

MINUTES

AROOSTOOK COUNTY COMMISSIONERS' MEETING WEDNESDAY, SEPTEMBER 17, 2025 11:00AM ADMINISTRATIVE HEARING ROOM – CARIBOU COURTHOUSE

Present:

Paul J. Underwood, Chair, County Commissioner
William Dobbins, County Commissioner
Daniel Deveau, County Commissioner
Ryan D. Pelletier, County Administrator
Peter Johnson, Sheriff
Erica Pelletier, Chief Deputy
Roy Guidry, Facilities Director
Dana Gendreau, Finance Director
Steve Pelletier, ARPA Administrator
Tammy Pelletier, Operations Assistant
Chris Bouchard, Bangor Daily News
Ray Cunrod, Connor Township
Bobby Cunrod, Connor Township
Rudy St. Peter, Cross Lake Township
Kim Gile, Cross Lake Township
Phil Gile, Cross Lake Township
Senator Susan Bernard

Prior to the County Commissioners Meeting, a Public Hearing was held on the request to alter winter road maintenance for Town Line Rd in Connor Township

- ART. 1. Commissioner Paul Underwood called the meeting to order at 11:02am.
- ART. 2. Commissioner Underwood introduced the Commissioners and read the public hearing notice into the record:
- Pursuant to and in accordance with MRSA 23, Chapter 301, a public hearing will be held for the Aroostook County Commissioners to hear petitioners on their request to alter a winter road closure order dated June 14, 2022, and extend winter road maintenance by 0.75 miles on the Town Line Rd, Connor Township.
- ART. 3. Commissioner Underwood opened the floor to public comments. Mr. Ray Cunrod, resident of Connor Township, who's son lives on Town Line Rd, indicated that they are building a house there and would like to have the road maintained to the driveway, about 0.75 miles farther than is plowed now. House is not yet finished, but has had significant work done.
- ART. 4. Commissioner Underwood asked for any other comments. As there were none, the public hearing was closed and adjourned at 11:05am.

Regular Meeting

ART. 1. Commissioner Paul Underwood called the meeting to order at 11:06 am.

ART. 2. Pledge of Allegiance.

ART. 3. Commissioner Underwood opened the floor for a public comment period.

No public comment.

ART. 4. Mr. Ryan Pelletier requested the following additions to the agenda: Art. 6. C: To consider the nominees for the North Lakes Community Center Advisory Committee; Art. 15. C: Legislative Update: To discuss potential bills that the County would want to support for the next legislative session; and Art. 16. Other Business: To consider the petition to alter the winter road maintenance for Town Line Rd, Connor Township.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the agenda as amended.

VOTE:

Motion voted on and passed.

ART. 5. Commissioner Underwood entertained a motion for approval of the August 20, 2025 Commissioners' Meeting minutes.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the meeting minutes of August 20, 2025.

VOTE:

Motion voted on and passed.

ART. 6. The County Commissioners approved and signed the following:

- A) Attendance record.
- B) Bills and warrants.
- C) North Lakes Community Center Advisory Committee nominees

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the North Lakes Community Center Advisory Committee consisting of Cricket Bouchard, Rudy St. Peter, Kim Gile, Brenda Caron, Peter Beaulieu, Tom Stevens, Mary Lou Ouellette, Marie Conarroe.

VOTE:

Motion voted on and passed.

ART. 7. Mr. Ryan Pelletier presented for consideration the Sinclair Sanitary District warrant to nominate and elect two (2) trustees for a period of three (3) years.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the Sinclair Sanitary District Warrant, and recommend Commissioner Deveau as moderator.

VOTE:

Motion voted on and passed.

- ART. 8. Ms. Dana Gendreau presented for consideration the financial reports for fiscal year ending June 30, 2025. General Fund & Unorganized Territory fund both ended with a surplus. ARPA funds have all been awarded, and will need to be expended by December 31, 2026. The Jail Fund ended with a negative \$590,000, mostly due to the rising costs and flat funding from the state over the years.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to accept the financial reports for fiscal year ending June 30, 2025.

VOTE:

Motion voted on and passed.

- ART. 9. Ms. Tammy Pelletier presented for consideration a Proclamation designating October 2025 as Volunteer Firefighter Appreciation month. Aroostook County has 32 fire departments with over 600 volunteers.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve designating October 2025 as Volunteer Firefighter Appreciation Month.

VOTE:

Motion voted on and passed.

- ART. 10. Sheriff Peter Johnson presented for consideration the Alternative Correctional Healthcare contract renewal for the Aroostook County Jail.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the renewal of the Alternative Correctional Healthcare contract for the Aroostook County Jail.

VOTE:

Motion voted on and passed.

- ART. 11. Sheriff Peter Johnson presented for consideration the hiring recommendation of Ethan Jacques as full-time patrol deputy.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the hiring recommendation of Ethan Jacques as full-time patrol deputy.

