



TOWN MANAGER

TO: Board of Selectmen & Budget Committee
FROM: Joe Roach
RE: June 23, 2025 Budget Meeting
DATE: June 18, 2025

The Board and Budget Committee have called a meeting on June 23rd to address the recent failure of Article EX11 – Police Department.

Article B18 has authorized the Board to utilize 3/12 of the previous year's budgeted amount for Police, which comes out to \$118,363. That amount will take us to the latter part of August.

The Board has scheduled a secret ballot style special town meeting (at the polls) for August 19th to save the date while this matter is discussed with the Budget Committee and the public. The Board may consider calling an earlier *open* special town meeting that would line up with the tax commitment and billing process which normally happens in mid-July. The notice requirements for an open-style special town meeting are much shorter at seven days versus sixty days for the secret ballot style of meeting.

I have had the opportunity to speak with some residents this week about the PD budget. The feedback I have received relates to concerns about the long-term tax impacts of the increase in the PD budget, approved take-home cruisers for officers, and the importance of an administrative Chief.

Rangeley is in excellent financial health. Our unassigned fund balance is projected to be \$5.5M. Per the Fund Balance Policy, the Board is tasked with drawing this amount down over the next three years to an amount equal to two months of operating expenses. The Board will have the ability to minimize the impact of this increase on taxpayers over the next couple of years by using unassigned fund balance (barring any significant emergencies) to offset expenditures. The PD budget increase can be cushioned in the next couple of years. After that, the Town should continue to prioritize and phase its budget objectives across the spectrum of services and projects to maintain a reasonable tax levy for residents in the years ahead.

Take home cruisers were offered and are provided to officers as an incentive for recruitment and retention purposes, and also as a readiness measure for emergencies. Officers are not paid for travel to and from their homes unless there is a call-out. Call outs from home are very rare with the current schedule since the on-duty officer bunks in town during their rest period. Department vehicles are not to be used for personal use, as outlined in the written vehicle use policy for Department vehicles (attached).

Having a police department comes with a great deal of liability. One of the Chief's key responsibilities is to keep policies and procedures current and to manage the day-to-day implementation of them. Even with a small department this is time-consuming work. Managing risk and liability is a critical function for a Police Chief. The focus on administration allows the Chief to guide and mentor officers, review cases and investigations, network with other agencies, plan community policing and training objectives, and meet with members of the public (among other things). I have observed a significant number of walk-in visits to the Chief here in the office. In addition to these things, the Chief will respond to calls, back up, and cover for officers as necessary and appropriate.

I am attaching the current collective bargaining agreement that covers the Police Department and a signed Sidebar Agreement from January of this year. I have highlighted the sections of the CBA that are relevant to the conversation.

TOWN OF RANGELEY BOARD OF SELECTMEN

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



Budget Committee Members:
Cynthia Egan, Chair Shelly Lowell, VC
James Higgins Catherine Johnson
Mark Beauregard Colin Madrid
Ethna Thompson

BOS / BUDGET COMMITTEE JOINT MEETING JUNE 23, 2025, 5:00 PM

1. **BOS Chairman Call Meeting To Order & Declare a Quorum**
2. **Conflict of Interest Disclosure**
3. **Adjustments To The Agenda**
 - Event Permits
 - Chamber of Commerce – July 3rd in the Park
 - Rangeley Rotary – Doll Carriage Parade
4. **Correspondence**
5. **Public to Speak**
6. **New Business**
 - Public Safety
 - Police Budget
7. **Other Business**
 - Budget Committee – approve meeting minutes: April 03, 2025
8. **Calendar**
 - Board of Selectmen to Schedule Open Town Meeting
9. **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



Rangeley Police Department Standard Operating Procedures "To Protect and Serve"

Subject:	Department Vehicle Use	Policy #	A-43
Effective Date:	July 25, 2024	Review Cycle:	Annually
Distribution:	All Sworn Personnel	# of pages:	4
MLEAP:			
<i>Rescinds All Previous Policies - Related To This Current Policy</i>			
Issuing Authority:	Chief of Police Richard E. Caton IV		

I. Policy

- A. It is the policy of the Rangeley Police Department to provide assigned police vehicles that may be used to commute to and from work. The program is intended to accomplish the following goals that will benefit the Community of Rangeley, the police department and its employees:
 1. Improve response time for off-duty officers when mobilized for an emergency, or other event.
 2. Promote the security and well-being of the citizens of Rangeley by increasing the number and presence of police vehicles on the streets, highways and within neighborhoods of the Town.
 3. Reduce the opportunity for criminal activity by creating an omnipresence of police vehicles throughout the community.
 4. Enhance response time to priority calls while increasing the probability for criminal apprehension or safe and peaceful incident resolution.
 5. Enhance the level of vehicle performance and appearance through a scheduled preventative maintenance program.
 6. Reduce vehicle per-mile maintenance costs.
 7. Reduce annual mileage per vehicle while increasing life expectancy of vehicle.
 8. Provide incentive for retention and recruiting of law enforcement officers.
 9. Improve the department's participation in criminal, civil and traffic related grant programs.
 10. Improve the department's readiness in regional mutual requests, teams and events.

- B. Law Enforcement officers that currently reside in conformance with the employee residency driving distance of 60 miles from the Rangeley Police Department will be assigned a police cruiser. A cost sharing arrangement between the Town and the Employee may be instituted at any time after the Chief evaluates the additional travel expenses that are beyond the 60-mile driving distance authorized in this policy.

- C. Any violation of this policy is grounds for disciplinary action, up to and including termination of employment.

II. Purpose

To establish uniform policy for the use of individually assigned department vehicles by full-time law enforcement officers of the Rangeley Police Department for the use of official police business.

III. Definitions

- A. **Assigned Department Vehicle:** This shall be the primary vehicle assigned to the officer for use during work hours for the Rangeley Police Department.

- B. **Official Police Business:** This shall be business directly related to the officer's job duties for the Rangeley Police Department. Examples include patrol shifts, police department trainings, meetings, police sponsored events, court, DMV, callouts, and other events only when authorized by a police supervisor.
- C. **Take home vehicle:** A take home vehicle is a department owned vehicle, automobile, or motorcycle, which is authorized by the Chief of Police to be taken home and operated under the conditions allowed in this policy.
- D. **Always on call:** Law enforcement "Always on call" means a law enforcement officer that is expected to respond to an after-shift call to report to duty a location other than the regular work site. The after-shift call can be, but is not limited to, a call from the Franklin County Regional Communications Center, and/or Supervisor, that requires immediate response from the Officer who may be off shift.

IV. PROCEDURES

Officers of the Rangeley Police Department should be assigned to designated patrol vehicles. Officers may share the same vehicle. Though having a primary assigned vehicle will be the goal of our department. Should vehicle availability be allowed, officers will be assigned to their own designated vehicle. This policy does not provide exclusive use for these assigned vehicles, though clarifies the goal is to have individual assigned cars.

1. Officers assigned to these vehicles will be responsible for completing weekly cruiser checks, schedule vehicle maintenance as needed, and provide for the cleanliness of the vehicle.
2. Officers should always keep these vehicles in a clean and orderly condition and understand there may be vehicle inspections requested without notice by any police supervisor. (This includes both inside and out.)
3. At least once annually, there will be a department wide inspection of all vehicles by the Chief or his/her designee.
4. The designated officer assigned to their own vehicle is allowed to leave their assigned/ personal equipment in the vehicle as needed to allow for immediate deployment of the officer & vehicle.
5. Officers who are assigned to their own vehicle and who live within 60 miles of the police department will be allowed to bring the vehicle to their residence between shifts and on their days off.
6. Vehicles brought home shall remain parked at the Officer's residence unless doing official police business. (Running errands around town does not constitute police business)
7. Officers who bring their vehicle home from work are subject to being called back to work, most likely first, and agree to respond when able.
8. Officers who are called in to help with police incidents may be called in without following the overtime rotation schedule as outlined in the union contract. (Planned overtime will be put through rotation. This section is meant to facilitate the quickest response to the community.)
9. Officers shall report to the police department at the start of their assigned workday before their shift starts. The officers are allowed to start immediately responding to calls as needed, though officers will not be allowed to go on shift while at home.
10. Officers using their assigned vehicle while not scheduled for a patrol shift shall notify Franklin County Regional Communications Center and request to be put on the dispatch screen noting their intended location.
11. Officers using the vehicle shall be dressed in professional attire and must be armed as required in other department policies.
12. Officers will have their current ballistic duty vest in the vehicle and available when travelling to and from work or training.

13. Under no circumstances may an assigned vehicle be used for purposes related to outside employment.

V. OVERSIGHT

The Chief of Police retains the sole discretion with regards to an officer unjustly using the patrol vehicle outside of work hours and may direct the employees as he/she believes necessary.

Should the Chief of Police conclude that there is any abuse of the assigned vehicle/take home vehicle policy, he/she has the exclusive right to revoke an officer's ability to take the assigned vehicle home. Should the Chief exercise this authority it only applies to the officer who fails to adhere to this policy and/or the Chief's direction and should not affect all officers categorically. There will be no compensation from the Town of Rangeley related to distance or unavailability of town owned vehicle.

SIDE BAR AGREEMENT

Between the

TOWN OF RANGELEY

and

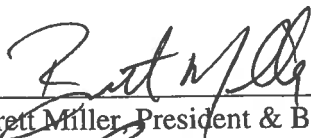
TEAMSTERS LOCAL 340


The Town and the Union agree as follows:

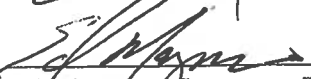
1. The Fair Labor Standards work week shall be in force for the police department and will be forty-three (43) hours
2. The normal work week will be twenty-four (24) hours on and forty-eight (48) hours off.
3. One officer at a time will work a twenty-four (24) hour shift as a part of his/her normal work week, six (6) hours of which will be on-call.
4. When an officer is on call, s/he will be paid one-hundred (\$100.00).
5. All other terms and conditions of work for police officers in the collective bargaining agreement will be in force, except as modified in ¶1-4 above.

