

COUNTY COMMISSIONERS MEETING
WEDNESDAY, JUNE 17, 2026, 1:00 PM
ADMINISTRATIVE HEARING ROOM – CARIBOU COURTHOUSE

Present:

Paul J. Underwood, County Commissioner
William T. Dobbins, County Commissioner (*arrived at 1:18pm*)
Daniel V. Deveau, County Commissioner
Justin T. Tibbetts, County Administrator
Dana Gendreau, Finance Director
Beth Hummel, HR Director
Peter Johnson, Sheriff
Shawn Gillen, Deputy Sheriff
Darren Woods, EMA Director
John Gibson, Community Services Director
David Armstrong, Spirit of America recipient, Fort Fairfield
Cindy Richendollar, Washburn Rotary Club, Spirit of America recipient
Edwin Jarrell, Washburn Rotary Club, Spirit of America recipient
Larry Harrison, Washburn Rotary Club, Spirit of America recipient
Keith Brown, Washburn Rotary Club, Spirit of America recipient
Kim Smith, Spirit of America recipient Presque Isle
Sonja Eyler, City of Presque Isle
Craig Green, City of Presque Isle
Melanie Tompkins, Mapleton
Janice Wright, Presque Isle
David White, Caribou
Rosemary Monahan, Woodland
Toby Jandreau, Fort Kent
Claire Nichols, Fort Kent
Myles Ouellette, Van Buren
Lacey Sawyer, Zoom
Sarah Leclair, Zoom
Metro Publishing, Zoom

ART. 1. Commissioner Paul Underwood called the meeting to order at 1:00 pm.

ART. 2. Pledge of Allegiance.

ART. 3. Public Comment Period.

Commissioner Paul Underwood opened the meeting to a public comment period.

The following members of the public provided personal and professional experiences related to drug addiction within Aroostook County: Melanie Tompkins, Claire Nichols, David White, Myles Ouellette, Toby Jandreau, Lacey Sawyer, and Sarah Leclair.

The speakers all shared the same request to the Board of the County Commissioners to rescind the recent Opioid Settlement Funding that was awarded by the Commissioners to the proposal for the CACE Schools Prevention and Student Support Initiative pilot program.

ART. 4. Mr. Tibbetts presented for consideration the following additions to the agenda:

- 1) Article 6. D) To consider the liquor license renewal for Eagle Lake Sporting Camps.
- 2) Article 15. A) To consider the renewal contract with Alternative Correctional Healthcare. (Peter)
- 3) Article 15. B) To consider the recommendation to remove fully depreciated low-value assets from the fixed asset listing. (Dana)

MOTION:

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

VOTE:

Motion voted on and passed.

ART. 5. Commissioner Paul Underwood entertained a motion to approve the minutes of May 20, 2026 and May 28, 2026.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the meeting minutes of May 20, 2026 and May 28, 2026.

VOTE:

Motion voted on and passed.

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

- A) Attendance record.
- B) Bills and warrants.
- C) Agency Liquor Store Application - St. Peter's Store, Cross Lake

MOTION:

Motion by Daniel Deveau, seconded by William Dobbins to approve the agency liquor store application for St Peter's Store, Cross Lake.

VOTE:

Motion voted on and passed.

- D) Liquor License Renewal – Eagle Lake Sporting Camps

MOTION:

Motion by Daniel Deveau, seconded by William Dobbins to approve the liquor license renewal for Eagle Lake Sporting Camps.

VOTE:

Motion voted on and passed.

ART. 7. Commissioner Paul Underwood presented the 2025 Spirit of America recognitions to Kimberly Smith of Presque Isle and the Washburn Rotary Club.

Commissioner William Dobbins presented the 2025 Spirit of American recognition to David Armstrong of Fort Fairfield.

