to providing services to the Plantations around Rangeley, including the share of the costs paid by the plantations	

RANGELEY BOARD OF SELECTMEN
REGULAR MEETING
DECEMBER 16, 2024, 6PM

In Attendance: James Jannace, Chairman / Ethan Shaffer, Vice-Chairman / Samantha White / Jacob Beaulieu / Keith Savage

Staff: Joe Roach, Town Manager / Traci Lavoie, Assistant Town Manager

See Sign-In for Public Attendance

1. OPEN MEETING – DECLARE A QUORUM – 6PM
2. CONFLICT OF INTEREST DISCLOSURE – None
3. ADJUSTMENTS TO AGENDA
 - Linda Dexter – Dark Skies
Selectman White motioned to move the new Dark Sky specifications to the Ordinance Committee.
Selectman Beaulieu second VOTE: 5-0
4. PUBLIC TO SPEAK ON A NON-AGENDA ITEM
 - Mark Beauregard – Pedestrian safety.
5. BOARDS AND COMMITTEES – Provided
 - November 12, 2024 – Sewer Commission, Regular Meeting
 - November 13, 2024 – Planning Board, Regular Meeting
 - November 20, 2024 – Ordinance Committee, Regular Meeting
6. REVIEW AND APPROVE MEETING MINUTES
 - December 2, 2024 – BOS Regular Meeting
Selectman White motioned to approve with any additions or corrections.
Selectman Savage second VOTE: 5-0
7. CONSENT ITEMS
 - Liquor License
The Hungry Trout, Inc.
Selectman White motioned to approve the liquor renewal application for The Hungry Trout, Inc.
Selectman Savage second VOTE: 5-0

Moose Alley Operations, LLC
Selectman Savage motioned to approve the liquor renewal application for Moose Alley Operations, LLC.
Selectman Beaulieu second VOTE: 4-0-1 (White Abstained)
 - Capital Purchase – Sewer Snowmobile

Vice-Chairman Shaffer motioned to authorize the Town manager to purchase a utility snowmobile for the Sewer Department from Capital Purchases, not to exceed \$12,000.

Selectman White second

VOTE: 5-0

- Oquossoc Park – Phase 1 – Change Order #2 – TIF Account - \$219,747.55

Selectman White motioned to approve the Pay Request #1 for the Oquossoc Park Improvement Project in the amount of \$219,747.55 to be paid with funds from the TIF Project Account as authorized under Article B22 by Town Meeting.

Selectman Beaulieu second

VOTE: 5-0

8. OLD BUSINESS

- Investments – CDs

Vice-Chairman Shaffer motioned to close the account at Skowhegan and move that money to Franklin Savings Bank at 4.5%.

Selectman Savage second

VOTE: 5-0

- Speed Safety Study – Route 4 – Provided

9. NEW BUSINESS

- Haley Pond Stakeholders Committee

Selectman White motioned to create an Ad Hoc Committee to study Haley Pond Dam's purpose.

Selectman Savage second

VOTE: 5-0

Discussion: The Town Manager will come back with recommendations regarding the number of members, duration, composition, etc. Vice-Chairman Shaffer expressed questions concerning this being State body of waters and State funds stocking the pond, and Town resources being used to administer the dam, without any kind of training or endorsements.

10. CORRESPONDENCE

- Maine State Police – Underwater Recovery Team, Appreciation of Fire Chief Bacon - Provided

11. READ INTO RECORD – None

12. TOWN MANAGER REPORT

- Department Updates – Provided

- Calendar

January 9, 2025, 6PM – Quarterly Meeting with Plantations, Rangeley Town Office

January 14, 2025, 5PM – Meet with Budget Committee & Department Heads

January 28, 2025, 5PM – Meet with Budget Committee & Department Heads

January 20, 2025 – Martin Luther King Day

January 21, 2025, 5PM – Scenic Byway Gateway Project Public Hearing, Regular Meeting Directly After Close of Public Hearing
February 11, 2025, 5PM – Meet with Budget Committee & Department Heads

- Other Business
Grant Sheet Provided

13. SELECTBOARD COMMUNICATION – None

14. EXECUTIVE SESSION – M.R.S.A. Title 1, Chapter 13, Subchapter 1, §405(6)

- M.R.S.A. Title 1, Chapter 13, Subchapter 1, §405(6)(D) – Labor Negotiations
Selectman White motioned the Board into Executive Session pursuant to M.R.S.A. Title 1, Chapter 13, Subchapter 1, §405(6)(D) – Labor Negotiations at 6:39PM.
Vice-Chairman Shaffer second VOTE: 5-0

Chairman Jannace brought the Board out at 6:49PM with no action taken.