For the Union

For the Town

 1/20/25
Brett Miller, President & Business Agent


Annalee Rosenblatt, Representative


Ed Marzano, Secretary-Treasurer


Don Crockett, Business Agent

Dated: 1-24-2025

Dated: January 24, 2025
3024

SN

TOWN OF RANGELEY
AND
TEAMSTERS UNION LOCAL 340

JULY 1, 2024 – June 30, 2027
(Unless otherwise noted)

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PREAMBLE

Pursuant to Title 26 MRSA §961-973, as amended, the parties hereto have entered into this Agreement, in order to establish mutual rights, preserve proper morale, and commit to promote effective and efficient operations.

INTRODUCTION

This agreement is entered into between the Town of Rangeley, Maine, hereinafter referred to as the "Town" or "Employer" and Teamsters Union Local 340 affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union".

ARTICLE 1 - RECOGNITION

The Town recognizes the Union as the sole and exclusive bargaining representative with respect to wages, work hours, and terms and conditions of employment for all full-time non-management employees included in the bargaining unit. Positions included in the bargaining unit are: truck driver, laborers, sewer plant operators, assistant operators, mechanics, police officers, firefighters, public works foreman, solid waste supervisor, solid waste attendants and parks and recreations utility workers in accordance with MRSA 26 §962(2). Part time and reserve patrol officers, seasonal and part time public works employees and all other employees of the Town are not part of this Agreement.

ARTICLE 2 - MANAGEMENT RIGHTS

The management of its employees, the control of the premises, and the direction of the workforce are vested exclusively with the Employer and include, but are not limited to the following: the direction of the workforce which includes the right to hire, assign promote, demote, terminate, or transfer employees; to discharge, suspend or otherwise discipline; to require overtime work and assign such work to those Employees deemed by it most capable; to determine, establish, or modify staffing requirements, job duties, work load, or quality of workmanship for all classifications; to set standards of efficiency and production; to relieve employees from duty because of lack of work; to subcontract any work deemed advisable; to promulgate and enforce safety, conduct and working rules and impose penalties for violations thereof; to reduce operations of the Town, to plan, direct, change, schedule, and control the operations of the Town; and to determine the number of hours per day or per week operations shall be carried out except as clearly, expressly, and specifically limited by this Agreement.

The Town and the Union further understand and agree that all inherent common law management functions and prerogatives which the Town has not waived in this Agreement are retained and vested exclusively in the Town.

ARTICLE 3 - UNION RIGHTS

A. Stewards

The Employer recognizes the right of the Union to designate one (1) Steward and one (1) Alternate for the Unit. The authority of Stewards and Alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

- I. The collection of dues when authorized by appropriate Union actions.

2. The investigation and presentation of grievances in accordance with the provisions of this Agreement.

3. Transmission of such messages and information which shall originate with and are authorized by the Union or its officers, provided such messages and information have been reduced to writing.

4. Stewards or Alternates shall be permitted to investigate and process grievances on or off the property of the Employer, up to two (2) hours per week, but shall not exceed four (4) hours per month. Such time spent handling grievances during regular working hours shall be without loss of pay. The Steward or Alternate shall notify the Employer of such activity so as not to disrupt the daily scheduled activities of operations and record such time for record keeping purposes on weekly time cards.

B. Access to Employees

Authorized agents of the Union shall have access to the employees during normal working hours. There shall be no interruption of the Employer's working schedule and the Supervisor shall be notified when such agent is present.

C. Bulletin Boards

The Employer agrees to provide suitable space and maintain a bulletin board in the lunch room at the Town garage and the Town Hall where notices are usually posted. The Union shall limit its use of the bulletin board to official Union business such as meeting notices and union bulletins. The Employer shall use the Union bulletin board for the purposes of displaying job postings and seniority lists.

D. Leave for Union Activities

The Employer agrees to grant up to five (5) days off without discrimination, loss of seniority rights and without pay, to one Steward or alternate, to attend a labor convention, or to serve in any other official Union business, provided forty-eight (48) hours written notice is given to the Employer, by the Union, specifying the length of time off. Any member of the union that is appointed to a full-time position with Teamsters Local Union No. 340 will be granted a leave of absence until separation from employment with said local union. For purposes of seniority, the member/members seniority shall continue unbroken. The Union agrees that in making its request for time off for Union activities or to serve in an appointed position with the Union, there shall be no disruption of the Employer's operation or increase in overtime costs due to lack of available Employees.

E. Non-Discrimination

No employee member of the Union acting in any official, legal capacity whatsoever for the Union, shall not be discriminated against for his/her acts as such officer of the Union, as long as such actions do not interfere with the conduct of the Employer's business. There shall be no discrimination against any employee because of Union membership or Union activities.

F. Membership

All employees shall have the right to join the Union except as otherwise provided herein, or to refrain from doing so. No Employee shall be favored or discriminated against either by the Town or the Union because of an Employee's membership or non-membership in the Union. The Union recognizes its responsibilities as a bargaining agent and agrees to represent all Employees in the bargaining unit without discrimination, interference, restraint, or coercion.

G. Check Off

The Town shall deduct regular monthly dues from the wages of every employee's paycheck upon receipt of an individually signed authorization from the unit employee. The Town shall forward all such dues and fees so collected to the Secretary - Treasurer of the Union before the end of the month in which deductions are made. The Union shall indemnify, defend, and hold the Town harmless against all claims and suits which may arise by reason of any action taken in making deductions of said dues, and remitting the same to the Union, pursuant to this article. The Town agrees to provide payroll deduction services for the Teamsters Credit Union for its Union members.

H. Individual Contracts

The Town agrees not to enter into any agreement or contract with its bargaining unit employees individually or collectively which in any way conflicts with the terms and provisions of this Agreement. Any such Agreement shall be null and void.

ARTICLE 4 - ZIPPER CLAUSE

All items that are intended by the parties or could have been negotiated by the parties are contained within this Agreement. There will be no obligation by either party to negotiate over any term and conditions of employment during the term of this Agreement.

ARTICLE 5 - MAINTENANCE OF STANDARDS

The Employer agrees that all conditions of employment relating to wages, hours of work, overtime differentials, and general working conditions shall be maintained at no less than the highest standards in effect at the time of the signing of this Agreement.

ARTICLE 6 - NO STRIKE

A. The Union agrees that during the term of this Agreement neither it nor its officers or members will engage in, encourage, sanction, support, or suggest any (1) strikes, (2) walkouts, (3) slowdowns, (4) mass absenteeism, (5) black listing, (6) illegal economic picketing as defined in 26 MRSA §964 (2) (C). The Town agrees there will be no lockouts or blacklisting.

B. Failure or refusal on the part of any Employee or agent to comply with any provision of this article shall be cause for whatever disciplinary action, including suspension or discharge deemed necessary by the Town.

ARTICLE 7 - NON-DISCRIMINATION

A. The use of male or female gender of nouns or pronouns is not intended to describe any specific employee or group of employees but is intended to refer to all employees in job classifications, regardless of sex.

B. The Employer and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms, or conditions of employment because of such individual's race, creed, sex, sexual orientation or identification, national origin, or age, nor will they limit, segregate, or classify employees in any way to deprive any individual Employee of employment opportunities because of race, creed, sex, national origin, or age.

ARTICLE 8 - SAVINGS AND SEVERABILITY

If any part or portion of this Agreement should be found contrary to law, only that portion of the Agreement shall be invalidated. The remainder of this Agreement shall remain in full force and effect. The parties have the right to renegotiate any invalidity within thirty (30) days after notification of such invalidity.

ARTICLE 9 - PROBATIONARY PERIOD

A. Public Works Department

All employees shall serve a six (6) month probationary period upon hire. During that probationary period, the Town may discipline and/or dismiss such employee without regard to any provision of this Agreement and without intervention of the Union. When the probation period has been successfully completed, seniority shall accrue from the first day of employment.

B. Police Department

1. Maine Criminal Academy Graduates

Employees that have graduated from the Maine Criminal Justice Academy (M.C.J.A.) or received a waiver, shall serve a probationary period of twelve (12) months commencing on the first day of work.

2. Non-Maine Criminal Justice Academy Graduates

The probationary period for Employees who are hired and have not completed the M.C.J.A. or who have not received equivalent training received a waiver from the M.C.J. A. shall be from the day of hire to twelve (12) months after completion of the M.C.J.A.

3. Completion of Probationary Period

After successful completion of the probationary period, the time worked will be considered in computing seniority.

C. Fire Department

All firefighters shall serve a nine (9) month probationary period upon hire. During that probationary period, the Town may discipline and/or dismiss such employee without regard to any provision of this Agreement and without intervention of the Union. When the probation period has been successfully completed, seniority shall accrue from the first day of employment.