ART. 8. Mr. Justin Tibbetts provided an update regarding the Finance Committee terms and the status of the Charter Commission petitions. At this time, there were no candidates who submitted petitions for the openings on the Finance Committee and one petition was submitted for the Charter Commission. Candidates may still submit documentation to the Secretary of State to be a write-in candidate on the November ballot.

ART. 9. Mr. Justin Tibbetts opened a discussion regarding the filling of a vacancy on the advisory Opioid Task Force committee.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to table the discussion until the July 15th meeting.

VOTE:

Motion voted on and passed.

ART. 10. Mr. Justin Tibbetts presented for consideration the ratification of adding an insurance coverage extension for Aroostook County EMA disaster training exercise.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to ratify the insurance coverage extension for Aroostook County EMA disaster training exercise.

VOTE:

Motion voted on and passed.

ART. 11. Sheriff Peter Johnson presented for consideration the recommissions of part-time Deputy Jesse Belanger and Agent Forrest Dudley.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the recommissions of Jesse Belanger and Forrest Dudley.

VOTE:

Motion voted on and passed.

ART 12. Mr. John Gibson presented the following contracts for consideration:

A) FIRE PROTECTION FOR T7R3, T7R4 & T7R5 (JUL 26-JUN 29)

MOTION:

Motion by Daniel Deveau, seconded by William Dobbins to approve the fire protection agreement for T7R3, T7R4 & T7R5

VOTE:

Motion voted on and passed.

B) FIRE PROTECTION FOR SCOPAN (JUL 26-JUN 27)

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the fire protection agreement for Scopan.

VOTE:

Motion voted on and passed.

C) ANIMAL CONTROL FOR SCOPAN (JUL 26-JUN 27)

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the animal control agreement for Scopan.

VOTE:

Motion voted on and passed.

D) SNOW REMOVAL FOR E PLANTATION (JUL 26-JUN 29)

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the snow removal agreement for E Plantation.

VOTE:

Motion voted on and passed.

E) EMERGENCY MEDICAL SERVICES FOR MOLUNKUS (JUL 26-JUN 27)

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the emergency medical services agreement for Molunkus.

VOTE:

Motion voted on and passed.

F) SOLID WASTE FOR BENEDICTA (JUL 26-JUN 27)

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the solid waste agreement for Benedicta.

VOTE:

Motion voted on and passed.

ART. 13. Mr. Darren Woods presented for consideration the hiring recommendation of Marie Bouchard as communications unit member and Farralee Ouellette as North Lakes Firefighter.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the hiring recommendation of Marie Bouchard and Farralee Ouellette.

VOTE:

Motion voted on and passed.

ART. 14. County Commissioners' Report

Commissioner Dobbins reported that the Risk Pool had a clean audit. There is over \$4 million in assets with \$2.7 million in liabilities. 8 new claims, with 6 closed last month.

Commissioner Dobbins also reported that the MCCA convention will take place in September at Sunday River. Information and details are being put together and will be available soon for registration. One item the MCCA is working on is a county wide joint salary scale study with all 16 counties.

Commissioner Deveau reported that there is confusion surrounding ranked choice voting from the recent primaries that were held. Commissioner Deveau suggested

that the county work to educate candidates on jail funding, as not many understand how county jails are funded.

ART. 15.

Other Business

- A) Sheriff Peter Johnson presented for consideration the renewal for the Alternative Correctional Healthcare agreement for services provided at the Aroostook County Jail.

MOTION:

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

VOTE:

Motion voted on and passed.

- B) Ms. Dana Gendreau presented for consideration the recommendation to remove fully depreciated low-value assets from the fixed asset listing.

MOTION:

Motion by William Dobbins, seconded by Daniel Deveau to approve the recommendation regarding fully depreciated low-value assets.

VOTE:

Motion voted on and passed.

- C) Mr. Darren Woods provided an update on the new Sinclair fire station. Permit has been granted, building has been ordered and it should be here in July.