15. ADJOURNMENT

Selectman White motioned to adjourn at 6:50PM.
Selectman Beaulieu second VOTE: 5-0

***These minutes are not typed verbatim. Please see Townofrangeley.com for video**TJL*



RANGELEY FIRE RESCUE

ESTABLISHED 1894

Chief Michael Bacon

(207) 864-3800
FireChief@rangeleyme.org

Equipment Purchase Request

December 30th, 2024

RE: New Snowmobile Equipment Proposal

To Joe Roache,

I am seeking permission to accept a donation from the Rangeley Firefighters Association in the amount of \$6500.00 towards the purchase of a new 2024 Skandic Sport 600E from Boss Power Equipment.

Rangeley Fire Rescue would also be trading in its 2002 Polaris (current oldest in the fleet) for 1,000.00.

The remaning \$1,648.00 would come from the fire budget current equipment line.

Thank you for considering this purchase.

Yours in Serivce,

Michael A. Bacon
Chief Rangeley Fire Rescue



Q U O T A T I O N

PAGE: 1

BOSS POWER EQUIPMENT
2775 Main Street
PO Box 430
Rangeley, ME 04970 US
Phone #: (207)864-5343
Fax #: (207)864-5343

PHONE #: (207)864-3326 Ext: 117 DATE: 1/16/2024
CELL #: ORDER #: 101556
ALT. #: CUSTOMER #: 1391
P.O.#: UNIT SALE CP: *Jake
TERMS: Net 5 LOCATION: 1
SALES TYPE: Quote STATUS: Active

BILL TO 1391

RANGELEY FIRE RESCUE
15 SCHOOL ST
RANGELEY, ME 04970 US

SHIP TO

RANGELEY FIRE RESCUE
15 SCHOOL ST
RANGELEY, ME 04970 US

MFR	PRODUCT NUMBER	DESCRIPTION	QTY	PRICE	NET	TOTAL
SKI	SKI2024000AJRA00	SKANDIC SPORT 6EFI YL 1.25 WT W20 24	1	\$10,449.00	\$10,449.00	\$10,449.00
****	DOC FEE	DOCUMENT FEE	1	\$199.00	\$199.00	\$199.00
****	DESTINATION/DELIVE	DESTINATION/DELIVERY	1	\$600.00	\$600.00	\$600.00
****	2BDESTINATION	DESTINATION/DELIVERY DISCOUNT	-1	\$600.00	\$600.00	(\$600.00)
****	2	BOSS BEST PRICING ADJUSTMENT sno-229-us-me 1/2025	-1	\$1,500.00	\$1,500.00	(\$1,500.00)

PRICES REFLECTED ON THIS QUOTE VALID FOR 30 DAYS
FROM DATE OF QUOTATION

SUBTOTAL: \$9,148.00
TAX: \$0.00
ORDER TOTAL: \$9,148.00

Authorized By: _____

EXCD 12/30/24

Office of:

Selectmen
Town Manager
Treasurer
Tax Collector

Telephone 207-864-3326

Fax: 207-864-3578



Office of:

Town Clerk
Code Enforcement Officer
Parks & Recreation
Assessor
Public Works

TOWN OFFICE
15 School Street
Rangeley, Maine 04970

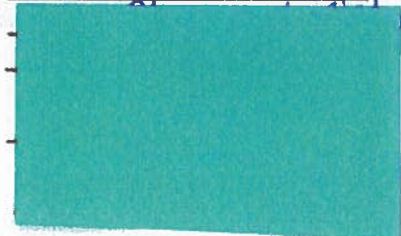
REQUEST FOR APPOINTMENT

TERM: 6/30/28 (Office Use Only)

Name:

Mark Beauregard

Address:



Telephone:

Email:

Board/Committee applied for:

Budget Committee

Please explain primary reasons you are interested in this position:

I believe that the budget committees participation in the towns budgetary process serves the Rangeley community well. The budget committee needs members

Please explain what skills, training or knowledge you would add to the group if appointed to the position:

I have some experience working on Rangeleys budget. I worked on the budget for 9 years while I was a selectmen. I was on the budget committee for 3 years as an elected member. I work well with other committee members

Please explain why you would be the best candidate for the position if there were multiple candidates to choose from:

I put forth substantial effort to stay current ~~and~~ informed on the functioning of Rangeley government including budget matters. I could get up to speed fairly quickly on the proposed budget

Please advise the board of any personal conflicts or logged complaints that may come before you as a board member and keep you from conducting yourself in an unbiased manner:

None that I am aware of.