VOTE:

Motion voted on and passed.

- ART. 12. Sheriff Peter Johnson presented for consideration the hiring recommendation of Travis Smith as full-time patrol deputy.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the hiring recommendation of Travis Smith as full-time patrol deputy.

VOTE:

Motion voted on and passed.

- ART. 13. Sheriff Peter Johnson presented for consideration the hiring recommendation of Paige Fontaine as full-time dispatcher.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the hiring recommendation of Paige Fontaine as full-time dispatcher.

VOTE:

Motion voted on and passed.

- ART. 14. Mr. Roy Guidry presented for consideration a proposal for software for maintenance and facilities to better track projects, licensing, and supplies across all the different building locations. Funding was recommended to come from the Contingency fund.

MOTION:

Motion by Daniel Deveau, seconded by William Dobbins to approve the purchase of software for maintenance & facilities from the Contingency fund, with a status report at 6 months to determine continued use in upcoming years.

VOTE:

Motion voted on and passed.

- ART. 15. County Commissioners Report

Commissioner William Dobbins reported that the MCCA/Risk Pool meetings were scheduled for the upcoming convention taking place this week, so no report out was available.

Commissioner Daniel Deveau introduced Senator Susan Bernard to discuss current bills and other legislative news affecting the County. Sen. Bernard is a member of the House Appropriations Committee. To begin, Sen. Bernard indicated that she strongly supports jail funding and believes that the state does not fund the jails to the level of services that are needed to support what the county jails actually do. She discussed several bills that passed such as LD1217 – new market tax credits and capital investment to attract investment in low income communities, LD1911 – tax credits for food processing plants like the kettle chip plant going in at Loring. Other bills that were

not funded included smalls business capital savings accounts, sales tax exemptions for heritage industries, and the criminalization of gift card theft. LD1971 – to limit the relationship of State and local law enforcement with Federal Immigration Authorities passed, but has not yet been signed by the Governor. Sen. Bernard indicated that there were over 2000 bills to review and many are duplicates of other versions that have to be sorted through. The process is not very efficient or streamlined and many bills get left unfunded once the funding has been distributed among approved bills.

Mr. Ryan Pelletier began the discussion as to what topics the Commissioners would like to see for bills in the next legislative session. Bills are due Tuesday, September 23.

Commissioner Underwood asked if we could get a sponsor for a bill that would allow the County to get the Tree Growth reimbursement from the State for UT lands. All municipalities get this funding back from the state, but it is not reimbursed to the UT. Commissioner Dobbins asked if we could find a way for Jails to be funded the same way schools are with bonds. Funding has been flat for years. The calculation used can affect funding yearly and is not consistent with needs. It would be good to have a consistent amount each year so the funding was never less than the year prior, regardless of the calculation.

ART. 22. Other Business

Mr. Ryan Pelletier began the discussion on the alteration of the winter road maintenance for Town Line Rd, Connor Township. All Commissioners have viewed the section of road in question. Currently, the road is maintained by the town of New Sweden and they do not want to do it, even if the road is brought up to standards that would allow them to plow. It was discussed with Caribou Public Works if they would be able to take over the plowing, but this would need to go to the City Council to be approved. There is considerable cost involved in bringing the road up to standards that include ditching, culverts, gravel, grading, adding a turnaround, etc.

Commissioner Deveau confirmed that Scott Martin farms there and uses that road, as does Chris Stairs, per Ray & Bobby Cunrod.

Mr. Ray & Bobby Cunrod both indicated that the snowmobile club wants to use the road for trails and maybe we could work with them to be able to extend the road maintenance. Administrator Pelletier indicated that no one had reached out to him about using the county road as part of their trail system and that must happen before that can be done.

The Commissioners agreed that they could not make a decision based on the information they have currently, and more research and discussion will need to take place.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to table the decision regarding the alteration of the winter road maintenance for the Town Line Rd, Connor Township.

VOTE: Motion voted on and passed.

ART. 23. Adjournment.

MOTION:

A motion was made by William Dobbins, seconded by Daniel Deveau to adjourn the meeting at 12:54 pm.

VOTE:

Motion voted on and passed.

ATTEST: A True Copy
of Commissioners' Meeting

Ryan D. Pelletier
County Administrator

AROOSTOOK COUNTY COMMISSIONERS
DATE: September 17, 2025

County of Aroostook

COMMISSIONERS' OFFICE

FINANCE DIRECTOR / DEPUTY TREASURER
Dana L. Gendreau



COUNTY COMMISSIONERS
PAUL J. UNDERWOOD
PRESQUE ISLE

WILLIAM T. DOBBINS
HOULTON

DANIEL V. DEVEAU
CYR PLANTATION

September 24, 2025

Subject: **Correction Services Capital Reserve Account**

As reported at the most recent Commissioners' meeting, the Jail Fund closed the fiscal year ending June 30, 2025, with a deficit of \$590,134. Due to the growing deficit from inconsistent state funding and underfunded state mandates, I recommend the establishment of a "credit reserve account" dedicated as "Correction Services Capital Reserve" in the amount of \$590,134. This credit reserve will be funded from the undesignated General Fund surplus balance as of June 30, 2025.