ARTICLE 10 - HOURS OF WORK, WORK SCHEDULES, LUNCH AND REST PERIODS

A. Hours of Work

1. Public Works

a. The Employer reserves the right to establish the normal work schedule for each employee or employee team. The Employer agrees to confer with the effected employee's prior to revising the normal workweek schedule regarding such changes. The normal workweek for Public Works Department employees shall be Monday 12:01 A.M. through Sunday at 11:59 P.M., consisting of five (5) eight (8) hour days, with normal days off being Saturday and Sunday. Any work time over eight (8) hours a day or forty (40) hours a week shall be considered overtime. Work time shall include scheduled holidays. Employees shall be paid at time and one half their normal rate for all overtime. Customary work hours (i.e., non-emergency) will be scheduled between the hours of 5:00 AM and 5:30 PM with a one half-hour lunch break.

b. Summer Hours

Between the dates of May 15th till October 15th employees work weeks will consist of four (4) ten (10) hour work days, with normal days off being Friday, Saturday, and Sunday. On weeks that contain a holiday, employees will be paid for eight (8) holiday hours and work four (4) eight (8) hour work days. Any work time over ten (10) hours a day or forty (40) hours a week shall be considered overtime. Work time for purposes of computing overtime shall be all hours worked including holidays. Employees shall be paid at time and one half their normal rate for all overtime hours.

2. Waste Water Control Facility

The normal workweek for Waste Water Control Facility shall be Monday 12:01 A.M. through Sunday at 11:59 P.M., consisting of five (5) eight (8) hour days, with normal days off being Saturday and Sunday. Any work time over eight hours a day or forty (40) hours shall be considered overtime. Work time for purposes of computing overtime shall be all hours worked including holidays. Employees shall be paid at time and one half their normal rate for all overtime. Customary work hours (i.e., non-emergency) will be scheduled between the hours of 5: 00 AM and 5:30 PM with a one half-hour lunch break.

a. Weather Exceptions

When weather conditions dictate the Town, may alter the start times of employees, in order to take advantage of weather conditions. (This language applies to this section only.) The customary hours of work are between 5:00am and 5:30pm. The duration of this change will be for as short duration as weather conditions allow.

b. Week-End Work

Week-end work assignments shall be rotated. Employees in the Waste Water classification will be required to work every third week-end for two (2) hours each day. No employee will be required to work more than one week end per a three-week cycle. Employees who are scheduled to work weekend work shall also work holidays that are annexed to the week-end. (i.e., Memorial Day).

3. Police Department - SEE SIDEBAR DATED 1-30-25

The normal work schedule for the Police Department shall be thirty-six (36) hours one week and forty (48) hours the alternate week. Any work time over forty (40) hours in a seven (7) day work period, shall be considered overtime. Work shall include scheduled holidays. Employees shall be paid at time and one-half (1 ½) their normal rate for all overtime. The Employer reserves the right to establish the normal work schedule for each employee or employee team. The schedule shall be posted thirty (30) days at a time seven (7) days prior to the beginning of the first (1ST) day of the start of the thirty (30) days, except in cases of emergency. The Employer agrees to confer with the effected employees prior to revising the normal work week schedule regarding such changes.

4. Fire Department

The normal work schedule for the Fire Department shall be one hundred and six (106) hours in a fourteen (14) day work period. Any work over one hundred six (106) hours in a fourteen (14) day work period shall be considered overtime. The Employer reserves the right to establish the normal work schedule for each employee or employee team. The schedule shall be posted thirty (30) days at a time and seven (7) days prior to the beginning of the first (1st) day of the start of the thirty (30) days expect in cases of emergency. The Employer agrees to confer with the effected employees prior to revising the normal work week schedule regarding such changes.

H. Police On-Call Week-Ends - SEE SIDEBAR DATED 1-30-25

Police officer will be paid two hundred (\$200) dollars per on call week-end.

I. Callouts

1. All Employees Except Firefighters

An employee called to work more than one (1) hour before his regularly scheduled shift or after he has left for the day shall be paid a minimum of three (3) hours work paid at straight time rate. If, at any time the time actually worked exceeds two (2) hours, the Employee shall be paid at the overtime rate for all hours worked. Such call out time shall not be annexed consecutively to either end of the work shift, nor shall call out time pertain to scheduled overtime hours.

2. Hours Annexed to Scheduled Overtime

Any scheduled overtime, not annexed to the employee's shift, the employee shall be paid a minimum of two hour at time and one half his hourly rate of pay.

3. Fire Department

An employee called to work more than one (1) hours before his/her regularly scheduled shift or has left for the day and call back to work shall be paid a minimum of one (1) hour or for actual hours worked and be added to the regular hours work that work period and paid accordingly. The employee will be paid a minimum of one (1) hour if the work time is not annexed to the employee's work shift.

J. **Notification**

Employees will be notified by telephone when opportunities for unscheduled overtime arise. An employee who does not have a telephone, or is unable to be reached by a reasonable method shall waive their rights to unscheduled overtime.

ARTICLE 11 – LEAVES OF ABSENCE

A. **Vacation**

1. Anniversary Date

It is the intention of the Employer to provide its employees paid vacation for the purpose of spending time away from work each year. The anniversary date for which all bargaining unit employees shall receive paid vacation time off shall the date of their most recent date of hire.

2. Accrual

- a. After a unit employee has completed six (6) months of continuous service, he/she is entitled to receive twenty (20) hours of paid time off for each year of continuous service for up to two (2) years. After the next six (6) months of continuous service s/he shall be entitled to receive an additional twenty (20) hours of vacation for a total of forty (40) hours of vacation in the first year of employment.
- b. At the beginning of an employee's two (2) years of continuous service, he/she is entitled to receive eighty (80) hours of paid time off per year.
- c. At the beginning of an employee's three (3) years of continuous service, he/she is entitled to receive their eighty (80) hours earned time off plus eight (8) hours per year for every year thereafter, to a total accumulation of one hundred sixty (160) hours per year until the Employee has completed twenty (20) years of continuous service.
- d. At the beginning of an employee's twenty (20) years of continuous service, he/she is entitled to receive two hundred (200) hours paid time off per year thereafter.
- e. Upon ratification of this contract all employees will be eligible to receive their total yearly accrual at their anniversary date. Any vacation in the old accrual method since the employee's last anniversary date shall be deducted from their total yearly accrual and the remainder is to be added to each employee's bank upon ratification of this Contract. All employees must be down to eight (80) hours by their next anniversary after January 1, 2025.

3. Scheduling

- a. Vacation time off shall be scheduled at such time or times as shall be mutually agreeable to the employee and the Employer, except in the case where the employee fails to schedule or take carryover vacation time off within the prescribed time, and in such cases the Employer may direct the employee to take the time off.
- b. Vacation time off shall be taken in four (4), eight (8), forty (40), or eighty (80) hour increments. Exception to this may be permitted for special reasons with approval of the Town Manager upon a favorable recommendation of the Department Head. The Department Head will notify the Town Manager of any special request for vacation time.
- c. 80 hours of earned vacation time may be carried forward into the next anniversary year.
- d. Employees may receive their vacation time off pay up to fifteen (15) days prior to their scheduled time off, provided they notify the Employer at least ten (10) days in advance. Pre-paid vacation time must be taken as scheduled unless the Employer requests the employee to work.
- e. Paid time off shall accrue from the date of hire as a full-time employee. However, employees shall not take paid time off until they have completed six (6) months of continuous service.
- f. For purposes of vacation accrual rates, newly hired police officers shall be given credit for post MCJA years of service, with the approval of the Town Manager. All other employees shall be given up to five (5) years of previous service.

4. Separation from Employment

Upon separation from employment with the Employer, unused earned paid time off shall be paid to the employee, or the Employer may decide, or the employee may choose, that the employee's unused vacation may be taken off as a condition of early release before separation of Employment with the Town.

5. Payment to Estate

In the event an employee covered under this Agreement hereby dies during the term of this Agreement, his/her accrued paid time off credits, if any, shall be paid in wages to:

- a. If the employee dies testate, then to his estate.
- b. If the employee dies intestate, leaving a spouse or significant other with whom said Employee was living with at the time of his death, then to such spouse.
- c. If said employee leaves no such spouse but is survived by children, including adopted children, then to such children jointly. If any such children are then minor, then to guardian of such children must be joined in on such payment.

- d. If said employee has no such spouse or children surviving him/her, then to the parent or parents who survives said Employee.

B. Sick Leave

1. Usage

Sick leave may be used for personal illness or physical incapacity of such a degree as to render the employee unable to perform the duties of his/her position, unless the employee is capable of other work within the Town of Rangeley and assigned to such other work. Sick leave may also be used for medical, dental, or eye appointments; maternity leave or to care for members of his/her immediate family affected by serious illness as authorized by the Department head and/or Town Manager.

2. Accrual

Sick Leave shall accrue at the rate of one (1) workday for each full calendar month of service with leave accumulation limited to two-hundred forty (240) hours. Employees shall be eligible to use sick leave after one (1) full calendar month of service with the Town of Rangeley. For the purpose of this section, the first month of an employee's service shall be counted as a full month of service if employment begins on or before the 15th day of the month. If an employee has a total of two-hundred and forty (240) hours on their anniversary date, employees can continue to accrue sick leave but sick leave will be reduced to the maximum allowed once the subsequent anniversary year has been reached.

3. Abuse of Sick Leave

The payroll clerk shall record sick leave usage regularly. The Town Manager shall review all sick leave records periodically and shall investigate any cases that indicate abuse of the privilege. Abuse of the sick leave privilege (hunting, fishing, etc.) shall be fined by a loss of two (2) days' pay for each day taken. Department heads will enforce.

4. Sick Leave Incentive

Those employees who have five (5) or more years of continuous service shall be entitled to exchange twelve (12) consecutive months of perfect attendance for one personal day to be scheduled at a time agreeable to the employer within three months of accrual. Perfect attendance shall represent no time taken under provisions of the first paragraph of Article 11 §B, as well as no disciplinary time or leave of absences.

5. Certificate

Sick leave shall not be considered an entitlement, which an employee may use at his/her discretion but shall be allowed for the necessity arising from actual sickness or disability of the employee. If required, the employee shall furnish the Town of Rangeley with a certificate from his/her attending physician.