Signed:

Mark Beauregard

Dated:

December 26, 2024

All applications will be kept on file for one year.

Telephone 207-864-3326

Fax: 207-864-3578



TOWN OFFICE
15 School Street
Rangeley, Maine 04970

REQUEST FOR APPOINTMENT

TERM: 6/30/28 (Office Use Only)

Name: **Ethna L. Thompson**

Address:

Telephone:

Email:

Board/Committee applied for: **Budget Committee**

Please explain primary reasons you are interested in this position:

I am interested in having the opportunity to provide valuable recommendations and influence how funds are allocated. I wish to help shape the budget in meaningful ways, ensuring that priorities align with the community's needs.

Please explain what skills, training or knowledge you would add to the group if appointed to the position:

As a previous member of the budget committee, municipal employee, and board of selectmen member, I bring a wealth of valuable skills, training, and knowledge including financial management, and strategic planning.

Please explain why you would be the best candidate for the position if there were multiple candidates to choose from:

I bring a combination of practical experience, leadership, and in-depth knowledge of local government operations and I approach budget review with a deep commitment to representing the interests of the constituency. My focus is always on ensuring that their needs and priorities are reflected in how resources are allocated, while maintaining fiscal responsibility and transparency.

Please advise the board of any personal conflicts or logged complaints that may come before you as a board member and keep you from conducting yourself in an unbiased manner:

I do not recall any personal conflicts that would be relevant to this role.

I have always focused on fostering a collaborative, respectful environment and working toward the best interests of the community.

Signed: Ethna L. Thompson Dated: 12/30/24
 All applications will be kept on file for one year.

Traci Lavoie

From: Joe Roach
Sent: Thursday, January 02, 2025 10:17 AM
To: Traci Lavoie
Subject: FW: Salary and Benefit Survey
Attachments: Rangeley Salary Survey Draft.docx; Rangeley Salary and Benefit Survey Exhibits 12.5.2024.xlsx

From: Belinda Wadleigh <BWadleigh@memun.org>
Sent: Tuesday, December 31, 2024 9:46 AM
To: Joe Roach <townmanager@rangeleyme.org>
Cc: Richard Cromwell <rcromwell@memun.org>
Subject: Salary and Benefit Survey

Good morning, Joe,

Rich is on vacation this week, but he asked that I send you what we have completed for the Salary and Benefit Survey. Unfortunately, we did not receive anything back from Bar Harbor or Damariscotta.

If you should have any questions, please let me know.

Kindest regards,

Belinda

Belinda Wadleigh, SHRM-CP
Human Resources Assistant



**MAINE MUNICIPAL
ASSOCIATION SINCE 1936**

60 Community Drive
Augusta, ME 04330
(207) 623-8428 x2216
Fax: 207-624-0118
www.memun.org

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E-mail correspondence and attachments sent by or to the Maine Municipal Association – with certain exceptions – may be “public records” that are subject to inspection if such a request is made, according to Maine’s Freedom of Access law.

Town of Rangeley, Maine

Salary & Benefit Survey

December 2024

DRAFT

Prepared by:

The Maine Municipal Association

60 Community Dr.

Augusta, Maine 04330

Introduction

The Town of Rangeley, Maine engaged the Maine Municipal Association (MMA) to conduct a wage and benefit survey to include the review of eight municipalities in the state of Maine. These municipalities included:

Bethel	Fryeburg	Vinalhaven
Bridgton	Greenville	
Carrabassett Valley	Presque Isle	

The purpose of this survey is to provide information to the Town of Rangeley in order to assist them in determining if the wages and benefits offered for the defined positions are comparable/competitive in the municipal market. The survey focused on the positions of:

Town Manager	Planning Director
Assistant Town Manager	Parks and Recreations Director
Director of Public Works	Code Enforcement Officer
Police Chief	Town Clerk/Tax Collector/Treasurer
Fire Chief	Public Services Director

The scope of work performed will cover the following:

Compensation Review

- a. Wages / Salaries/Last Three Years COLA's
- b. Other Forms of Compensation

Benefit Review

- c. Insurances (Medical, Dental, Vision, Short & Long Term Disability, Life)
 - i. Include: plan type, employee and employer contribution levels, and buyout option.
- d. Retirement
 - i. Include required and supplemental plans and employee/employer contributions.
- e. Paid Leave (Vacation, Sick, Holidays, Compensatory Time, and Bereavement)
 - i. Include: accrual rates, maximum accruals, payout upon separation.