Respectfully submitted,

Dana Gendreau
Finance Director/Deputy Treasurer

October 7, 2025

TO: County Commissioners

FR: Ryan D. Pelletier, County Administrator

RE: Request from the City of Caribou, Snowmobile Trail Access on Town Line Road

The City of Caribou has requested that the current winter closed section of Town Line Road in Connor Township be allowed to be used as part of the ITS Snowmobile trail system that the City maintains. In return, the City has agreed to bush mow the sides of the road to provide for better line of sight. They are not interested and not able to plow the road, rather they are willing to groom, stake and put signage for the snowmobiles that would be using that section.

We have approved similar requests in other parts of the unorganized territory in the past and I would recommend approving this request as well.



Aroostook County
Sheriff's Office

Peter A. Johnson, Sheriff
Erica L. Pelletier, Chief Deputy

Patrol

Transportation

Corrections

Civil Process

To: Ryan Pelletier, County Administrator

From: Sheriff Peter A. Johnson

Date: September 24, 2025

Reference: Part-Time Dispatcher

The Aroostook County Sheriff's Office recently advertised for the position of Part-time Dispatcher for the Sheriff's Office and Russell Socoby applied for one of those open positions. For the past three years Mr. Socoby has worked as a Patrol Officer. Mr. Socoby also served four years in the United States Marine Corps. Mr. Socoby is very familiar with radio communication and with the records system used in dispatch.

It is my recommendation that Russell Socoby be hired for the position of Part-time Dispatcher for the Aroostook County Sheriff's Office.

FAITHFULLY SERVING OUR NEIGHBORS SINCE 1839

Russell Socoby

Motivated worker with a wide range of experience in the work force.



I will carry my life, job, and workforce experiences over to this new opportunity. From my time in the military, where I learned leadership, discipline, and attention to detail. My time in law enforcement, where I learned how to speak with and interact with the public, and my time growing up and living in Aroostook County, Maine, where I developed a passion for the community and the people.

Work Experience

-Patrol Officer

Town of Fort Fairfield

From: December 2024

To: Current

-Patrol Officer

Town of Houlton

From: May 2023

To: August 2024

-Patrol Officer

INDIAN TOWNSHIP TRIBAL GOVERNMENT-Indian Township, ME

From: August 2022

To: May 2023

-Service Advisor

Yorks of Houlton-Houlton, ME

From: February 2022

To: May 2022

Education

HIGH SCHOOL DIPLOMA

GREATER HOULTON CHRISTIAN ACADEMY



Skills

- Security
- Military
- Driving
- Management
- Sales
- Law enforcement
- Surveillance
- Supervising experience
- Leadership

- Heavy lifting
- Customer service
- Conflict Management
- Writing Skills
- DoD Experience

Military Service

Branch: United States Marine Corps

Service Country: United States

Rank: Corporal

October 2015 to October 2019

During my four years in the Marine Corps, I spent three years as a team leader. I was in charge of myself and three other Marines, which entailed the accountability of well over forty-thousand dollars worth of gear and equipment. I also lead marines in daily physical training as well as classes on several topics



Aroostook County
Sheriff's Office

Peter A. Johnson, Sheriff
Erica L. Pelletier, Chief Deputy

Patrol

Transportation

Corrections

Civil Process

Memorandum

To: Peter A. Johnson, Sheriff
From: Commander Craig L. Clossey,
cc:
Date: September 26, 2025
Re: New Full-Time Corrections Officers

Sheriff,

Matthew Chase of Littleton and Kevin Pray of Cary have applied for the position of Corrections Officer.

We currently have an opening for both applicants.

Both have passed all background checks, and I would recommend them for full-time Corrections.

Starting date and wages to be determined. I would recommend starting at the first step, since neither has relevant experience in public safety.

Cmdr

FAITHFULLY SERVING OUR NEIGHBORS SINCE 1839

Matthew Roger Chase Clark



Skills

First Aid, AED, CPR Certified 11-2019/ 11-2021

OSHA-10 Certified

Fire Extinguisher Certified

Firearms Basic Safety

Experience

Hannaford Front End Associate (June-2022-Present)

Watch Self checkouts

Attend to all customer needs

Provide excellent customer service

Know and perform all functions on a cash register

Bag groceries efficiently and at a good pace

Always smile, say thank you and have a nice day

Babysitter: Scott Family (Dec 2018- July 1st- 2019) 420 Foster Road, Littleton, ME (04730)

- Cooked for kids.
- Cleaned House.
- Putting kids to bed.

