

# MINUTES

AROOSTOOK COUNTY COMMISSIONERS' SPECIAL MEETING  
FRIDAY, DECEMBER 12, 2025 – 9:00 AM  
ADMINISTRATIVE HEARING ROOM – CARIBOU COURTHOUSE

Present:

Paul J. Underwood, Chair, County Commissioner  
William Dobbins, County Commissioner  
Daniel Deveau, County Commissioner  
Beth Hummel, Human Resources Director  
Dana Gendreau, Finance Director

- I. Commissioner William Dobbins called the meeting to order at 9:00am.
- II. Pledge of Allegiance.
- III. At 9:01am, the following motion was made by Daniel Deveau and seconded by William Dobbins:

“I move that we enter into the Executive Session, pursuant to Title 1 MRSA 405(6)(A) to discuss County Administrator Search.”

Upon return from executive session at 10:00am, no action was taken on County Administrator Search.

- IV. Adjournment.

**MOTION:**

Motion by William Dobbins, seconded by Daniel Deveau to adjourn the meeting at 10:01am.

**VOTE:**

Motion voted on and passed.

ATTEST: A True Copy  
of Commissioners' Meeting

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\_\_\_\_\_  
Ryan D. Pelletier  
County Administrator

AROOSTOOK COUNTY COMMISSIONERS  
DATE: December 17, 2025



**COUNTY OF AROOSTOOK  
Commissioners' Office**

**County Administrator**

Ryan D. Pelletier

**County Commissioners**

Paul J. Underwood - Chair  
Presque Isle  
District 2

William T. Dobbins  
Houlton  
District 1

Daniel V. Deveau  
Cyr Plt.  
District 3

144 Sweden St, Ste 1  
Caribou, ME 04736  
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December 12, 2025

TO: County Commissioners

Good afternoon,

Due to a personnel matter that arose this afternoon, I would like to request adding the attached letter under Other Business for review at Wednesday's meeting. Roy and I have discussed potential options, and after reviewing the attached proposal, I am seeking the Commissioners' approval to utilize TEMPO services for the custodian position in Fort Kent.

As you know, filling this position for any extended period has been challenging. This approach would allow us to begin with a temp-to-hire arrangement before transitioning to a permanent placement, while keeping costs below those of a contracted third-party solution.

Thank you for considering this request, please let me know if you have any questions.

Regards,

Beth

**Beth L. Hummel**  
**Human Resources Director**  
County of Aroostook  
County Commissioners' Office



December 12, 2025

County of Aroostook  
144 Sweden Street, Suite 1  
Caribou, ME 04736

Beth,

Thank you for reaching out regarding your Part-Time Custodian position in Fort Kent, I hope that we can be of service to you! Following is information explaining TEMPO's services.

At TEMPO, we handle the full recruitment cycle on your behalf. We advertise open positions, screen all applicants, and present only the most qualified candidates for your review. We'll coordinate interviews for anyone you'd like to meet and, once you've selected a candidate, we manage all onboarding and payroll paperwork.

Employees begin on a temp-to-hire basis, giving you the flexibility to evaluate fit and performance before bringing them onto your payroll. After 12 weeks, you may convert any TEMPO employee to your payroll at no additional cost. If a placement does not meet your needs, simply let us know and we will take care of notifying the employee and finding a suitable replacement.

Our hourly mark-up for is equal to 45% of the wage per hour paid to the employee. For example, if we were to pay an employee \$20.00 per hour (this is just an example, you would set the payrate), the total cost would be \$29.00 per hour. Our hourly rates cover the following costs:

- Employee wages
- Workers' Compensation costs
- Unemployment Insurance
- Federal and state payroll taxes – Including Maine Paid Family Medical Leave
- Administrative/personnel costs
- Recruiting & Advertising costs

TEMPO asks that all invoices are paid upon receipt. Invoices will be sent out on a weekly basis.

If you need additional information or have any further questions please feel free to contact me at any time. Thank you for contacting TEMPO, we look forward to working with you!

Sincerely,

*Jen*

Jennifer Buckingham  
Owner