Miscellaneous Benefit Review

f. Work Week

- i. Include: number of days worked, scheduled hours, and remote option.

The information provided in this survey was obtained through direct request from the municipalities identified as well as the current MMA salary survey. The participating municipalities provided the requested information through various forms including; summaries of wages and benefits, personnel rules and regulations, and job descriptions. The information requested was specific to the topics identified in the scope of work. In some cases, not all information was available from the participating municipalities.

Compensation Review

The compensation review section of the study will focus on the categories identified below for the ten positions selected.

- 1) Annual Salary
- 2) Years in Position
- 3) Salary Range

**** Information for these categories is provided in Exhibit A.****

- 4) Cost of Living Adjustments
- 5) Other Forms of Compensation

Cost of Living Adjustments (COLA's)

A cost of living adjustment tends to be a common practice in the public sector. These adjustments are made to employee wages, typically occurring on an annual basis, to reflect increases due to inflation/rising costs and are often provided as a percentage increase to the individual's hourly or salaried rate of pay. Depending on the municipality's compensation structure, a cost of living adjustment may be provided in addition to an annual merit/wage increase. The information below illustrates the last three years of cost of living adjustments provided by the participating municipalities.

	2024	2023	2022
Rangeley			
Bethel	3.50%	8%	
Bridgton	4%	4%	6%
Carrabassett Valley	3.50%	\$3000 for salaried, 5% for Part Time	5%
Fryeburg	5.00%	5%	6%
Greenville			
Presque Isle	4%	3%	2%
Vinalhaven	4%	4%	6%

Other Forms of Compensation

At times, executive and director level positions within a municipality have additional forms of compensation that are outside of the normal benefits identified in the municipality's personnel rules and regulations. These additional forms of compensation can be such things as; vehicle allowance/employer provided vehicle, housing reimbursement, cell phone stipend, additional retirement contributions, and longevity pay. The following municipalities provide these types of additional benefits.

Town of Bethel – Provides a \$30 monthly cell phone stipend.

Town of Greenville – Provides a cell phone stipend for the Police Chief, Fire Chief, Code Enforcement Officer, and Parks & Recreation Director.

City of Presque Isle – Provides a \$40 monthly cell phone stipend.

Town of Vinalhaven –

Provides a \$30 monthly cell phone stipend.

Town Manager receives a monthly vehicle allowance of \$325 - \$350

Provides weekly longevity stipends in the amount of:

\$37.50 at 5 years of service

\$47.50 at 10 years of service

\$57.50 at 15 years of service

\$67.50 at 20 years of service

Benefit Review

The benefit review section of the survey will provide information regarding the selected municipalities insurances, retirement options, and paid leave.

Insurance

Detailed information regarding employer provided insurance can be viewed under Exhibit B. This exhibit provides the employer insurance premium contribution levels for medical, dental, vision, short term disability, long term disability, and life insurances. In addition to the employer contribution levels, the medical plan option by employer is provided. Every

employer surveyed has selected insurance plans through the Maine Municipal Employee Health Trust. Participation in insurance plan types reviewed varies as well as the employer contribution to the cost of the premiums for the insurances.

Retirement

Detailed information regarding the retirement options by municipality can be found in Exhibit C. Typically, municipalities offer either a defined benefit or defined contribution retirement plan in addition to or in lieu of social security. In general, a defined benefit plan is a retirement plan that requires both an employee and employer contribution, while employed, and provides the employee with a specific benefit (amount of money) on a monthly basis post-retirement. The required contributions to these types of plans are dictated by the retirement plan provider, and as a result tend to be more vulnerable to change, and are non-negotiable or optional to the employee and employer. While, in general, a defined contribution plan requires both an employee and employer contribution, while employed, however the benefit amount post-retirement is based on the retirement plan performance vs a set amount as provided under a defined benefit plan. The required contributions to these types of plans have some restrictions but are largely determined by the employer and can be adjusted in accordance with IRS guidelines.

Many of the municipalities that participated in this survey contribute to the Maine Public Employees Retirement System (MEPERS). This is a defined benefit plan that provides different retirement plan options. The common MEPERS plan options identified in this survey are:

Plan AC – Provides 50% of the employees' average final compensation (average of three highest years of earnings) at age 65 or 25 years of service. If an individual retires before age 65, the benefit will be reduced for each year the person is younger than 65. This plan provides a cost of living adjustment.