6. Earned Paid Leave

Employees will be entitled to earned paid leave (Personal Time Off) as adopted by the Employer and printed in the Town's Personnel Policies. However, the first forty (40) hours used by the employee shall be designated as earned paid leave for the purpose of the law.

7. On the Job Injury

An employee shall not have to use sick leave if hurt on the job when covered under Workers Compensation.

C. **Sick Leave Bank**

1. Donation to Bank

Employees who have accumulated 30 days of sick leave, at their option, may choose to place up to forty hours of sick leave per year into a sick leave bank. Sick leave days deposited into the bank shall be made available to all employees who have depleted their sick leave due to a serious illness or disability to themselves or an immediate family member. Eligibility for using banked sick leave shall be determined by an Employee Review Committee comprised of three persons: (1) Union representative appointed by the Union's Bargaining Agent and Shop Steward, (2) third member as agreed by the Town Manager/Designee and the Union Representative and the (3) Town Manager, or designee. Any employee applicant approved by the Employee Review Committee shall not receive more than sixty percent (60%) of the accumulated days deposited into the sick leave bank.

2. Immediate Family

For the purposes of this article, "Immediate Family Members" is defined to mean, spouse, significant other, children, parents, brothers, sisters, grandparents, grandchildren, stepchildren, stepparents, foster parents, mother in-law, and father in-law.

3. The Employee Review Committee

The Committee shall establish eligibility requirements that set forth reasonable standards for use of the sick leave deposited in the bank. Those eligibility requirements shall include a waiting period, or illnesses covered, and other related information. Final approval of Sick Leave Policy shall rest with the Town Manager or his/her designee to ensure that provisions of individual programs do not conflict with applicable Employer ordinances or Maine State statutes.

D. **Funeral Leave**

1. Immediate Family

An employee shall be excused from work for up to five (5) work days because of death in his/her immediate family as outlined in this Article and shall be paid his/her regular rate of pay for the scheduled work hours missed. It is intended that this leave is for the purpose of attending to funeral and burial arrangements. Additional time off without pay may be given at the discretion of the Town Manager and vacation time may be approved by the Employer. For purposes of this article "immediate family" is defined to mean spouse, significant other, children, parents, brothers, sisters, grandparents,

grandchildren, stepchildren, stepparents, foster parents, and members of the immediate family including mother/father-in-law. Time off to employees wishing to attend the funeral of someone other than what is described in the Article is at the sole discretion of the Employer.

2. Other Family Members

In the event of the death of an aunt, uncle, cousin, niece, nephew, or sister/brother-in-law, the Employee shall be granted the time necessary to attend the funeral, but in no event more than one (1) day unless approved by the Employer.

E. **Holidays**

1. Observed Holidays

The following days shall be observed as holidays by all full-time unit Employees: Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Day after Thanksgiving Day, Columbus /Indigenous People Day, Christmas Day, New Year's Day, Martin Luther King Day, President's Day, Patriot's Day, Memorial Day, and Juneteenth.

2. Holiday Pay

Employees shall be paid eight (8) hours straight time for any holiday not worked. Any Employee who is scheduled to work on a holiday shall receive the eight (8) hour straight time pay for the holiday plus time and one-half rate for any hours actually work. This shall apply to both Public Works and Police personnel.

3. Saturday/Sunday Holidays

If a holiday falls on a Saturday, the holiday will be celebrated on the previous Friday. If the holiday falls on a Sunday, the holiday shall be celebrated on the following Monday.

F. **Military Leave**

The Town will abide by and support the Federal and State statute relative to military leave.

ARTICLE 12 - COURT TIME, JURY DUTY

A. **Court Time.**

1. Court Time on Work Time

An employee who is required to attend court for Town business, including to and from, shall have such time included within his regular work day. Employees shall be required to register with the court so that the Town may be reimbursed the court officer's fee. When an employee is subpoenaed to appear in court for other than Town business, it shall be on his/her own time and s/he may retain any court paid witness fees and expenses.

2. Court Time on Non-Work Time

All court time representing the Town worked outside of the employees' regular shift shall be paid at time and one half.

B. **Jury Duty**

In the event an employee is required to participate in jury service, s/he shall suffer no loss in net pay. However, all pay received by the employee for such jury service from the court shall be signed over to the Town, less any travel reimbursement. If the employee fails to turn over such money to the Town within two pay periods from the receipt of jury service pay, the Employer may deduct an equivalent amount from the employee's wages.

ARTICLE 13 – WAGES AND JOB CLASSIFICATIONS

A. **Wages**

All employees shall be paid pursuant to Appendix A attached to this Agreement.

B. **Job Descriptions**

Employees will be provided with up-to-date job descriptions.

C. **Temporary Work in a Different Position**

When an employee performs work out of his/her regularly assigned position at a lower paying position, s/he shall be paid at his/her regular and normal rate of pay. If such employee is working in a higher paying position, s/he shall be paid at the higher rate of pay for that job grade if s/he can accomplish the essential functions of that job and there is a vacancy.

D. **Temporary Upgrades**

1. Short Term Vacancy

In the event there is a short-term vacancy of eight (8) continuous work hours or more in any position and the Employer so chooses, the Employer may upgrade an Employee to temporarily fill the vacant position. The upgraded employee shall be the senior employee that meets the qualifications of the vacant position. The employee may refuse the assignments and responsibilities of the position after ten (10) working days of the initial assignment commences, but if he accepts then s/he shall be paid the wage of the vacant position for as long as s/he may be upgraded.

2. Work Outside Normal Position

When an employee performs work outside his/her normal position s/he shall be paid the wage of his normal position, except in the case where the employee has been temporarily upgraded. If a unit employee is temporarily or permanently demoted for just cause, s/he shall receive the wage for that position for as long as s/he holds that position.

3. Different Position

When an employee applies for and is awarded a different position, s/he shall be paid the wage for the new position.

E. Procedure for Determination of Training Needs

The Town of Rangeley will conduct a needs assessment at least once annually with each employee to determine the training needs and task assignments needed for an employee to fill temporary or permanent vacancies in a position than their own.

F. Work In a Higher Classification

When an employee performs work out of his/her regular job classification at a lower pay grade, s/he shall be paid at his regular and normal rate of pay. If such employee is working in a higher job classification, s/he shall be paid at the higher rate of pay for that job classification if s/he can accomplish the essential functions of that classification and there is a vacancy.

G. Training

1. Policy

It is the policy of the Town to provide training for its employees whenever reasonably consistent with the operational needs of the Town. Training may be in various forms, such as through providing opportunities to work in other classifications, through offering special training on new equipment, through the institution of safety training programs, and demonstrations, through presenting group instruction and programs.

2. Testing and Certification

To provide for increased educational opportunities the Town will pay the cost of testing and certification for any employee who attains required or authorized certifications subject to the following conditions:

- a) The Town will pay for one (1) test per employee for each of the certification(s) or recertification(s) when due as listed in this Agreement.
- b) In addition, the Town will pay for a second test when passed, if the employee does not pass the test the first time taken.
- c) The Town will cover the cost of taking a course provided the employee has approval of the Town in advance of taking the course.
- d) As a result of certification, the town shall not be required to make any changes in the employee's job assignments, performance standards, promotions, pay or other related matters, unless otherwise specified by this agreement.
- e) The sole purpose of assisting employees to obtain certification is to provide an incentive for them to better themselves in their functional areas of employment.

- f) The certifications must not be required by the employee's current job description.
- g) The certifications and/or licenses must be reasonably beneficial to the departments.
- h) In order to receive any stipend for the license or certification, the license and/or certification must be active.
- i) Employees must complete their probationary period before being eligible for any stipend.

H. Tuition Reimbursement-Firefighters

1. The Town will reimburse firefighters who are matriculated students working towards a degree in fire science, emergency medicine, public administration, or health sciences. The courses cannot be taken on work time and are limited to no more than six (6) credit hours per year. The rate of tuition that will be reimbursed is up to the rate charged by the Maine Community College system per credit hour and upon presentation of a transcript showing the employee earned a B or better in the course. The courses must be approved by the Chief, in advance of taking the course and the reimbursement may be delayed until the following budget year.

2. For each three (3) credit hour course reimbursed by the Town, the employee must continue to work for the Town for no less than six (6) months after being reimbursed. If the employee leaves employment before fulfilling this obligation, the total reimbursement must be repaid to the Town.

ARTICLE 14 - INSURANCE AND OTHER BENEFITS

A. Health Plan

The Town will pay eighty percent (80%) of the proposed Allegiant Care (NNEBT) Insurance Plan as available to the Teamsters Union for all full-time bargaining unit employees. The above plan also provides life insurance. The Town will deduct through weekly payroll the employee's twenty percent (20%) of insurance premium for all enrolled employees.

B. Premium Increase

If the premium increases more than twenty (20%) during the duration of this contract the employees will be responsible for all additional cost over the twenty percent or the bargaining unit may choose to subscribe to the Town's non-union plan during the annual renewal.

C. Other Insurance Plans

The Town reserves the right to change the health insurance plan to a comparable plan. The Town agrees not to make a change from Allegiant Care (NNEBT) during the duration of this agreement.

D. Social Security

The Town will provide social security coverage pursuant to statute.

E. Retirement

1. Maine Public Employees Retirement System

Effective July 1, 2022, the Town will offer the full-time police officers Special Plan 2C. The Union understands that in accordance with law that the Town Meeting must vote to approve joining MEPERS. Employees who enroll in MEPERS will be able to continue to participate in the Town's Mission Square plan but with no match from the Town.

2. International City Managers Association Retirement Plan Now Called Mission Square

The Employer will offer the employees of this unit access to the Mission Square. Effective July 1, 2006 the Employer agrees to match the employee's contribution to Mission Square up to a maximum of six percent (6%) of the Employee's base wage.