Hannaford Produce Associate (March-4th, 2021-Present)

- Stocking Fruit and Produce
- Helping customers with a smile and friendly service
- Culling department of rotten fruits and expired goods.

- Scanning out rotten fruits and expired goods.
- Cleaning department floors, dishes, and workbenches.
- Cutting fruit and making fruit bowls.
- Helping others Associates with tasks

Walmart Stockman Associate (November 2016)

- Take Care of Trash
- Help customers and other associates with tasks
- Take care of carts and use the Mule cart pusher
- Maintain the parking lot

Security Houlton Mudruns and Music Festival, Volunteer (June 28-29, 2019)

- Guarded Band Equipment
- Escorted Band
- Guarded Stage

Security Houlton Fair (July 3-7, 2019)

- Making Runs around Park
- Escorting People out (If necessary)
- Escorting Law Enforcement and Medical Personal (If needed)
- Looking over Safety Precautions for the crowd
- Watching out for Illegal Activity

Hannaford Customer Service Leader (May 2023- Present)

- Managing and directing associates to designated registers, sending them for carts, on breaks and coaching/ helping them as needed
- Handling customer issues such as, payment information, refunds, inquires about prices and refund issues, de-escalating angry customers via in person interaction or on a phone call.

- Handling cash for pickups, putting away tills at night, ensuring all tills came up with a matching number on a report for cash.
- Training new associates on the front end how to bag and run register.
- Ensuring all Hannaford policies were followed and enforced
- Maintaining a polite and professional attitude and appearance.

Education

Houlton Middle and High School Graduated [REDACTED]

Region Two CTE [REDACTED]

University Of Maine at Presque Isle [REDACTED]

Awards

Skills USA Bronze Medalist: Crime Scene Investigation (2019)

Maine State Police Junior Trooper Academy (2019)

Region Two CTE Certificate of Completion Law Enforcement (2018- 2020)

High School Diploma Houlton High School (2020)

Hannaford Power of you Champion June, 2023



County of Arrostook

144 Sweden St, Suite 1
Caribou, Maine 04736

Application for Employment

Equal access to programs, services and employment opportunities is available to all persons without regard to race (including traits historically associated with race, such as hair texture and protective hairstyles), religion, color, sex (including pregnancy), age, national origin, mental or physical disability, ancestry, sexual orientation, gender identity, genetic information, familial status, victim of domestic violence, or any other basis protected by federal, state, and/or local law.

In accordance with the Americans with Disabilities Act and/or applicable state and local laws, applicants requiring reasonable accommodations for the application and/or interview process should notify the Human Resources Department. Examples of reasonable accommodations include making a change to the application process; providing written materials in an alternate format such as braille, large print, or audio recording; using a sign language interpreter; using specialized equipment; or modifying testing conditions.

Personal Information

First Name: *Kevin* Last Name: *Pray* Middle Name: *Lewis*

Street Address: [Redacted]

Email Address: *NA* Phone Number (Home): *NA* Phone Number (Cell): [Redacted]

Position(s) applied for: *Full Time* Referral Source: *online*

Contact Information

If necessary, best time to call you is: *Anytime* Phone Number: [Redacted]

May we contact you at work? Yes No Best time to call you at work is: *Anytime*

Work Phone Number: *Best way to reach me at work is my cell phone* Ext: [Redacted]

Employment Eligibility

Date Available for Work: *Anytime after I work a two week notice*

Have you submitted an application here before? Yes No If yes, give date(s) and position(s):

Have you ever been employed here before? Yes No If yes, give dates: From: To:

Is this application a request for reemployment following an extended military leave of absence from this company? Yes No

Employment Information

Are you lawfully authorized to work in the United States?

- Yes No

Have you entered into an agreement with any former employer or other party (such as noncompetition agreement) that might, in any way, restrict your ability to work for our company?

- Yes No

Driver's license number and state required if driving may be required in the job for which you are applying:



Employment Information

What is your desired salary range or rate of pay?

going rate

Type of employment desired:

- Full-Time Part-Time Seasonal Educational Co-Op Temporary

Will you travel if job requires it?

- Yes No

Will you relocate if job requires it?

- Yes No

If they have been explained to you, are you able to meet the attendance requirements of the position?

- N/A Yes No

Will you work overtime if required?

- Yes No

If no, please explain:

Reasonable Accommodation

Are you able to perform the "essential functions" of the job for which you are applying (with or without reasonable accommodation)? This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage to the extent permitted by law.

- Yes No Need more information about the job's "essential functions" to respond.

Employment History

Employer #1:

Houlton Public Works

Phone Number:

532-1325

Street Address:

Bangor ST

City:

Houlton

State:

Maine

Dates Employed:

From: October 2018

To:

still employed

Starting Job Title:

Laborer - Truck Driver

Final Job Title:

Immediate supervisor and title (for most recent position held):

Chris Stewart Supervisor

May we contact for reference?