Plan AN – Provides the same benefit as the Plan AC, however it does not provide a cost of living adjustment.

Special Plan 1N - Provides 50% of the employees' average final compensation (average of three highest years of earnings) after 20 years of service. There is no age threshold that needs to be met under this plan. The 1N plan is only available to public safety employees. This plan does not include a cost of living adjustment.

Special Plan 2C - Provides 50% of the employees' average final compensation (average of three highest years of earnings) after 25 years of service. There is no age threshold that needs to be met under this plan. The 2C plan is typically provided to public safety employees. This plan provides a cost of living adjustment.

Special Plan 3C – Provides 66.67% of the employees' average final compensation (average of three highest years of earnings) after 25 years of service. There is no age threshold that needs to be met under this plan. The 3C is only available to fire fighters, police officers, sheriffs, full-time deputy sheriffs, certain county corrects employees, certain ems employees, and certain dispatchers. This plan provides a cost of living adjustment.

Some municipalities provide the defined contribution retirement option. The municipalities selected that participate in this type of plan have opted for a 457 plan. As illustrated in Exhibit C, the employee and employer contribution levels vary between employers.

Paid Leave

The paid leave options identified through this survey fall into the categories of:

- 1) Vacation
- 2) Sick Leave
- 3) Holiday & Personal Days
- 4) Bereavement
- 5) Compensatory Time

Vacation

Detailed information by municipality regarding vacation time can be found in Exhibit D. This information will provide the amount of time the employee is eligible for (accrual rate) by their years of service. Additionally, this information will provide the maximum amount of vacation an employee can have at a given time (total accumulation) as well as the option of being paid out any accrued time upon separation.

In many cases, the amount of vacation time that an employee can accrue on an annual basis is determined by their years of service. It is common for increases to vacation accrual to occur after 5 and 10 year increments of service. The information in Exhibit D is provided in either hours, days, or week increments. These are the increments provided by

the municipality. It should be noted that all participating municipalities utilize a 40 hour work week when reviewing the information contained in Exhibit D.

Sick Leave

Sick leave is commonly provided in the public sector to be utilized only when an employee needs to be absent from work based on their own personal illness or to care for a family or household member. This type of paid leave tends to be used for brief periods of absence as well as in conjunction with unpaid leave time covered under the Family and Medical Leave Act or other leave policies, when an employee is going to be absent from work for a prolonged period of time for a qualifying event. Exhibit E provides the accrual as well as the option of payment upon separation.

Holidays

The State of Maine observes thirteen holidays for the purpose of granting time off with pay. The municipalities within the state typically recognize these holidays as well when granting time off with pay. In the event that the holiday occurs during Monday through Friday, the day of the holiday will be provided off with pay. In the cases where the recognized holiday occurs on a Saturday, the day before the holiday (Friday) will be provided off with pay. In the cases where the recognized holiday occurs on a Sunday, the day after the holiday (Monday) will be provided off with pay. The thirteen holidays that are commonly recognized are:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Indigenous Peoples Day
President's Day	Veterans Day
Patriot's Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Juneteenth	Christmas Day
Independence Day	

In addition to these thirteen holidays, there are three municipalities that provide the employee with a half workday on the eve of Christmas (Bethal, Bridgton, and Presque Isle).

Personal Days

Personal days tend to be less common in the public sector since the other paid leave options (vacation, sick, holiday, and compensatory time) are robust. However, there were three municipalities identified (Bridgton, Presque Isle, and Vinalhaven) as providing the additional benefit of personal days. Both Presque Isle and Vinalhaven provide two personal days per year and Bridgton provides three personal days per year, after three years of service. In all three cases, personal days do not carry over from year to year.

Compensatory Time

Compensatory time or “comp time” is commonly used and only allowed in the public sector. In general, comp time can be accrued in lieu of being paid overtime (time and one half) for hours worked over forty. As an example, an employee who works 42 hours in a week can elect to have the two hours worked over forty to be accrued as comp time. These two hours will accrue at a rate of time and one half, equaling a total of 3 regular hours. Since comp time can be accrued in lieu of overtime payment, it is generally not applied to the positions identified in this survey, as they are exempt from overtime rules under the Fair Labor Standards Act. However, some municipalities apply this principle to exempt positions as well. The participating municipalities do not offer comp time to their exempt employees, with the exception of Bridgton and Presque Isle which have City/Town Manager discretion to apply comp time for exempt employees.