F. Employee Health Insurance Opt-Out and Reimbursement Arrangement

The Town agrees to establish and provide a Medical Flexible Spending Account that will include:

1. Three thousand dollars (\$3,000) for each employee who voluntarily elects not to subscribe to the health insurance plan offered by the Town.
2. The employee provides proof that she and/or his/her dependents, as appropriate, have health insurance coverage elsewhere.
3. Employees who are newly eligible for the Plan shall have the amount available to him/her pro-rated for the remaining portion of the Plan year in which the employee has elected to participate.
4. All contributions to the Plan and participation in the Plan will be in accordance with the Plan documents.
5. Employees who do not subscribe to the health insurance plan offered by the Town under the same conditions as required by §F of this Agreement may elect to have three thousand dollars (\$3,000) contributed to a retirement plan as outlined in §F.4 above.
6. Employees may voluntarily contribute on an annual basis up to two thousand five hundred (\$2,500) of their own money, pre-tax, to the Town's medical reimbursement account. The required minimum contribution, if participating, is two hundred sixty dollars (\$260) per year.

G. Disability Insurance

The Town agrees to provide, to all eligible employees, at no cost to the employee, the Maine Municipal Employees Health Trust (MMEHT) Disability Insurance Program at seventy percent (70%) coverage. The employee may elect to use accumulated sick time to make the remaining 30% of his/her pay.

H. Workers Compensation

1. The Town agrees to cooperate to promote a settlement of employee on-the-job injury claims when such are due and owing as required by law. The Employer shall provide worker's compensation protection for all employees, even though not required by state law or the equivalent thereof, if the injury arose out of or in the course of employment.

2. In the event that an employee is injured on the job, the Employer shall pay such employee his day's guarantee for that day lost because of such injury. An employee who is injured on the job and is sent home or to the hospital, or who must obtain medical attention shall receive pay at the applicable hourly rate for the balance of his shift that day. An employee who has returned to his regular duties after sustaining a compensable injury and who is required by the workers compensation doctor to receive additional medical treatment during his regularly scheduled working hours shall receive his/her regular hourly pay for such time up to two (2) hours.

3. An employee shall suffer no loss of pay while out of work for a job-related illness or disability in accordance with current State of Maine Compensation Laws.

4. Employees may be assigned to perform light duty, if available while on a worker's compensation claim if permitted by the employee's doctor to do so. However, the employer may seek a second opinion paid for by the Town. An employee shall not be required to return to work until his/her physician certifies the employee is able to do so. Light duty assignments normally will be within the department for which the employee usually works, but may be assigned to any position in the Town for which the employee is able to perform the work, and will not be assigned to employees with the intention of harassing, discriminating, or punishing an injured Employee.

I. Meal Allowance

The Town shall agree to reimburse any employee up to twenty (20) dollars with presentation of receipt, a meal allowance, for any employee (except Police Officer and Firefighter) working his/her regular shift) who is required to work twelve (12) hours or more, during a single shift.

J. Tools, Fees, and Training

The Employer shall provide necessary tools for the employee's use in the performance of their job, including special tools, equipment, and training specific to the job. The Employer shall pay all cost incurred and provide vehicles needed in attaining and maintaining all required licenses and certification necessary for the employee's performance of their job determined by their job classification/grade.

K. Identification Fees

Should the Employer require employees to carry and/or display personal identification while working for the Employer; each employee will comply with the requirement. The Employer shall pay for the cost of the identification.

ARTICLE 15 - UNIFORMS

- A. The Employer shall choose and provide standard uniforms for the employees. The cost of uniform maintenance service shall be borne by the Employer.
- B. The Employer shall choose and provide standard uniforms. The Employer shall choose and provide one (1) pair of safety work boots per year (July 1st) and replaced on a as needed basis during the year and one pair of rubber boots (replaced on a as needed basis) for the employees. The Town agrees to provide two hundred seventy-five dollars (\$275) annually towards the purchase of these boots. Upon approval by the Employer, employees may purchase boots through the Town's account; any dollars in excess of two hundred seventy-five (\$275) will be deducted from the employee's next payroll as a deduction. The cost of uniform maintenance service shall be borne by the Employer. Uniforms shall be worn only while the employee is on duty and during travel time to and from work.
- C. The Town will provide one pair of OSHA approved rubber work boots to be replaced on an as needed basis.
- D. Employees understand that Uniforms and Boots purchased by the Employer are only to be worn during working hours; the only exception is employees will be allowed to wear their uniform and boots to and from work.
- E. The Employer will provide and replace uniforms for Police Officers and Firefighters as provided in Exhibit B.
- F. Police Officers may choose non-steel-toed boots.

ARTICLE 16 - SENIORITY

- A. Separate seniority lists shall be established for each group of the Public Works Department and the Police Department and said lists shall name all the employees in each group with the employee with the greatest seniority (years of continuous service) listed first. All other employees will be listed in descending order according to their seniority with the employee having the least seniority listed last. Seniority, for the purpose of this Agreement, shall be interpreted to mean length of continuous service as a full-time employee of the Town and shall be a major factor in all matters affecting layoff, recall, vacation scheduling, and job postings, provided all other qualifications are equal.
- B. In the case where it becomes necessary for the Employer to lay off employees for any reason, employees shall be laid off in the reverse order of their seniority in each classification, with bumping rights to a lower paying position.
- C. All affected employees shall receive a two (2) calendar week advance notice of layoff, and the Employer shall meet with the affected employee(s) prior to the actual occurrence of the layoff.
- D. Employees shall be recalled from layoff according to their seniority. No new employee shall be hired to fill a laid off Unit employee's job position until all employees on layoff status that are qualified for that position have been afforded recall notice. It shall be the employee's responsibility to keep his/her address current with the Town Manager's office. Employees shall retain recall rights for a period of one (1) year.

E. The seniority lists shall be brought up to date on June 1st of every year for the term of this Agreement and immediately posted thereafter on bulletin boards for a period of not less than thirty (30) days and a copy of the same shall be sent to the Union and Shop Steward. Any objections to the seniority list as posted must be reported to the Employer by the Shop Steward within ten (10) days from the date posted or it shall stand as accepted.

F. Overtime, call out, and shift vacancies will be offered to qualified employees by seniority within their classification.

ARTICLE 17 - POSTING FOR POSITIONS

A. When vacancies of existing job positions and newly created job positions occur within the Public Works Department bargaining unit, such vacancies, if filled, shall be filled, utilizing a posting process.

B. Such notice will be made available to employees to apply for after the filling of such positions is approved by the Employer in accordance with the Town of Rangeley Employee Staffing Policy.

C. Notification of such job openings will be posted on the Union bulletin board and postings shall be open to all unit employees for a period of fifteen (15) days to apply to the open position, after which time such posting will close to Public Works employee applications. If all employees of the department indicate no interest in writing for the opening before the fifteen (15) day posting period has expired, the Town may fill the opening in accordance with their policies and practices.

D. Job postings will include, but not be limited to: posting date, removal date, position, minimum requirements of the position, contact person to submit application, wage level to start, wage level when fully qualified, and duties of the position.

E. Public Works employees interested in the vacancy shall indicate interest in the position noted in §G. below.

F. The Employer reserves the right to remove, repost, alter, and change any posting and at any time and for any reason. In the case where the Employer removes a posting for whatever reason and reposts the position, a new fifteen (15) day posting limit will be provided.

G. In the event that no Public Works employees answer the posting in the allotted posting time, or all applications received by the Employer for the posting are deemed by the Employer not to meet the requirements of the posting, the Employer may advertise and seek qualified applicants from outside the Unit. At no time will the Employer advertise and seek applications for the job opening from outside the Unit during the fifteen (15) day posting period unless all qualified unit Employees polled by the Employer and the Shop Steward convey their disinterest in answering the posting. At this point, the Employer may then remove the posting before the fifteen (15) day posting period expires.

H. After the removal of the posting, the Employer will review all applications and determine which applications meet the requirements of the posting and award the position accordingly. In the event more than one (1) application is deemed to meet the requirements, the award will be made based on seniority within the Unit. All Unit applicants will be notified of the final decision by the Employer within fourteen (14) days.

I. Any employee transferring into a job opening, vacancy, or promotion shall serve up to a fifteen (15) working day trial period, renewable for an additional fifteen (15) working days at the Employer's

discretion in the new job. After fifteen (15) working days, the employee becomes permanent in his new job if the Employer feels he has successfully completed his trial period. If the Employer feels the employee has not completed the trial period successfully, he shall be returned to his former job.

J. The employee retains the right to return to his former job within the fifteen (15) working day period. No employee shall be forced to accept a permanent transfer.

K. An employee who transfers from one group or department to another shall retain his overall town seniority for fringe benefits.

ARTICLE 18 - DISCHARGE AND SUSPENSION

A. The Employer shall not suspend or discharge any employee without just cause.

B. The Employer agrees to provide notice of disciplinary action to the employee, Steward, and Union within three (3) days of the disciplinary action.

C. Notice of appeal from discharge or suspension must be made to the Employer in writing within ten (10) working days from the date of the Union's receipt of the notice of discharge or suspension.

D. The employee discharged must be paid, in full, all wages owed to him by the Employer including accrued vacation time, on the next scheduled pay day.

E. A violation of these procedures by the Employer will not nullify any disciplinary action taken against any Employee.

ARTICLE 19 - EXAMINATION

Physical, mental, or other examinations required by the Town or any governmental agency shall be promptly complied with by all employees, provided the Town pays for all such examinations. The Town shall select the examiner. The Town shall not pay for any time spent in the case of applicants for jobs and shall be responsible to other employees only for the time spent at the place of examination.