Yes

No

Later

Email Address:

NA

Phone Number:

532-1325

Ext:

Why did you leave?

still employed

Summarize the type of work performed and job responsibilities:

summertime work is hands on construction and repairing streets, catch basins and other damaged infrastructure. winter time is plowing snow sanding - salting roads and keeping equipment in safe working condition.

What did you like most about your position?

The people I work with

What did you like least about your position?

working out in the freezing rain and snow

Employer #2:

Maine D.O.T

Phone Number:

532-6910

Street Address:

Bangor ST

City:

Houlton

State:

Maine

Dates Employed:

From: May 2015

To:

October 2018

Starting Job Title:

Laborer - equipment operator

Final Job Title:

same

Employment History Continue

Immediate supervisor and title (for most recent position held):

Greg Scott supervisor

May we contact for reference?

Yes

No

Later

Email Address:

NA

Phone Number:

532-6910

Ext:

Why did you leave?

Better wages and Retirement Plan

Summarize the type of work performed and job responsibilities:

construction and plowing snow

What did you like most about your position?

people i worked with

What did you like least about your position?

working out in the freezing rain and snow

Employer #3:

Pine Tree waste

Phone Number:

207 561-6519

Street Address:

Florence Ave

City:

Houlton

State:

Maine

Dates Employed:

From: April 2011

To: May 2015

Starting Job Title:

Trash collector

Final Job Title:

Trash collector

Immediate supervisor and title (for most recent position held):

Wendy Britton Office manager

May we contact for reference?

Yes

No

Later

Email Address:

NA

Phone Number:

207 561-6519

Ext:

Why did you leave?

Very unHealthy - unsanitary conditions

Employment History (continued)

Summarize the type of work performed and job responsibilities:

PICK UP trash - DUMPSTERS, Haul to Binetree's facility and to the Landfills, ALSO keeping grounds free OF trash and contaminants.

What did you like most about your position?

meeting LOTS OF CUSTOMERS

What did you like least about your position?

very Dirty UN Healthy work conditions

Employer #4:

B+R Bartlett ENT

Phone Number:

448-7776

Street Address:

old school House Rd

City:

ORient

State:

maine

Dates Employed:

From: august 1993

To: APRIL 2011

Starting Job Title:

TRUCK Driver

Final Job Title:

Equipment operator

Immediate supervisor and title (for most recent position held):

Brent Bartlett owner

May we contact for reference?



Yes



No



Later

Email Address:

NA

Phone Number:

448-7776

Ext:

Why did you leave?

owner was Downsizing to Retire

Summarize the type of work performed and job responsibilities:

Log truck Driver Hauling trees from north maine woods to mills across the state and Canada.

What did you like most about your position?

my Boss Brent and coworkers

What did you like least about your position?

getting Layed OFF During mud season

Employment History Continued

Explain if you have ever been fired or asked to resign from a job?

NA

Explain any gaps in your employment, other than those due to personal illness, injury, or disability:

NA

Skills and Qualifications

Summarize any special training, skills, languages, licenses, bonding, certifications, and/or certificates that may assist you in performing the position for which you are applying:

Just a firm believer in hard work. I do hold a valid CDL class A license.

Computer Skills (include software titles and level of experience, such as basic, intermediate, or advanced.)

Software Name

Skill Level

NA

Educational Background

School Name #1:

Houlton High

City/State:

Houlton Maine

of Years Completed:

4

Level Completed:

12

Major/Minor/Certificate:

Diploma

School Name #2:

Hodgdon Elementary

City/State:

Hodgdon ME

of Years Completed:

8

Level Completed:

8th grade

Major/Minor/Certificate:

School Name #3:

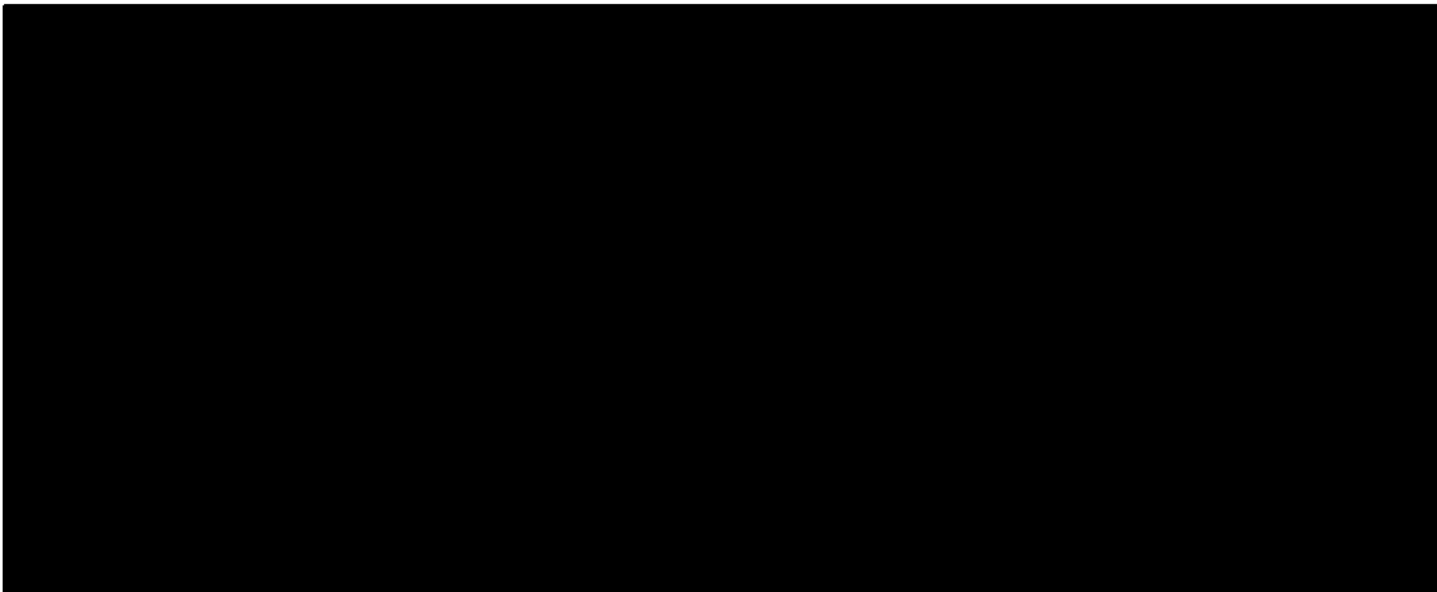
City/State:

of Years Completed:

Level Completed:

Major/Minor/Certificate:

List names and telephone numbers of three business/work references who are *not* related to you and are not previous supervisors. If not applicable, list three school or personal references who are *not* related to you.



Equal Opportunity Information

When answering these questions, please exclude any information that would reveal race (including traits historically associated with race, such as hair texture and protective hairstyles), religion, color, sex (including pregnancy), age, national origin, mental or physical disability, ancestry, sexual orientation, gender identity, genetic information, familial status, victim of domestic violence, or other similarly protected status.

To what job-related organizations (professional, trade, etc.) do you belong?

NA

List any relevant volunteer work:

NA

List special accomplishments, publications, awards, etc.:

NA

Final Statement and Signature

I certify that all information I have provided in order to apply for and secure work with the employer is true, complete, and correct.

I expressly authorize, without reservation, the employer, its representatives, employees, or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities, and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, résumé, or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees, or representatives, for seeking, gathering, and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations, or organizations for furnishing such information about me.

Continued on next page

Application Statement and Signature Required

I understand that this employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state, or federal law.

I understand that this application remains current for only 60 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the employer is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by the employer's president.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

I understand that reasonable safeguards will be taken to protect all personal information provided or obtained in conjunction with this application for employment. My personal information may be shared with the employer's affiliate(s) and third parties engaged by the employer to perform services for the employer. Any personal information shared with an affiliate or third party is to be used solely to perform the services requested by the employer.

This Company does not tolerate unlawful discrimination in its employment practices. No question on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her race (including traits historically associated with race, such as hair texture and protective hairstyles), religion, color, sex (including pregnancy), age, national origin, mental or physical disability, ancestry, sexual orientation, gender identity, genetic information, familial status, victim of domestic violence, or any other protected status under applicable federal, state, or local law.

I understand that any information provided by me that is found to be false, incomplete, or misrepresented in any respect, will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the employer's service, whenever it is discovered.

Signature of Applicant:

Kevin Z. Pray

Date Signed:

9-5-25

Important note: This job application includes attorney-approved questions prepared specifically for to hire in Maine.

Kevin Pray

CAREER OBJECTIVE

Full Time Corrections Officer
I'm used to working long hours
with a team of employees.

PROFESSIONAL EXPERIENCE

Job Title

Houlton Public Works

I'm expected to maintain
a safe work example
around my employees
and a neat clean environment
while operations are being
conducted. winter time is to
keep roads safe for public
and emergency vehicles to
reach destinations.

Job Title

Maine D.O.T

All of my duties were
exactly the same as
working for Houlton
Public Works.

Job Title

pine tree waste
worked long hours
while maintaining
safe work environment
around coworkers and
the public. Keeping clean
as possible areas for
health reasons pertaining
to trash removal.

CONTACT

Phone



Email NA

EDUCATION

Houlton High
School Diploma

Hodgdon Elementary
School from K-8th

RELEVANT SKILLS

Used to working
long hours with
numerous duties
working with numerous
employees and public.
Have always been a
Truck Driver - Equipment
operator and expected
to maintain safety
and house cleaning
duties.