Bereavement Time

The following municipalities provide up to three days of paid leave for bereavement of family members.

Rangeley Presque Isle

Bethel Vinalhaven

Bridgton

Both Bethel, Bridgton, and Fryeburg provide employees with up to five days of paid bereavement for the passing of those defined as an immediate family member.

Work Week

The work week, including total hours worked, number of days worked, and remote work options, has become an area viewed by employees as a benefit. There have been many enhancements made in technology, allowing many positions the ability to perform the work remotely. This option is viewed by some as a benefit for reasons such as; ability to work varying hours, reduction in travel cost, avoidance of distractions increasing productivity, etc. Unfortunately, the nature of work in the public sector, particularly with the positions reviewed, a remote option isn't feasible as a public facing presence tends to be required.

Although full time remote work is not a viable option for any of the municipalities surveyed for these positions, the benefit of a four day work week is being utilized in many cases as illustrated below.

	5 Days, 8 Hours	4 Days, 10 Hours	Remote Option
Rangeley		X	
Bethel			No
Bridgton		X	Emergency Only
Carrabassett Valley	X		No
Greenville	Police Chief and Parks & Rec. Director	Town Office, Public Works, Code Enforcement, and Fire Chief	No
Fryeburg	Police Chief and Parks & Rec. Director	Town Office, Public Works, Code Enforcement, and Fire Chief	Town Manager Only
Presque Isle	X		
Vinalhaven		X	

Education

The educational requirements for the positions surveyed are relatively consistent between the municipalities in terms of the desired education and experience based on the job descriptions obtained. Based on the information obtained through the survey, it is difficult to make any correlation to educational requirements of each position and salary

information. Exhibit G provides specific information regarding the education level required/desired for the job descriptions obtained.

Summary

The Town of Rangeley is comparable with many of the identified municipalities in terms of insurance contributions, retirement option, and most of the paid leave options. There are two areas identified through the survey where the town may be falling behind in comparison. These areas are compensation and vacation. As illustrated under Exhibit A the positions of Town Manager, Assistant Town Manager, Code Enforcement Officer and Parks & Recreation Director are below the average salary of the fulltime employees in these positions. Additionally, the initial vacation accrual of one week's vacation upon hire until the employee reaches two years of service may be a detractor in attracting experienced individuals as well as individuals new to the work force as many employers have experienced the trend of employees placing a high value on paid time off.

Exhibit B

	Medical	Medical Insurance Buy-out	Dental	Vision	Short Term Disability	Long Term Disability	Life
Rangleley	MMEHT - POS 200. Employer pays 80%		Employer pays 50%	Employer pays 50%	100% Employer paid at 40% coverage level.		Basic life included with health insurance, covers annual salary. Employee can opt to purchase additional coverage.
Bethel	MMEHT - PPO 2500. 100% Employer paid for employee and dependents.		100% Employee paid Employee coverage is 100% employer paid. Dependent coverage is at the employee's expense.	100% Employee paid	100% Employee paid	100% Employee paid	Basic life included with health insurance, covers annual salary. Employee can opt to purchase additional coverage.
Bridgton	MMEHT - Plan not indicated. Employee only is 100% employer paid, dependents receive 50% employer paid.	Employee will be paid 50% of the cost of single coverage on a weekly basis.		Not Indicated	Not Indicated	Not Indicated	Not Indicated
Carrabassett Valley	MMEHT - PPO 500. Single coverage is 90% employer paid, dependent coverage is 50% employer paid.	\$386.80 per paid period	Included in medical plan.	N/A	N/A	N/A	Basic life included with health insurance, covers annual salary. Employee can opt to purchase additional coverage.
Fryeburg	MMEHT - PPO 500. Employee only is 100% employer paid, dependents receive 50% employer paid.		100% Employee paid	100% Employee paid	100% Employee paid	100% Employee paid	Basic life included with health insurance, covers annual salary. Employee can opt to purchase additional coverage.
Greenville	Plan not indicated. Employee only 100% employer paid, dependents receive 50% employer paid.						
Presque Isle	MMEHT - PPO 1500. Single coverage is 80% employer paid. Employee and dependent coverage is 70% employer paid.		100% Employee paid Employee coverage is 100% employer paid. Employer will contribute \$44 monthly towards all other dependent plan option.	100% Employee paid	100% Employee paid	N/A	Basic life included with health insurance, covers annual salary. Employee can opt to purchase additional coverage.
Vinalhaven	MMEHT - PPO 200. Employee only is 100% employer paid, employee and child is 80% employer paid, and the family plan is 72.5% employer paid.	Employee will be paid 50% of the cost of single coverage on a weekly basis.		N/A	100% Employee paid	N/A	Basic life included with health insurance, covers annual salary. Employee can opt to purchase additional coverage.