ARTICLE 20 - SAFETY

A. General Statement

The Town of Rangeley views the safety of its employees, residents, and visitors as paramount to the successful and efficient operations of the Town. Therefore, it shall be incumbent of all employees and the Employer to foster, maintain, support, and promote a positive attitude towards safety.

C. Town Responsibility

2. Provide proper and adequate PPE (Personal Protective Equipment)
3. Provide safety training and education
4. Provide for maintenance of equipment for its safe and efficient operation

5. Enforce safety rules, policies, safe work practices and procedures

D. Employee Responsibility

1. Adhere to all safety policies, rules, procedures, and practices
2. Attend and utilize all safety training directed by the Employer
3. Perform their duties safely and efficiently
4. Notify the Employer, in a timely manner, of any unsafe conditions that may be recognized
5. Operate Town equipment in a safe and prudent manner
6. Protect the public from any hazardous situations that may arise relating to their duties
7. Wear and utilize all PPE provided by the Employer
8. Participate in the Employer's Safety Process when directed to do so

ARTICLE 21- SUBCONTRACTING

A. The Employer may subcontract unit work provided such subcontracting does not deprive Employees of work opportunities.

B. The Employer shall not subcontract work if employees qualified and willing to do the work are on layoff.

C. If, as a condition of governmental funding or requirement, competitive bidding and purchasing policies, timeliness of completion of projects, the lack of proper equipment, or lack of employee expertise, the Employer reserves the right to contract, subcontract, retain, or otherwise hire or employ companies, firms, individuals, and others outside of the bargaining unit and this Article shall not apply.

ARTICLE 22 – SANITARY CONDITIONS

The Employer agrees to maintain a clean sanitary washroom having hot and cold running water and with toilet facilities, unless otherwise mutually agreed.

ARTICLE 23 - EMPLOYEE CONTACT

The employees covered by this Agreement shall provide a cellular or land line telephone number or other satisfactory arrangement for being notified when needed for work. The employee shall advise the Employer and mutually agree on the method to be used. If the employee does not make such arrangements or refuses repetitively to answer the call if at home, s/he may be subject to progressive disciplinary action. Additionally, the employee shall maintain an up-to-to date mailing address to contact the employee for Town related business.

ARTICLE 24 - DISCLOSURE

It shall be the responsibility of each unit employee to notify the Employer, in a timely manner, of any change in the employee's licensing and certification status that may limit, control, or otherwise prevent, inhibit, or reduce the employee's ability from performing his assigned duties as required by the Employer. If, after receiving such information, the Employer determines that the employee's ability to satisfactorily perform the duties of his/her classification/ grade has been altered, constrained, or otherwise limited, the employer, upon proper deliberations and findings, may choose to demote, suspend, or terminate such Employee. Such action against the employee shall be carried out by the Employer in accordance with the provisions contained in Article 18 of this Agreement.

ARTICLE 25 - GRIEVANCE PROCEDURE

A. Step 1 - Department Head

The Shop Steward must present the grievance in writing to the appropriate Department Head within five (5) working days of the occurrence or first reasonable knowledge of the events that gave rise to the grievance. Within seven (7) working days of receipt of the written grievance, the Department Head will meet with the Shop Steward to discuss the written grievance. The Department Head will respond to the grievance in writing within seven (7) working days of the meeting.

B. Step 2 - Town Manager

If the grievance is not resolved in Step 1, the Union Business Representative may, within fifteen (15) days of receipt of the written answer, appeal the grievance to the Town Manager. Within fifteen (15) days of the receipt of the appeal, the Town Manager will meet with the Union Business Representative to discuss the appeal. The Town Manager will respond to the grievance in writing within fifteen (15) days of the meeting.

C. Step 3 - Arbitration

If the Union is not satisfied with the outcome of the Step 2 response, the Union may, by giving written notice to the Town Manager, within five (5) days of receipt of the written answer, submit the grievance to the Maine Arbitration and Conciliation Board, unless the parties mutually agree to use a single arbitrator. The arbitrator's decision will be final and binding and in writing and will set forth his findings of fact, reasons and conditions on the issues submitted by the parties. The cost of the arbitrator shall be shared equally by the Union and the Town.

D. Definitions

1. Grievance - A dispute between the parties as to the meaning or application of the specific terms of the Agreement.
2. Grievant - The Union or employee or Officer represented by the Union.
3. Days - Days shall mean calendar days excluding legal holidays, except where otherwise stated in this Agreement.

E. Miscellaneous

1. All grievances shall be in writing, specify the nature of the grievance, Article(s) of the Agreement alleged be violated, name of the grievant(s), the Union representative, the facts of the matter, the date of the occurrence or first reasonable knowledge thereof, the signature of the grievant(s), and the remedy sought.

2. Nothing in this article shall limit the rights of the employees as specified in MRSA 26 Sections 961-973 as amended.

3. The Town will provide the Union access to appropriate documents in investigating the grievance.

4. The time limits herein this article may be extended by mutual agreement and must be confirmed in writing.

5. If the grievance is not initiated or appealed in accordance with this grievance procedure the grievance shall be deemed waived.

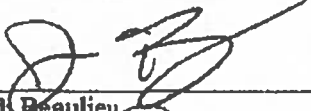
ARTICLE 26 - DURATION OF AGREEMENT

This Agreement shall be effective as of the first day of July, 2024 or the date of ratification, whichever is later, except as otherwise noted, and shall remain in full force and effect until the last day of June, 2027. This Agreement shall expire on the day indicated and shall not be extended orally or in writing by the parties.

In witness whereof, the parties hereto have set their hands and seals this 1st day of July, 2024.

Town of Rangeley Board of Selectmen


Teamsters Local 340



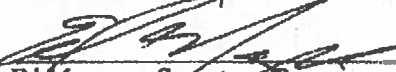
Jacob Beaulieu

 7/25/24


Brett Miller, President and Business Agent



Wendyll Caisse



Ed Marzano, Secretary-Treasurer



James Jannace

 7.22.24

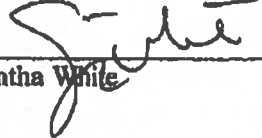
Don Crockett, Business Agent



Ethan Shaffer

 7/31/24

Ryan Wilbur, Steward



Samantha White

APPENDIX A
JULY 1 2024 - JUNE 30, 2025

A. Scale: Position	Start	After 1 Year Continuous Service	After 3 Years Continuous Service
Parks and Recreation	\$18.31	\$18.77	\$19.24
Transfer Station	\$18.31	\$18.77	\$19.24
Highway	\$20.87	\$21.39	\$21.92
Waste Water Maintenance	\$23.27	\$23.85	\$24.45
Fleet Mechanic	\$28.41	\$29.12	\$29.90
Waste Water Lead Operator*	\$26.22	\$26.88	\$27.56
Highway Foreman	\$26.22	\$26.88	\$27.56
Transfer Station Supervisor	\$26.22	\$26.88	\$27.56
Patrol Officer/Non-academy	\$25.88	\$26.53	\$27.21
Patrol Officer/Academy certified	\$29.27	\$30.00	\$30.74
Sergeant	\$34.15	\$35.00	\$35.87

Firefighter \$22.37 \$22.93 \$23.50

*Waste Water Lead Operator additional duties – add \$3.60 to above rate

B. Longevity Bonus:	Years	Amount
	5	\$.20 per hour
	10	\$.40 per hour
	15	\$.70 per hour
	20	\$1.00 per hour
	25	\$.50 per hour
	30	\$.50 per hour

C. Police On-Call: For each full week-end an officer is on call s/he will be paid \$200.00

D. New Employees: New employees may be given credit for up to 5 years of longevity at the time of hire for previous relevant full time work experience in the position for which they are being hired.

E. Stipends/ Certifications:		
Police/Firefighter	EMR	\$.25
	EMT-Basic	\$1.00
	CPR Instructor	\$.25
All other employees	EMR	\$.25
	Maine Local Roads Center-Roads Scholar	\$.15
	Infrastructure/Storm Water Management	\$.15
	APWA Snow Fighter	\$.15
	Driver Trainer	\$.30
	CDL-A	\$.30
	CDL-B	\$.20

APPENDIX A
JULY 1 2025 - JUNE 30, 2026

A. Scale Position	Start	After 1 Year Continuous Service	After 3 Years Continuous Service
Parks/Recreation	\$18.86	\$19.33	\$19.82
Transfer Station	\$18.86	\$19.33	\$19.82
Highway	\$21.49	\$22.03	\$22.58
Waste Water Maintenance	\$23.97	\$24.57	\$25.18
Fleet Mechanic	\$29.26	\$29.99	\$30.80
Waste Water Lead Operator*	\$27.01	\$27.69	\$28.39
Highway Forman	\$27.01	\$27.69	\$28.39
Transfer Station Supervisor	\$27.01	\$27.69	\$28.39
Patrolman/Non-academy	\$26.66	\$27.33	\$28.03
Patrolman/Academy certified	\$30.15	\$30.90	\$31.66
Sergeant	\$35.17	\$36.05	\$36.95
Firefighter	\$23.04	\$23.62	\$24.21

*Waste Water Lead Operator additional duties – add \$3.60 to above rate

C. Longevity Bonus:	Years	Amount
	5	\$.20 per hour
	10	\$.40 per hour
	15	\$.70 per hour
	20	\$1.00 per hour
	25	\$.50 per hour
	30	\$.50 per hour

C. Police On-Call: For each full week-end an officer is on call s/he will be paid \$200.00
SEE MEMO DATED 1-30-25

D. New Employees: New employees may be given credit for up to 5 years of longevity at the time of hire for previous relevant full time work experience in the position for which they are being hired.