NORTH LAKES FIRE & RESCUE DEPARTMENT
158 SWEDEN STREET • CARIBOU, MAINE 04736
PH: 207-493-4328 • FX: 207-493-4357
www.northlakesfireandrescue.org
darren@aroostookema.com

MEMO

DARREN R. WOODS
FIRE CHIEF

DERRICK OUELLETTE
DEPUTY CHIEF

DAN MOLAVER
CAPTAIN
Cross Lake Station

JOEY LEVESQUE
CAPTAIN
Sinclair Station

LANE MOIR
CAPTAIN
Madawaska Lake Station

DON ENO
LIEUTENANT

NATHAN BARON
LIEUTENANT

RIELEY BOSSIE
LIEUTENANT

GARY LANGLEY
Safety Officer

TO: Ryan Pelletier, County Administrator
FROM: Darren R. Woods, Fire Chief
RE: Fire Station Bid
Date: 9 - 26 - 2025

We received 5 bids on the Sinclair Fire Station project:

- Devoe Construction	- \$3,444,400.00
- PNM Construction	- \$3,279,698.00
- Blane Casey Contractors	- \$3,526,574.00
- Sheridan Construction	- \$2,983,000.00
- A.M. Construction & Roofing	- \$2,805,000.00

I recommend that we accept the bid from A.M. Construction & Roofing for \$2,805,000.00.

****Note – Due to waiting on permits, this project is anticipated to start in the spring of 2026.****

County of Aroostook

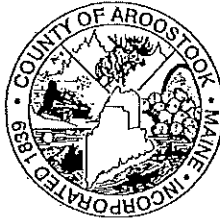
COMMISSIONERS' OFFICE

COUNTY ADMINISTRATOR

RYAN D. PELLETIER

COMMUNITY SERVICES DIRECTOR

JOHN W. GIBSON



COUNTY COMMISSIONERS

PAUL J. UNDERWOOD
PRESQUE ISLE

DANIEL V. DEVEAU
CYR PLANTATION

WILLIAM T. DOBBINS
HOULTON

MEMORANDUM

DATE: September 26, 2025
TO: Ryan D. Pelletier, County Administrator
FROM: John Gibson, Community Services Director
RE: Snow Removal Contract for Connor Township

Attached is the proposed Snow Removal Contract with the **Town of New Sweden** for snow removal services in Connor Township. This contract is for the three (3) year period of July 01, 2025 through June 30, 2028, and represents a 5% increase per year.

- July 01, 2025 to June 30, 2026 \$41,204.00
- July 01, 2026 to June 30, 2027 \$43,264.00
- July 01, 2027 to June 30, 2028 \$45,427.00

At their regularly scheduled August 5th, 2025 meeting, the Town of New Sweden Officials agreed to the proposed agreement and signed the document. It is my recommendation that the contract be reviewed and signed by the County Administrator.

SNOW REMOVAL CONTRACT

CONNOR TOWNSHIP

The Aroostook County Administrator acting in his capacity as Municipal Official for the **Unorganized Territory of Connor** hereinafter referred to as the "County", enters into an agreement with the Municipality of **New Sweden** in accordance with the vote of said Municipal Officials at a regular meeting held on August 5, 2025, hereinafter referred to as the "Contractor" for the removal of snow and ice from the roads hereinafter described and designated under the following terms:

1. The Contractor agrees to remove snow accumulating from snowfall or drifting, and centerline ice on the following roads in Connor Township:

<u>Road</u>	<u>MDOT Inventory Number</u>	<u>Mileage</u>
Emond Road	SA-2	1.66
Jemtland Road	SA-3	2.35
Damboise Road	407	0.97
Town Line Road	417	0.62
Dubay Pit Road	624	<u>0.74</u>
		6.34

2. The Contractor agrees to furnish adequate equipment and manpower necessary to perform the work specified to the satisfaction of the County.
3. The Contractor shall perform the duties required in this contract from the beginning of snow in the fall of 2025 to the end of snow in the spring of 2028.
4. The Contractor will commence plowing and sanding operations when snow on the road surface has reached a depth of two (2) inches, either from actual snowfall or drifting caused by wind, and continue same until the roads are cleared of snow to the outside of the road shoulders.
5. The Contractor agrees to provide sufficient sand and salt for operations required by this contract. The County estimates that a minimum of 100 cubic yards of sand will be necessary for each centerline mile of road,
 - A. Maximum gradation of sand shall be 1/2 inch, and all sand will be screened to that size prior to use on the road.
 - B. Contractor shall mix between 90 and 110 pounds of salt with each cubic yard of sand before the sand is stockpiled.
 - C. Sanding trucks shall be equipped with either tailgate or hopper sanders, which are capable of regulating the amount of sand/salt spread per mile to ensure evenness of application.
 - D. Contractor shall pay particular attention to the sanding of hills, curves, and intersections, and to apply extra sand/salt to such locations when necessary.

