

MINUTES

AROOSTOOK COUNTY COMMISSIONERS' SPECIAL MEETING – WEDNESDAY, APRIL 5, 2017 – 10:00 A.M. – EOC ROOM, EMERGENCY MANAGEMENT AGENCY BUILDING, CARIBOU

PRESENT

Paul J. Adams, Chair, County Commissioners
Norman L. Fournier, County Commissioner
Paul J. Underwood, County Commissioner
Douglas F. Beaulieu, County Administrator
Paul Bernier, Public Works Director
Darren Woods, EMA Director
Christina Theriault, Human Resources Manager
Shawn Gillen, Chief Deputy
Anne-Marie Marquis, Financial Analyst
Joyce Findlen, EMA Planning Associate
Laura Haney, District Attorney Secretary
Mandi Craig, District Attorney Secretary
Sherrill Campbell, Administrative Assistant
Laurie Bouchard, Consultant, LBouchard & Associates, LLC (participating by Skype)

ART. 1. Chair Paul J. Adams called the meeting to order at 9:58 a.m.

ART. 2. Approval of Agenda.

Chairperson Paul J. Adams entertained a motion to approve the agenda.

MOTION:

Motion by Paul J. Underwood and seconded by Norman L. Fournier to approve the agenda.

VOTE:

Motion voted on and passed.

ART. 3. Minutes.

Chairperson Paul J. Adams entertained a motion to approve the minutes of the March 16, 2017 County Commissioners' Meeting.

MOTION:

Motion by Paul J. Underwood and seconded by Norman L. Fournier to approve the minutes of the March 16, 2017 County Commissioners' Meeting.

VOTE:

Motion voted on and passed.

ART. 4. The County Commissioners approved and signed the following:

- A) Attendance Record.
- B) Bills and Warrants.

ART. 5. Presentation of Wage and Benefits Study (and other management considerations) by Laurie Bouchard of LBouchard & Associates, LLC to the County Commissioners.

Christina Theriault, Human Resources Manager, introduced Laurie Bouchard of LBouchard & Associates, LLC, who has been hired as a consultant to complete a Wage and Benefits Study and other matters for Aroostook County.

Ms. Bouchard explained the basis and construct of the study, as well as which organizations participated in the survey. She reviewed the results of the survey entitled “Aroostook County 2017 Wage and Benefits Study” which is appended to the minutes (Attachment I) and answered questions from the County Commissioners.

Ms. Bouchard also advised the County Commissioners that she has been engaged to develop a recommendation to improve the operational efficiency and integrity of the Office of the County Commissioners.

County Administrator Douglas F. Beaulieu advised the County Commissioners and staff that he takes responsibility for the erosion of confidence in his office over the last four or five years. He also advised that both a proposed, revised salary structure and an office reorganization plan would be developed by Ms. Bouchard in the third quarter of this calendar year for consideration during the 2018 Budget Process or sooner, if applicable.

The County Commissioners thanked Laurie Bouchard for her informational presentation.

ART. 6. Executive Session.

None.

ART. 7. Adjournment.

Motion by Norman L. Fournier and seconded by Paul J. Underwood to adjourn the meeting.

Meeting adjourned at 11:00 a.m.

ATTEST: A True Copy

of Commissioners’ Meeting

Douglas F. Beaulieu
County Administrator

AROOSTOOK COUNTY COMMISSIONERS
DATE: April 5, 2017