

FRANKLIN COUNTY COMMISSIONERS MEETING AGENDA

LOCATION: Emergency Operation Center at County Way, Farmington

DATE AND TIME: November 19, 2024 @ 3:30 P.M.

In Person Only – Tour of the Emergency Operation Center

The Franklin County Commissioners' meetings are open to the public. This meeting is also available virtually via [Video Conferencing](#), [Cloud Phone](#), [Webinars](#), [Chat](#), [Virtual Events](#) | [Zoom](#). Here is the meeting ID# 492 510 0482 passcode 030621.

APPOINTMENTS: None

NEW BUSINESS:

- 1. Clerk's Report**
- 2. Treasurer's Report**
- 3. COSSUP Grant for the Jail**
- 4. Maine Family Paid Leave**
- 5. On-call Pay for Facilities**
- 6. Courthouse Windows**

OLD BUSINESS:

MISCELLANEOUS:

WARRANTS: County AP, UT, ARPA, TIF and Payroll

ADJOURNMENT:

Meeting Packets are available to view by clicking on the link below:

[Agendas & Minutes - Franklin County, Maine \(franklincountymaine.gov\)](https://www.franklincountymaine.gov/agendas-minutes)

**County Commissioner's Meeting
Agenda Discussion and Analysis
November 19, 2024**

Appointments: None

Agenda Item: Clerk's Report

Comments: Minutes from November 12, 2024, meeting

- Our next EOC requisition meeting will be on November 21st.
- A memo went out to the county regarding the concerns brought up by the DA about the security cameras. Employees no longer have access to the live feeds and audio was permanently removed.
- Open enrollment through the Maine Municipal Health Trust began on November 15th and concludes on December 15th for the 2025 plan year. Employees can make changes to their health, dental, and vision during this time.
- Sagadahoc County has agreed to host the 2025 MCCA conference. The venue has not been confirmed yet.
- Strategic Planning hosted two virtual sessions to gather feedback from the public regarding the mission, vision, and goals of the county. Seven people attended. A summary will go out in the coming days.
- The notice for public hearing happening on December 3rd to review the UT budget has been submitted to the media.
- The contract from E.J. Perry for the Jail medical expansion is still under review by the county attorney. If we get it back before the meeting, we will address it under miscellaneous.
- We are meeting with the DA on Tuesday to discuss a Working Dog Policy.

Recommendation: Motion to approve and sign the November 12, 2024, Minutes.

Treasurer's Report: Not included in the packet.

Recommendation:

3. COSSUP Grant: On July 2, 2024, Sergeant Close requested approval to apply for a BJA Program Grant on behalf of the Jail. Scott Dresser from Jared Golden's office contacted the Commissioner's Office to inform us that Franklin County was awarded \$1,000,000 from the COSSUP Grant to fund the Jail Substance Use Recovery and Re-entry Program. Sergeant Close will be present to answer questions and brief you on the grant. The deadline to accept funds is

Recommendation: Motion to accept the funding from the COSSUP Grant.

4. Maine Paid Family and Medical Leave

Comments: Beginning on January 1, 2025, the Maine Paid Family and Medical Leave law will go into effect. The MPFML law allows for up to 12 weeks of paid leave for family, medical, to deal with the transition of family members pending military deployment, and stay safe after abuse or violence. The Maine Department of Labor (MDOL) is responsible for the implementation of this new program. Employers must begin paying 1% of their payroll earnings, which will be transferred to the Maine Paid Family and Medical Leave Fund. ("PFML Fund"). All funds are pooled to pay for future claims and other administrative costs.

For nonunion employees, the Commissioners can choose to allocate 50% of this expense to the employees to pay through payroll. For example, an employee who makes \$1,500 in a two-week period would be responsible for contributing 0.5% of earnings to this benefit which would equate to \$7.50. For collective bargaining agreements, this benefit will need to be negotiated.