E. Stipends/ Certifications:		
Police/Firefighter	EMR	\$.25
	EMT-Basic	\$1.00
	CPR Instructor	\$.25
All other employees	EMR	\$.25
	Maine Local Roads Center-Roads Scholar	\$.15
	Infrastructure/Storm Water Management	\$.15
	APWA Snow Fighter	\$.15
	Driver Trainer	\$.30
	CDL-A	\$.30
	CDL-B	\$.20

JULY 1 2026 – JUNE 30, 2027

A. Scale:

	Start	After 1 Year Continuous Service	After 3 Years Continuous
Parks/Recreation	\$19.43	\$19.91	\$20.41
Transfer Station	\$19.43	\$19.91	\$20.41
Highway	\$22.14	\$22.69	\$23.25
Waste Water Maintenance	\$24.69	\$25.30	\$25.94
Fleet Mechanic	\$30.14	\$30.89	\$31.72
Waste Water Lead Operator*	\$27.82	\$28.52	\$29.24
Highway Foreman	\$27.82	\$28.52	\$29.24
Transfer Station Supervisor	\$27.82	\$28.52	\$29.24
Patrol Officer/Non-academy	\$27.46	\$28.15	\$28.87
Patrol Officer/Academy certified	\$31.05	\$31.83	\$32.61
Sergeant	\$36.23	\$37.13	\$38.05

Firefighter

\$23.73

\$24.33

\$24.93

*Waste Water Lead Operator additional duties – add \$3.60 to above rate

B. Longevity Bonus:

Years

Amount

5

\$.20 per hour

10

\$.40 per hour

15

\$.70 per hour

20

\$1.00 per hour

25

\$.50 per hour

30

\$.50 per hour

C. Police On-Call: For each full week-end an officer is on call s/he will be paid \$200.00

D. New Employees: New employees may be given credit for up to 5 years of longevity at the time of hire for previous relevant full time work experience in the position for which they are being hired.

E. Stipends/ Certifications:

Police/Firefighter

EMR

\$.25

EMT-Basic

\$1.00

CPR Instructor

\$.25

All other employees

EMR

\$.25

Maine Local Roads Center-Roads Scholar

\$.15

Infrastructure/Storm Water Management

\$.15

APWA Snow Fighter

\$.15

Driver Trainer

\$.30

CDL-A

\$.30

CDL-B

\$.20

APPENDIX B

**TOWN OF RANGELEY
POLICE OFFICER UNIFORM AND REPLACEMENT LIST**

A. Items of initial issuance:

	Item	Qty.	Estimated Useful Life
1.	Shirts - long sleeve	3	2
	Shirts - short sleeve	3	2
2.	Trousers	3	2
3.	Hats - Winter	1	2
	Hats - Summer	1	2
4.	Ties	2	3
5.	Boots	1	2
6.	Coat (3 season)	1	5
7.	Rain Coat	1	5
8.	Winter Coat	1	10
9.	Collar Brass	2	10+
10.	Name Tags	2	10+
11.	Badges	2	
12.	Weapon	1	20
13.	Duty Belt	1	
14.	Double Magazine Holder	1	
15.	Spray with Case	1	
16.	Handcuffs with case	2	
17.	Flashlight Ring	1	
18.	Body Armor Level II or equivalent (A) with carrier	1	

- B. All items in section A will be replaced in exchange for the item to be replaced on an "as needed" basis. In no case sooner than the estimated usable life without written request.
- C. All items must be returned to the department when the employee is no longer on full time duty.
- D. Optional equipment to be purchased by officer. Approved sweater, approved dickey and/or approved mock turtleneck.
Note (A): Body armor as specified will be issued to each officer, as monies are available. Once an officer has body armor, they shall be required to wear said body armor while on duty. Replacement shall be as manufacturer recommends.

APPENDIX - C

The Undersigned is a contributing Employer to the Allegiant Benefit Trust ("the Trust" pursuant to a collective bargaining agreement that had been delivered to and approved by the Trust. In consideration for the Trust provision its employees' health and welfare benefits, the Undersigned agrees to be bound by the terms and provisions of the Restated Agreement and Indentured of Trust, as same may be amended from time to time, under which the Trust is administered and the specific terms of this Participation Agreement, which represents a direct contract between the Trust and the Undersigned.

The Undersigned further agrees to forward to the Trust any amendments to the collective bargaining agreement that relate directly or indirectly to the contributions made to the Trust and acknowledges and agrees that any such amendments shall not be effective until approved by the Trust.

The liability of the Undersigned to the Trust shall not exceed the amounts of contribution which it is obligated to make under the terms of the collective bargaining agreement; provided however, that the Trust may require additional contribution amounts for the continuation of the benefits program upon the expiration of the collective bargaining agreement or during the period of time covered by an extension of that agreement.

The Undersigned, in addition, agrees that all contributions shall be made at such time and in such manner as the Trust shall reasonably require and that the Trust shall have the authority to conduct an audit of the undersigned's records for the purpose of determining the accuracy of contributions to the Trust.

The Undersigned acknowledges and agrees that, if contributions are not received at the offices of the Trust within ten(10) days of the date that the contributions are due the Undersigned shall be required to pay to the Trust, in addition to the delinquent contributions, at the rate of 18% per annum, as well as any attorney's fees and costs associated with the collection of the delinquent contributions and resulting interest and penalties. The Undersigned further acknowledges and agrees that its liability for the payment of contributions and any interest, penalties, fee and/or costs shall not be subject to the grievance procedure set forth in the collective bargaining agreement.

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Custom Budget Report

Expense

	2023	2024	2025	2025	2026	2026	2026
	Actual	Actual	YTD	Balance	Manager	Committee	Elected
Dept/Div: 015-02 Public Safety / Police Department							
Compensation							
01-01 Salary	69,695.23	66,750.63	87,799.60	12,200.40	103,501.00	100,007.00	103,501.00
3.5% CPTU							
01-02 Wages	64,918.90	64,416.24	163,554.05	1,680.95	264,440.00	261,600.00	261,600.00
01-03 Part Time Wages	350.00	1,360.00	120.00	3,180.00	3,300.00	1,500.00	1,500.00
Reserve Officer coverage, as needed \$30 per hr/approx. 110 hours							
01-04 Overtime Wages	15,081.05	9,181.77	83,510.60	-65,510.60	87,329.00	72,253.00	72,253.00
01-11 Retention Bonus	0.00	0.00	0.00	0.00	7,500.00	7,500.00	7,500.00
Sign on bonus: 2500 x 3							
Compensation							
05-01 FICA/Medicare	11,654.05	10,347.71	27,080.34	-6,535.34	33,597.00	33,380.00	33,597.00
05-02 Health Insurance	39,484.16	21,181.14	85,158.07	3,627.93	111,160.00	111,160.00	111,160.00
05-03 457 Match	110.44	0.00	5,600.00	400.00	0.00	0.00	0.00
05-04 Income Protection Ins	1,271.03	1,031.09	3,119.01	212.99	2,200.00	2,200.00	2,200.00
05-05 Workers Compensation Ins	3,019.15	4,612.39	9,828.96	-3,498.96	12,390.00	12,390.00	12,390.00
05-09 Vision	112.33	48.80	0.00	126.00	0.00	0.00	0.00
05-11 Dental	847.88	432.87	798.95	67.05	910.00	910.00	910.00
05-12 MainePERS	4,557.35	7,842.90	37,710.16	-18,330.16	44,100.00	44,100.00	44,100.00
05-14 Maine FMLA	0.00	0.00	1,173.61	-1,173.61	2,358.00	2,343.00	2,358.00
Fringe Benefits							
10-02 Training Costs	61,056.39	45,496.90	170,469.10	-25,104.10	206,715.00	206,483.00	206,715.00
Travel & Training Expenses							
10-02 Training Costs	1,149.00	351.75	2,611.00	389.00	4,000.00	4,000.00	4,000.00
Training costs for 4 officers							

Custom Budget Report

Expense

	2023	2024	2025	2025	2026	2026	2026
	Actual	Actual	YTD	Balance	Manager	Committee	Elected
Dept/Div: 015-02 Public Safety / Police Department CONT'D							
10-03 Dues & Subscriptions	873.90	180.00	1,107.92	-207.92	1,500.00	1,500.00	1,500.00
Dues for various Law Enforcement agencies, statute books							
10-04 Meals & Lodging	332.46	250.17	487.10	512.90	1,000.00	1,000.00	1,000.00
Travel & Training Expenses	2,355.36	781.92	4,206.02	693.98	6,500.00	6,500.00	6,500.00
Supplies							
15-01 Office Supplies	183.04	247.91	331.88	-131.88	200.00	200.00	200.00
Standard office supplies							
15-02 Computer Supplies	31.64	2,507.10	174.83	425.17	600.00	600.00	600.00
Printer & computer supplies							
15-04 Postage	28.14	23.19	56.10	-6.10	50.00	50.00	50.00
Postage for Law Enforcement & legal agencies correspondence							
15-07 Operating Supplies	6,686.76	717.46	1,399.75	400.25	2,000.00	2,000.00	2,000.00
Crime scene supplies, batteries, ammunition, testing kits							
15-09 Safety Supplies	611.00	476.76	1,853.83	1,146.17	3,000.00	2,000.00	2,000.00
Personal Protection Equipment							
15-10 Uniforms	3,797.04	338.56	2,624.88	875.12	3,500.00	2,500.00	2,500.00
Replaced as necessary							
15-11 Minor Equipment	459.00	97.84	3,350.71	149.29	3,500.00	2,500.00	2,500.00
Small weapons							
15-24 Hearing Tests	122.73	0.00	335.28	-335.28	335.00	335.00	335.00
15-28 Gas	5,895.51	3,937.02	9,877.71	122.29	14,000.00	14,000.00	14,000.00
Supplies	17,814.86	8,345.84	20,004.97	2,645.03	27,185.00	24,185.00	24,185.00
Utilities							
20-01 Telephone	6,322.12	6,173.90	8,080.14	-580.14	7,500.00	7,500.00	7,500.00

