

**Roll Call -**

Commission Chair Cushing opened the meeting at 9:00 AM from the Commissioners Chambers with all Commissioners, Treasurer Mower, Administrator Adkins and Deputy Administrator LaBree present.

**Pledge of Allegiance – Commissioner Marshall**

**EMA –**

Director Bradley Nuding and Deputy Christopher Fox reported the following:

- We've provided on-site support for Maine Day and UMO Commencement, including staging our Mass Casualty trailer.
- We've hosted five public safety trainings, including one happening today, and assisted in instructing a training for another county.
- Discussion on the lack of storage when it pertains to points of distribution
- We've participated in two drinking water exercises in Bangor and Brewer, a UMO PD exercise, and we're facilitating the upcoming Bangor International Airport exercise.
- We've participated in several planning meetings, including MDOT-Carmel point-of-distribution, railcar contingency planning, Gran Fondo Bike Race, Local Emergency Planning Committee (LEPC) at the UMO Forest Bioproducts Research Institute building, and active shooter contingency planning for the Town of Hermon.
- We've completed the FY23 homeland security grant application. The state has done away with direct allocations this fiscal year, and MEMA will be ranking all statewide applications for consideration. This year, there was \$1.25M in requested monies from 11 subrecipients in Penobscot County – the state only received \$4.84M.
- We've recruited a volunteer (Fred Nickerson) to be the emergency coordinator of our amateur radio team. The team has not been active since 2018.
- We're partnering with PRCC this week to provide joint training for Stacyville area agencies on PRCC and emergency management operations, projects, and support we may provide to their agencies.

**IT Update –**

Director Doug Butler reported the following:

*Mitel Telephone System Upgrade*

- Consolidated Communications SIP (think "VoIP") services installed 5/2
- CMC Technologies working on testing new controllers with new SIP services
- Plan is to migrate in a staged/phased approach, department by department
- Expect to begin migrating individual departments in May

**IT Update – Continued:**

*Microsoft 365 Migration*

- Have experienced several hurdles/issues in this project, recently: “Legacy” configurations that were never removed/retired and issues with license levels.
- After latest roadblock, we engaged another vendor (SJ Rollins) as a sub under current vendor (CMC) - SJR does these O365 migrations as a big part of their business
- SJR uses a well-known software product called Bit Titan to perform the migrations
- Will come back to another Commissioners meeting in 2-3 weeks for another update after SJR has time to commence their process

*Network (10 Gigabit) upgrade*

- Franklin Street – network wiring room has new UPS units and new switch
- 10 Gigabit connection to Main Data Center (above Sheriff's office)
- Enables new connections to IT Office, Judicial Center, and PRCC “Bug-Out” at UMA

*Commissioners Courtroom A/V Upgrade*

- Downeast Communications scheduled to begin wiring/pre-wiring Wednesday

*Spillman / Body Camera support*

- Motorola has recently completed work that will enable two-way integration
- Bangor PD and others have been waiting for this development to integrate systems
- We are working with Motorola on scheduling installation (no downtime) - pending discussion with the Spillman admins group

*Network Firewall / Security*

- Working on an RFP to acquire a new network firewall / security solution
- 8-9 devices geared toward firewall with none supported
- Combine several existing / legacy firewalls (all inexpensive) with a single solution
- Solution would have a “failover”

*Miscellaneous*

- Overall project completion is about 1 to 2 years out
- Discussion on the Alternate Data Center overheating issues
- Goals for this year are to finish the server hardware project, finish up the migrate the legacy server to the new servers and the network firewall project

**Sheriff/Jail**

Sheriff Troy Morton presented the following:

- Acknowledged staff on Corrections Officers Week
- Sheriff summarized recommendations by the Moss Group on the Jail Culture Study as follows:

**Sheriff/Jail Continued:**

- Develop a mission & vision statement and long-term strategic plan
- Provide clear/consistent messaging from leadership
- Provide opportunities for two-way communication between leadership and staff
- Provide strategies onsite for wellness resources for staff
- Provide training specific to mental illness
- Engage staff to help identify / resolve barriers to reporting misconduct (focused on PREA)
- Laundry process – pre-covid- resolved
- Mitigating blind spots in Jail / PREA compliancy/ the facility is a challenge in itself
- Create/deliver professional development for leadership (coach and mentors); respectful interactions and sexual safety
  - To develop training structure for everyone to include medical staff, vendors, etc.
- Discussion of training options / proposal / funding options.
- DA Almy was included in the court listing update discussion

Executive Session---Commissioner Baldacci made a motion to go into Executive Session at 11:04 AM under 1 M.R.S.A. § 405 (6) (A) Personnel Matter. Commissioner Marshall seconded the motion. Vote to approved passed 3-0. Present were: Commissioners, Administrator Adkins, Deputy Administrator LaBree, Treasurer Mower and Sheriff Morton. Session ended 11:30 AM

Executive Session---Commissioner Baldacci made a motion to go into Executive Session at 11:31 AM under 1 M.R.S.A. § 405 (6) (A) Personnel Matter. Commissioner Marshall seconded the motion. Vote to approved passed 3-0. Present were: Commissioners, Administrator Adkins, Deputy Administrator LaBree, Treasurer Mower and Facilities Director MacDonald. Session ended 11:41 AM

**Action Taken – None**

Commissioner Baldacci moved to adjourn the meeting at 11:42 AM with no further business on the agenda. Commissioner Marshall seconded the motion. Vote to approve passed 3-0.

**Certified By:**

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Andre E. Cushing, III, Chair

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Peter K. Baldacci, Commissioner

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David S. Marshall, Commissioner

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Administrator, Scott A. Adkins