

Penobscot County Commissioners' Meeting Minutes January 7, 2026 #2522
10:00 AM Commissioners Daniel Tremble, Andre Cushing and David Marshall

Opening of Meeting –

Interim Administrator Lamb opened the meeting at 10:05 AM with all three Commissioners present in the Probate Courtroom.

Election of Chairman –

Commissioner Marshall made a motion to nominate Commissioner Cushing as Chairman for 2026. Commissioner Tremble made a motion to nominate Commissioner Marshall as Chairman for 2026, stating that while Commissioner Cushing has done a good job, he believes the chairmanship should rotate annually. Commissioner Marshall respectfully declined the nomination. A vote was then taken, and the motion to approve Commissioner Cushing as Chairman for 2026 passed 2–1, with Commissioner Tremble opposed.

Pledge of Allegiance – Treasurer Mower led the Pledge.

Approval of Meeting Minutes - Commissioner Marshall moved to approve the December 31, 2025 meeting minutes. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

Public Comment -

Janet Drew, a resident of York, discussed concerns regarding the increase in taxes. Ms. Drew stated that she does not believe building a new jail will benefit inmates and requested information on how the Sheriff's diversion program is working.

Commissioner Cushing reported that no ARPA funds are being taken back at this time. He stated that the county is following up with recipients who have indicated that their earmarked projects are moving forward.

The Sheriff and his team speak frequently about the pre-release program, which is continuing and working to keep individuals out of the jail. There are approximately 100 participants currently enrolled in the program.

HR Update –

Director Dyer presented the following:

- After discussion, Commissioner Tremble moved to table the formal policy on the Re-hire / Re-employment after legal opinion. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.
- The following statement was read by Director Dyer from the Department Heads:

Department heads fully recognize and respect the Commissioners' responsibility for fiscal oversight and the importance of maintaining public trust. That responsibility is shared by staff, and there is broad alignment around the need for transparency, accountability, and responsible stewardship of County funds.

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HR Update – Continued:

Departments are not resistant to accountability or policy. To the contrary, department heads have expressed openness to clearer guidance, enhanced controls, and formal policy direction regarding purchasing card use. At the same time, there is concern that an immediate elimination of purchasing cards, without further discussion, could result in unintended operational challenges.

Department heads are therefore requesting the opportunity to participate in a collaborative review of current purchasing card practices, internal controls, reporting mechanisms, and potential policy improvements. This review would allow the County to evaluate options such as enhanced oversight, standardized usage guidelines, approval processes, training requirements, and reporting expectations before determining whether more restrictive measures are necessary.

Staff and department leadership remain committed to working with the Board to develop a clear, consistent purchasing card policy that reinforces public confidence and supports sound financial management.

- After the reading of the Statement, the Commissioner Tremble stated he never thought there was any fraud, he just thought more transparency was needed. For many years we haven't had clear policies, so this needs to be worked on. There will be a meeting set with the Commissioners and all department heads for discussion. Commissioner Tremble moved to table the credit card usage policy and the out of state travel policy. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

Administrative Update –

Interim Administrator Lamb presented the following:

- Following discussion of the Resolution letter from the Finance and Administration Departments, no action was taken, as amended language is necessary.
- Director Palmer feels that the 2024 and 2025 Audits can be finished by the end of this year to include the UT budget audits.
- The Sheriff emphasized the importance of publicly discussing meal expenses paid by the County. He noted that food items within the Sheriff's Office are paid for through alternative funds and stated that the public should be assured that no abuse is taking place.

Approval of Warrants-

Payroll Warrant	01.02.26	\$ 447,413.75
A/P General Fund	01.06.26	\$ 587,399.09
A/P PRCC Bond	01.06.26	\$ N/A
A/P Unorg Terr	01.06.26	\$ 3,566.85
A/P UT TIF	01.06.26	\$ N/A
A/P ARPA	01.06.26	\$ 2,197,267.59

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

Payroll status changes signed for: Brynn Goddard, Bayron Molina, Cameron Pennell, Ava Vardaros, Josiah Burns, Lucy Jackson, Scott Jones, Lucas Babcock, Justin Backer, Anastasia Bliss, Brooklynn Brown, Thomas Bubniak, Brooke Caron, Salvador Cloukey, Suparat Cousins, Ronald Ogden, Macee Pearl, Oshane Reid, Andy Rios, Brian Sawtelle, Billie Jo Stover, and Dylan Braley.

Commissioner Marshall made a motion to go into Executive Session at 10:49 AM 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, Treasurer Mower Director Dyer, and Captain Boulier. Session ended at 11:14 AM

Commissioner Marshall made a motion to go into Executive Session at 11:14 AM 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, and Treasurer Mower. Session ended at 11:16 AM.

Commissioner Marshall made a motion to go into Executive Session at 11:16 AM under 1 M.R.S.A. § 405 (6) (D) / Contract Matter. Commissioner Tremble seconded the motion. A vote to approve passed 3-0. Present were: Commissioners, Interim Administrator Lamb, and Treasurer Mower.

All Sessions ended at 11:34 AM.

Action Taken in Open Public Session – Commissioner Tremble moved to approve the Haley-Ward outreach contract for \$48,000. Commissioner Marshall seconded the motion. A vote to approve passed 3-0.

Commissioner Tremble moved to adjourn the meeting at 11:44 . 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