- E. The Contractor is responsible for the selection of a suitable site for the salt/sand stockpiles. By execution of this contract, the Contractor warrants that the salt/sand stockpiles are in compliance with all local, County, State, and Federal environmental rules, regulations, and statutes. The Contractor agrees to indemnify the County for any liability, claims, demands, causes or action or damages incurred as a result of the use of or stockpiling of salt/sand.
- F. The Contractor agrees to have all mixed sand/salt stockpiled by November 1st of every year of the contract.

6. The Contractor shall have and maintain Compensation Insurance, General Liability Insurance, and Vehicle Liability Insurance during the life of the Contract in the following amounts:

Compensation Insurance:		As required by law
General Liability Insurance:	Bodily Injury	\$1,000,000.00
	Property Damage	\$1,000,000.00
Vehicle Liability Insurance:	Single Occurrence	\$1,000,000.00
Workers' Compensation:	Each Accident	\$500,000.00 (or)
Workers' Compensation State of Maine Approval Predetermination Status		

The Contractor shall furnish the Aroostook County Commissioners with the required Certificates of Insurance, with a minimum of that amount stated above. **SAID CERTIFICATES OF INSURANCE, IN ADDITION TO THE AMOUNT OF COVERAGE, SHALL CARRY A STATEMENT WORDED AS FOLLOWS:** In the event of Cancellation or Expiration of any of the foregoing policies, ten (10) days written notice by the Insurance Company shall be mailed to the Aroostook County Commissioners.

The Insurance Requirements for the Contractor shall also apply to any and all Subcontractors hired by the Contractor.

The Contractor agrees to maintain liability insurance to protect it from personal injury, death or property damage claims which may arise from snow removal and sanding operations under this contract. The Contractor further agrees to indemnify, assume the defense of, and save harmless the County, its agents and employees from liability, actions claims or damage for wrongful death, personal injury or property damage suffered by any person or association, which results from the willful or negligent action or inaction of the Contractor in the performance of duties, and the work performed under this contract.

7. If the Contractor is in violation of any of the terms of this contract, or if the County or its representative is of the opinion that work described in this contract is being performed unsatisfactorily, the County shall notify the Contractor by certified mail setting forth the basis for the County's complaint. Upon receipt of such notice, the Contractor shall have ten (10) days to comply with the terms and conditions of this contract or rectify the unsatisfactory work. If at the expiration of the ten (10) day period, the County's representative is dissatisfied with the Contractor's performance, or the Contractor is not in compliance with the terms of this contract,

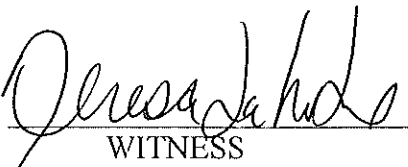
the County will, by certified mail, notify the Contractor to discontinue all work to be performed under this contract. The County may thereupon, by contract, or otherwise complete the work, and the Contractor or its surety shall be liable for costs that exceed the rate provided in this contract. Such charges shall be deemed liquidated damages.


8. This agreement shall be in effect for the three (3) year period **July 1, 2025 to June 30, 2028**. This process will be contingent upon approval by the County Commissioners. At any time during the term of the contract, either the County or the Contractor, by vote of their respective officials, can terminate this contract upon ninety (90) days written notice to the other party.
9. In consideration of the faithful performance of this work as set forth above, the County agrees to pay the Contractor in accordance with the following schedule for the 6.34 total miles of road covered by this contract.

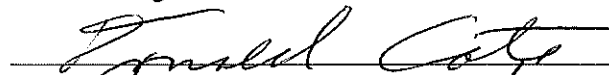
Year	Cost Per Mile	Centerline Miles	Aggregate Cost
July 01, 2025 – June 30, 2026	\$ 6,499.05	6.34	\$ 41,204.00
July 01, 2026 – June 30, 2027	\$ 6,823.97	6.34	\$ 43,264.00
July 01, 2027 – June 30, 2028	\$ 7,165.14	6.34	\$ 45,427.00

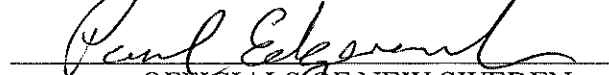
10. A payment schedule of six (6) separate monthly installments shall be paid annually, beginning in November, and ending in April. Payments shall be made in November, December, January, February, March, and April as part of the regular Unorganized Territories warrant schedule, typically on every other Wednesday of each month.

IN WITNESS WHEREOF, the parties to these presents have executed this contract each of which will be deemed an original on the 5 day of August 2025.


WITNESS







OFFICIALS OF NEW SWEDEN

WITNESS

Ryan D. Pelletier, County Administrator

Filed with Fiscal Administrator _____, 2025