Upon attending several sessions on this new benefit, many government agencies are opening contracts early to negotiate so all employee/employer contributions begin at the same time, and with that eligibility for the benefit will be in alignment. My recommendation would be to either open the contracts beginning in December for an effective date of January 1st (preferred) OR open all contracts for July since two of three will be in negotiation anyway.

Recommendation: Motion to submit a request to bargain with the NCEU, FOP, and Teamsters on _____.

5. On-Call Pay for Facilities

Comments: Recently the county negotiated on-call pay for one of the unions. We recognize that nonexempt employees who are required to be on-call for a period is disruptive to their personal time, and therefore need to be compensated. We have drafted a policy for on-call during the winter months for the Facilities Department and sent it to the county attorney for review. Our recommendation is to pay facilities employees who are on-call between the period of November 15-April 30 a per shift rate of \$25.00 for weekdays including Monday-Friday; and a rate of 1.5x their regular hourly rate for one hour on each Saturday, Sunday, and county recognized holidays. If an employee of facilities is called in to respond to an emergency or snow removal, we also recommend they be compensated at 1.5x their regular hourly rate at a minimum of one hour.

Recommendation: Motion to implement on-call pay for facilities during the period of November 15-April 30, effective immediately.

6. Courthouse Windows

Comments: The county reached out to several Maine based vendors to get quotes for new windows for the superior courthouse. For the ARPA application, facilities has acquired two quotes for windows and sills for the courthouse. We would like authorization to move forward with the lowest of the two quotes.

Recommendation:

Old Business

Paid Family and Medical Leave



Bureau of Labor Standards

Maine's Paid Family and Medical Leave (PFML) law will provide up to 12 weeks of paid leave for family leave, medical leave, safe leave or leave related to a family member's impending military deployment.

A copy of the actual laws and formal interpretations may be found online at www.maine.gov/paidleave or by calling 207- 623-7900 | TTY users call Maine Relay 711.



Maine Law (Title 26, M.R.S.A. § 42-B and § 850-1) requires every employer to place this poster in the workplace where workers can easily see it.

This poster is available online at no charge and may be copied: www.maine.gov/labor/posters/

Benefits

- Benefits are available for the duration of your needed leave or 12 weeks, whichever is less.
- Benefit amounts will be determined based on your previous earnings and are capped at Maine's annual statewide average weekly wage.

Reasons for Leave

Family leave: To care for family with serious health condition.

Medical leave: To care for one's own serious medical needs.

Safe leave: To stay safe or to help a family member stay safe after abuse or violence.

Military leave: For emergencies related to a family member's impending military deployment.

Types of Leave

Continuous leave: Leave where you are out of work for days or weeks at a time.

Intermittent leave: Leave where you are still working and you need to take time off but it is not the same every day or every week.

Reduced leave: Leave where you are still working but you are consistently working fewer hours.

Eligibility

- To establish a claim, you must have earned a total of six times the statewide annual average weekly wage in Maine in your base period. The base period is defined as the first four of the last five completed calendar quarters. In most cases, the Department of Labor has your wage information on file. If it is not on file, the Department will take steps to obtain it.

Payroll Deductions

- Premiums will be deducted from your pay beginning with the first pay date after January 1, 2025.
- For calendar years 2025 through 2027, the premium rate for you cannot be more than 0.5 percent of wages. For example, an individual who earns \$600 per week will contribute no more than \$3 per week.

Other Information You Should Know

- Except in a medical emergency, an employer can claim an undue hardship in certain circumstances and request that the leave be scheduled at a mutually-agreeable time.
- Employers must restore you back to your original position or to an equivalent position with equivalent benefits, pay and other terms and conditions of employment if you have been with your employer for at least 120 consecutive days when you started your leave.

For more information contact:

Maine Department of Labor
Paid Family and Medical Leave
50 State House Station
Augusta, Maine, 04333-0050
Website: www.maine.gov/paidleave/

Applications for benefits are scheduled to be accepted starting **May 1, 2026**

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to people with disabilities upon request.