

**Roll Call -**

Commissioner Cushing opened the meeting at 10:02 AM via Zoom with Commissioner Tremble and Commissioner Marshall present in the Probate Courtroom. Interim Administrator Lamb participating via Zoom

**Pledge of Allegiance** – Commissioner Tremble led the Pledge.

**Approval of Meeting Minutes -** Commissioner Tremble moved to approve the December 23, 2025 meeting minutes. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

**Commissioners – 2026 County Budget and FY27 UT Budget -**

Commissioner Cushing opened discussion on the 2026 Penobscot County Commissioner's Budget.

After discussion of recommendations from Commissioner Cushing, Commissioner Tremble moved to approve \$75K to go to consulting, with \$50K of that going into the buildings and facility budget, Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

Additional revenue booking from the PILT funds of \$127,800 with expenditures of \$5K for finance, \$20K into the Commissioners budget, and \$5K into finance, \$25K into dept 8 (buildings and grounds)

The County budget was presented with Total Expenditures of \$ 35,404,324 and revenues totaling \$6,394,918 resulting in a municipal tax assessment of \$29,009,406, which is an increase of \$3,914,118 or 15.60% increase over prior year.

Commissioner Tremble made a motion to approve the 2026 Penobscot County Budget as amended, Commissioner Marshall seconded the motion. Discussion with Commissioner Tremble thanking Director Palmer for her hard work and the work that the Budget Committee did. There were a lot of changes made during this process and even though we had a 15.6% increase in taxes it wasn't because of the department's budgets going up. Instead, it's because there was a deficit that grew in the jail and it had to be addressed this year. Hopefully we'll get a fund balance policy in place so we won't be in this type of situation. Treasurer Mower shared concerns what if the jail budget goes way over this year, what are we going to do? The State needs to come up with some additional funding to support the rising costs of supporting the jail. After discussion, the vote approved 3-0.

**Public Comment –**

Janet Drew York, Maine – questioned whether the public had an opportunity to speak on the budget. Ms. Drew questioned other items on the budget (Health and Safety) and finance. Ms. Drew spoke in favor of lessening the number of inmates instead of boarding out.

**UT Update –**

NWDB Executive Director Williamson and UT Deputy Morrison presented the TIF Scholarship Program Service Agreement for signature which was approved at the November 18, 2025 meeting. Director Williamson explained how the process will take place. Commissioner Marshall moved to approve the consulting agreement. Commissioner Tremble seconded the motion. A vote to approve passed 3-0. Signed.

**Treasurer's Update –**

Treasurer Glenn Mower and Finance Director Palmer requested to go out to bid for a TAN (Tax Anticipation Note) for up to \$23M to cover the County operations until our tax bills come in from the municipalities. After discussion, Commissioner Tremble moved to approve the request as presented. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

**HR Update –**

Director Dyer presented a formal Fragrance-Free Policy for the County for approval by the Commissioners. After discussion, Commissioner Tremble moved to approve this Policy as presented. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

**Administrative Update –**

Interim Administrator Lamb presented the following:

- After discussion, Commissioner Marshall moved to deny grievance #200. Commissioner Tremble seconded the motion. A vote to deny passed 3-0.
- Discussion on the Budget Committee Members request for a resolution from the December 11<sup>th</sup> meeting. Commissioner Tremble believes that a formal resolution isn't necessary; however, we should respond to the points that are being made in this resolution. A response will be written to go out to the Committee Members. Interim Administrator Lamb spoke of the positive effects of having a Charter stating that it is a long-term project. There are five other counties that currently have one. The lines of authority and responsibility would be so much clearer to everybody involved in County government if we had a County Charter.
- Discussion on meeting with Penobscot County delegates and Senators, Commissioner Tremble feels that the sooner the better. We need to find out where we can get the most participation. Whether in Bangor or Augusta. Commissioner Marshall feels that it may best if we go to Augusta since they will be in session.
- Commissioner Tremble discussed policies that the County should have. One is for meals and what the County should be paying for these meals. Another is credit cards; it seems that every department has one. It's easy to be loose with spending and we have to be careful for waste and abuse. It never was that way. There was one major credit card used and purchase order for other items. Lastly is out of state travel. We had one Commissioner that traveled

Commissioners Update – Continued:

which was paid for by NACo, so the County never spent any monies on this. When you look at what is being spent, there is no cost benefit. More guidelines are necessary. HR Director Dyer will put together these policies for the Commissions review.

- Finance Director Palmer also would like to put together a better standardized fleet gas card policy to get the best benefits for the County.

Approval of Warrants-

Payroll Warrant	<b>12.26.25</b>	\$ 336,817.84
A/P General Fund	<b>12.30.25</b>	\$ 2,672,692.10
A/P PRCC Bond	<b>12.30.25</b>	\$ N/A
A/P Unorg Terr	<b>12.30.25</b>	\$ 118,448.72
A/P UT TIF	<b>12.30.25</b>	\$ N/A
A/P ARPA	<b>12.30.25</b>	\$ 18,028.87

Commissioner Marshall made a motion to approve the warrants per Item I on the agenda. Commissioner Tremble seconded the motion. A vote to approve passed 3-0. Signed.

Discussion - Director Palmer reported on the interest of the ARPA account. Will get further clarification.

Payroll status changes signed for: Elijah Law, Daniel Valcourt and Jonathan Hicks.

Commissioner Marshall made a motion to go into Executive Session at 11:10 under 1 M.R.S.A. § 405 (6) (A) / Personnel Matter. Commissioner Tremble seconded the motion. A vote to approve passed 3-0. Present were: Commissioners, Interim Administrator Lamb, Director Dyer, Captain Boulter and Session ended at 11:43 AM

Action Taken –

Commissioner Tremble moved to accept recommendation of Director Dyer on two personnel matters. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

Commissioner Tremble moved to enter into contract with a new county administrator. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

Commissioner Tremble moved to adjourn the meeting at 11:45 AM. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

**Signature Page**

**Certified By:**

---

Interim Administrator, Gary Lamb

---

Andre E. Cushing, III, Chair

---

Daniel J. Tremble, Commissioner

---

David S. Marshall, Commissioner