Exhibit C

Social Security			MEPERS	457	IRA
Rangeley			AC Plan for Non-Public Safety, Special Plan 2C Police and Fire	In lieu of MEPERS, employee can enroll in the 457 defined contribution plan through ICMA with an employer match of up to 6%.	
Bethel	Yes		AC Plan		
Bridgton	Yes			Optional through VALIC	Employees hired before July 2020 will receive a 6% employee contribution to an employee maintained IRA.
Carrabassett Valley			AC Plan		
Fryeburg			AN Plan Non-Public Safety, Special Plan 1N for Public Safety		
Greenville				Town match up to 5% and \$3,500 annually	
Presque Isle	Yes		AC Plan for Non-Public Safety, Special Plan 3C Police, Fire, and Dispatch		
Vinalhaven			Special Plan 3C, Police Only	457b administered through VALIC. Public Works employees receive an employer contribution of 7%, General Govt. Emp. receive an employer contribution of 6%. No employee contribution required.	Public Works has a self- directed IRA with a 7% employer contribution rate, no employee contribution required.

Exhibit D

Vacation Accrual			Total Allowed Accumulation			Paid Upon Separation
	1 week after one year	2 weeks after two years	3 weeks after three years. One day accumulated for every year after not to exceed 4 weeks.	5 weeks after 20 years	4 weeks	Yes, up to max accrual
Rangeley						
Bethel	80 hours after one year	120 hours, Years 5-9	160 hours years 10-24	200 hours 25+ years	30 days	Yes, up to max accrual
Bridgton	80 hours after one year	120 hours, Years 5-9	160 hours years 10-19	200 hours 20+ years	80 hours	Yes, up to max accrual
Carrabassett Valley	2 weeks after one year, with one day added for every completed year of service					No payout upon separation.
Fryeburg	2 weeks after 1 year	3 weeks after 5 years	4 weeks after 10 years	5 weeks after 15 years	4 weeks	Yes, up to max accrual
Greenville	10 days after year one	15 days after year 5			200 hours	Yes, up to max accrual
Presque Isle	80 hours after one year	120, Years 5-14	160 hours, years 15-19	200 hours, 20+ years	320	Yes, up to max accrual
Vinalhaven	1 week after one year	2 weeks, years 5-9	3 weeks, years 10-19	4 weeks, 20+ years	5 days can be carried forward annually. No maximum accrual indicated	Yes, no max accrual indicated

Exhibit E

Sick Accrual		Paid Upon Separation
Rangeley	1 Day/Month. Maximum of 120 days accrued	
Bethel	1 Day/Month. Maximum of 30 days accrued	Not paid upon separation
		Max of 288 hours paid with 10-19 years of service (Max of 240 if hired after July 2019), Max of 480 hours paid with 20+ years of service (Max of 440 if hired after July 2019)
Bridgton	1 Day/Month. Maximum of 960 hours accrued	
Carrabassett Valley	12 Days/year.	
Fryeburg	8 Hours/Month. Maximum of 480 accrued	Not paid upon separation
Greenville	1 Day/Month. Maximum of 120 days accrued.	Max of 120 days paid upon separation after 5 years of service.
Presque Isle	8 Hours/Month. Maximum of 960 if hired prior to 2012, Max of 480 if hired after 2012	
Vinalhaven	6 days/year. Maximum of 60 days accrued	Max of 30 hours paid upon separation

Exhibit F

	New Year's Day	Martin Luther King Day	Presidents' Day	Patriot Day	Memorial Day	Juneteenth	Independence Day	Labor Day	Indigenous Peoples Day	Veterans' Day	Day Before Thanksgiving	Thanksgiving Day	Day after Thanksgiving	Christmas Eve	Christmas Day	Personal Days
Rangley	X		X		X		X		X			X	X		X	
Bethel		X	X		X		X	X	X	X		X	X	1/2 Day	X	
Bridgton	X	X	X		X	X	X	X	X	X	X	X	N/A	1/2 Day	X	3 year after 3 years of service
Carrabassett Valley	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Freeburg	X	X	X		X	X	X	X	X	X	X	X	X	X	X	
Greenville	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	
Presque Isle	X	X	X	N/A	X	X	X	X	X	X	N/A	X	X	1/2 Day	X	2 year 2 year
Vinalhaven	X	X	X	X	X	X	X	X	X	X		X	X		X	