Custom Budget Report

Expense

	2023	2024	2025	2026	2026	2026	2026
	Actual	Actual	YTD	Balance	Manager	Committee	Elected
Dept/Div: 015-02 Public Safety / Police Department CONT'D							
Utilities	6,322.12	6,173.90	8,080.14	-580.14	7,500.00	7,500.00	7,500.00
Repair & Maintenance							
25-03 Vehicles	4,563.95	4,842.17	11,207.07	-6,207.07	6,500.00	6,500.00	6,500.00
25-04 Equipment	3,384.44	225.00	625.30	-125.30	500.00	500.00	500.00
Weapon & radar calibrations							
Repair & Maintenance	7,948.39	5,067.17	11,832.37	-6,332.37	7,000.00	7,000.00	7,000.00
Contract Services							
35-09 Software	11,916.24	7,027.97	4,524.39	-4,524.39	6,700.00	6,700.00	6,700.00
Tri-Tech/Central Square & Open Fox							
35-10 Tower Lease	0.00	990.00	990.00	10.00	1,000.00	990.00	990.00
Tower/repeater on Nobbs Hill (Rangeley)							
Expense shared with Fire							
Contract Services	11,916.24	8,017.97	5,514.39	-4,514.39	7,700.00	7,690.00	7,690.00
Police Department	257,458.54	215,592.34	555,091.24	-81,641.24	728,670.00	702,218.00	705,944.00

Custom Budget Report

Expense

	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget	2024 Actual
Dept/Div: 015-02 Public Safety / Police Department						
Compensation						
01-01 Salary	62,580.00	69,608.25	64,465.00	69,695.23	67,690.00	66,750.63
3.5% CPIU						
01-02 Wages	101,318.00	64,112.44	110,055.00	64,918.90	120,455.00	64,416.24
01-03 Part Time Wages	10,400.00	4,650.00	8,000.00	350.00	6,600.00	1,360.00
Reserve Officer coverage, as needed \$30 per hr/approx. 110 hours						
01-04 Overtime Wages	20,000.00	11,714.14	18,000.00	15,081.05	18,000.00	9,181.77
Compensation	194,298.00	150,084.83	200,520.00	150,045.18	212,745.00	141,708.64
Fringe Benefits						
05-01 FICA/Medicare	14,850.00	11,246.48	15,340.00	11,654.05	16,030.00	10,347.71
05-02 Health Insurance	22,650.00	35,956.14	61,181.00	39,484.16	61,181.00	21,181.14
05-03 457 Match	9,750.00	2,915.41	10,472.00	110.44	4,062.00	0.00
05-04 Income Protection Ins	1,956.00	1,373.05	2,098.00	1,271.03	870.00	1,031.09
05-05 Workers Compensation Ins	4,005.00	4,685.69	5,440.00	3,019.15	4,120.00	4,612.39
05-09 Vision	121.00	119.48	126.00	112.33	126.00	48.80
05-11 Dental	901.00	898.20	955.00	847.88	955.00	432.87
05-12 MainePERS	0.00	0.00	0.00	4,557.35	12,770.00	7,842.90
Fringe Benefits	54,233.00	57,194.45	95,612.00	61,056.39	100,114.00	45,496.90
Travel & Training Expenses						
10-01 Mileage Reimbursement	500.00	0.00	500.00	0.00	500.00	0.00
10-02 Training Costs	3,000.00	1,264.00	3,000.00	1,149.00	3,000.00	351.75
Training costs for 4 officers						
10-03 Dues & Subscriptions	600.00	780.25	775.00	873.90	800.00	180.00
Dues for various Law Enforcement agencies, statute books						
10-04 Meals & Lodging	1,000.00	225.09	1,000.00	332.46	1,000.00	250.17

Custom Budget Report

Expense

	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget	2024 Actual
Dept/Div: 015-02 Public Safety / Police Department CONT'D						
Travel & Training Expenses	5,100.00	2,269.34	5,275.00	2,355.36	5,300.00	781.92
Supplies						
15-01 Office Supplies	400.00	116.05	400.00	183.04	200.00	247.91
Standard office supplies						
15-02 Computer Supplies	500.00	0.00	500.00	31.64	600.00	2,507.10
Printer & computer supplies						
15-04 Postage	100.00	33.80	75.00	28.14	75.00	23.19
Postage for Law Enforcement & legal agencies correspondence						
15-07 Operating Supplies	1,200.00	1,679.58	1,800.00	6,686.76	1,800.00	717.46
Crime scene supplies, batteries, ammunition, testing kits						
15-09 Safety Supplies	600.00	0.00	600.00	611.00	800.00	476.76
Personal Protection Equipment						
15-10 Uniforms	2,500.00	2,551.49	2,500.00	3,797.04	3,500.00	338.56
Replaced as necessary						
15-11 Minor Equipment	400.00	841.89	400.00	459.00	400.00	97.84
Small weapons						
15-24 Hearing Tests	0.00	0.00	0.00	122.73	0.00	0.00
15-28 Gas	10,000.00	6,207.54	10,000.00	5,895.51	10,000.00	3,937.02
Supplies	15,700.00	11,430.35	16,275.00	17,814.86	17,375.00	8,345.84
Utilities						
20-01 Telephone	6,500.00	5,737.66	6,500.00	6,322.12	7,000.00	6,173.90
Utilities	6,500.00	5,737.66	6,500.00	6,322.12	7,000.00	6,173.90
Repair & Maintenance						
25-03 Vehicles	4,500.00	4,145.15	5,000.00	4,563.95	5,000.00	4,842.17

Custom Budget Report

Expense

	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget	2024 Actual
Dept/Div: 015-02 Public Safety / Police Department CONT'D						
25-04 Equipment	500.00	160.00	500.00	3,384.44	500.00	225.00
Weapon & radar calibrations						
Repair & Maintenance	5,000.00	4,305.15	5,500.00	7,948.39	5,500.00	5,067.17
Contract Services						
35-09 Software	6,500.00	3,289.05	6,500.00	11,916.24	1,000.00	7,027.97
Tri-Tech/Central Square & Open Fox						
35-10 Tower Lease	1,000.00	990.00	1,000.00	0.00	1,000.00	990.00
Tower/repeater on Nobbs Hill (Rangeley)						
Expense shared with Fire						
Contract Services	7,500.00	4,279.05	7,500.00	11,916.24	2,000.00	8,017.97
Police Department	288,331.00	235,300.83	337,182.00	257,458.54	350,034.00	215,592.34

•••••CA •••••CA •••••CA

2022 Budget vs Actual **2023 Budget vs Actual** **2024 Budget vs Actual**

288,331.00 + 337,182.00 + 350,034.00 +

235,300.83 - 257,458.54 - 215,592.34 -

53,030.17 * 79,723.46 * 134,441.66 *

Difference to Fund Balance **Difference to Fund Balance** **Difference to Fund Balance**

3 Years : Total amount returned to Undesignated fund Balance

53,030.17 +
79,723.46 +
134,441.66 +
267,195.29 *



TOWN OFFICE
15 School Street
Rangeley, Maine 04970

BUDGET COMMITTEE
Cynthia Egan, Chairman
Shelly Lowell, Vice-Chairman
Mark Beauregard
James Higgins
Catherine Johnson
Colin Madrid
Ethna Thompson

April 03, 2025

Budget Committee Public Hearing Meeting Minutes

Board Members: Cynthia Egan, Mark Beauregard, C. Johnson (via Zoom) James Higgins, Ethna Thompson. (S. Lowell, C. Madrid absent)

Staff: Marti Belt, Joe Roach

Please see sign in sheet for public attendees if any

1. Open the Meeting – 5:00 PM
2. Pledge of Allegiance
3. Conflict of Interest Disclosure
4. Approve Meeting Minutes
 - Mark Beauregard motion to accept March 11, 2025, meeting minutes as written
 - Jim Higgins second **Vote 5-0**
5. Adjustments to the Agenda
 - Open Public Hearing 5:03 PM
 - Close Public Hearing 5:22 PM
6. Correspondence
7. Old Business
 - Ethna Thompson motion to amend Budget Committee recommendations to match the Board of Selectmen's decreased budget lines, leaving all other Budget Committee recommendations the same.
 - Mark Beauregard second. **Vote 4-1**
 - a. Administration:
 - Mark Beauregard motion: Budget Committee recommendation is \$308,325.00
 - Ethna Thompson second. **Vote 4-1**
 - b. Planning:
 - Mark Beauregard motion: Budget Committee recommendation is \$199,413.00
 - Ethna Thompson second. **Vote 4-1**
 - c. Fire/Rescue:
 - Mark Beauregard motion: Budget Committee recommendation is \$447,953.00
 - Ethna Thompson second. **Vote 4-1**
 - d. Police:
 - Mark Beauregard motion: Budget Committee recommendation is \$702,218.00
 - Ethna Thompson second. **Vote 4-1**
 - e. Parks & Recreation
 - Mark Beauregard motion: Budget Committee recommendation is \$304,677.00
 - Catherine Johnson second. **Vote 4-1**
8. New Business
9. Adjourn Meeting
 - Mark Beauregard motion to adjourn at 5:49 PM
 - Jim Higgins second. **Vote 5-0**

**These minutes are not verbatim. Please see Town of Rangeley YouTube page for video*MAB*