Exhibit G

	Town Manager	Assistant Town Manager	Police Chief	Fire Chief	Town Clerk/Tax Collector/Treasurer	Code Enforcement Officer	Parks & Recreation Director	Public Services Director	Planning Director
	Four year college degree in public admin., political science, or related field. MPA or MBA degree is preferred. Experience in government administration may be substituted for some educational requirements.	Two year college degree in public admin., political science, or related field. MPA or MBA degree is preferred. Experience in government administration may be substituted for some educational requirements.	Associates degree in law enforcement or criminal justice is required, bachelor's degree is preferred.	High school graduate or GED.	High school graduate or equivalent with advanced training as recommended by the Town Clerks Association and BMV.	High school graduate or equivalent required, post-secondary degree in construction, engineering, or related field preferred.	Four year college degree, specializing in recreation leadership and management, or any equivalent combination of experience and training.	Associate of Applied Science or equivalent in related field. Bachelor's degree in public administration, civil engineering, construction management, or related field preferred.	
Rangleley									
Bethel									
Boothbay									
Brigdon	High School degree and municipal experience/training.	Bachelor's Degree in C.I. & 10 years experience or combination of education, training, and experience.	Bachelor's Degree in Law Enforcement or related field with progressive police experience, or a combination of both.		T.Clerk - Minimum high school graduate and related job experience.		College level course work or experience in recreation, physical education, or related field of study preferred.	Bachelor's degree in civil engineering or related field and municipal public works experience preferred.	Certification as a municipal planner. Four year degree or equivalent work experience preferred.
Carrahassett Valley			Experience in a municipal police department or armed services police unit, high school graduate or equivalent, or a combination of experience and training.		Highschool graduate with experience in bookkeeping and accounting or the equivalent combination of experience and training.			Experience in public works construction and maintenance, equipment operation, supervisory experience, high school graduate or equivalent.	
Greenville			Associate's degree from an accredited college or university with major course work in police science, public or business administration or related field plus a minimum of ten (10) of full time law enforcement employment as a certified law enforcement officer, with five (5) years of experience in a command or supervisory rank; or any equivalent combination of education and experience which demonstrates possession of the required knowledge, skills and abilities.		Experience in office management, high school graduate, or Associates Degree and some equivalent work experience.	High School Graduate or vocational school. Must have the applicable state certifications or the ability to acquire the necessary licenses and certifications within 1 year of employment with the Town. This includes Certified Maine Assessor, Certified Code Enforcement Officer, Local Plumbing Inspector & Building Inspector		Experience as a labor foreman. Experience working on major road construction and maintenance projects.	
Fryeburg									
	Master's degree in Public Admin or related field or a combination of related experience and education preferred.		Bachelor's Degree in C.I. & 5 years experience or combination of education, training, and experience.	Bachelor's degree in Public Admin. or degree in Fire Science and 3-5 years supervisory experience.	T.Collector - High school graduate, supplemented by some college level accounting course; 3 years experience related field and supervisory background. T.Clerk - Associates degree in Public Admin. or related field and 3 years experience as a clerk.	Graduation from a 2 year construction or structural design related vocational program and previous related experience.	Bachelor's degree in a field relating to recreation work and work experience at a supervisory level or a combination of related work experience and supervisory experience.	3-5 years of supervisory and administrative experience in a related field.	Bachelor's degree in related field or a combination of education and experience preferred.
Presque Isle									
Unalutaven				High school diploma supplemented by formal instruction in fire fighting technology and progressive experience in fire fighting positions.	High school graduate with knowledge and experience collection of various monies, clerical work, and common software programs.	High school graduate or graduate of accredited trade school. Experience and knowledge in zoning, land use, and municipal government procedures.		5 years' experience in public works/general construction field and supervisory/management experience.	

Rangeley Region Quarterly Meeting Agenda

Thursday, January 9, 2025 at 6:00 PM

Rangeley Town Office

1. Call Meeting to Order/ Take Attendance
2. Funding Formula Review
3. Law Enforcement Services
4. Emergency Communications
5. Regional Planning
6. Houseboats
7. Schedule Next Meeting
8. Adjourn