No motion necessary

- D) Commissioner Underwood asked if we were specifying what certifications would be responding to calls for fire and emergency services in the UT agreements. Per Mr. Gibson, this is currently not included in the contracts. Commissioner Deveau asked if it was possible to have a study of all the UT contracts so that we could see how the fees are being calculated throughout the county for the services we need to contract for.

No motion necessary

- E) Commissioner Dobbins asked if there were any updates on the remaining 2 open spots on the ad hoc jail committee. Per Ms. Gendreau, no additional applicants have expressed interest at this time.

No motion necessary

- F) Commissioner Dobbins addressed the board and those in attendance to express his apologies for arriving late. He shared his own personal experience as a father of a son with addiction who is currently incarcerated. He is compassionate to those who expressed their stories and opinions in today's public comment. The pilot program he brought to the board for funding is a prevention based program that could have positive results in our county as it has in other places.

No motion necessary

ART. 16. Adjournment.

MOTION:

A motion was made by William Dobbins, seconded by Daniel Deveau to adjourn the meeting at 2:53 pm.

VOTE:

Motion voted on and passed.

ATTEST: A True Copy
of Commissioners' Meeting

Justin T. Tibbetts
County Administrator

AROOSTOOK COUNTY COMMISSIONERS
DATE: July 15, 2026



Application Copy

File Number: 158893 Job Type: Renewal Application

LICENSE # BB-21-105733	APPLICATION DATE RECEIVED 2026-06-22
LICENSE TYPE On-Premises: Beer, Wine & Spirits	LICENSEE Northern Red Dog Inc
AGENT NAME	EFFECTIVE DATE 2025-07-09
EXPIRES 2026-07-08	STATUS Active
PREMISES NAME Homestead Lodge, The	

EXISTING PREMISES TYPE Bed and Breakfast	EXISTING PREMISES NAME Homestead Lodge, The
OPERATOR Northern Red Dog Inc	
PHYSICAL ADDRESS 871 OXBOW RD OXBOW ME 04764-3002	
MAILING ADDRESS 871 OXBOW RD OXBOW ME 04764-3002	
CONTACT NAME Nicholas Bianchi-Coppola	PREFERRED CONTACT METHOD Email

CONTACT PHONE
(207) 435-6357

ALTERNATE PHONE

FAX

EMAIL

QUESTIONS

On-Premises: Beer, Wine & Spirit

1. Is your business (including any DBA) registered and in good standing with the Maine Secretary of State?

Answer "No" if you are a Sole Proprietor.

Yes

20210531 D

2. Does the licensee or applicant(s) have any interest in any other Maine Liquor License?

No

3. Is the applicant/licensee an individual, partnership, or association?
(Not a corporation or LLC)

No

4. Are all licensees/applicants residents of the State of Maine?

No

Owner of the company, employees who run the business are all Maine residents

5. Is your license for a club with a membership?

No

6. Is your license application for a vessel?

No

7. Do you have a valid and current health license issued by Maine Department of Health and Human Services OR the Department of Agriculture?

Yes

(document uploaded)

8. Do you have a license from the Office of the State Fire Marshal?
Contact (207) 626-3870 to determine whether licensure is necessary.

No

9. Will any law enforcement officer directly benefit financially from this license?

No

10 Is the licensee or applicant for a license receiving, directly or indirectly, any money, credit, thing of value, endorsement of commercial paper, guarantee of credit or financial assistance of any sort from any person or entity within or without the State, if the person or entity is engaged, directly or indirectly, in the manufacture, distribution, wholesale sale, storage or transportation of liquor.

No

11 Is the licensee/applicant(s) directly or indirectly giving aid or assistance in the form of money, property, credit, or financial assistance of any sort, to any person or business entity holding a liquor license granted by the State of Maine?

No

12 What is the full name and date of birth of the person managing this premises?

Trisha Soucy and Scott Soucy

13 Has any of the listed applicants, an immediate family member of an applicant, or an employed manager been denied a liquor license or had a liquor license revoked within the last 5 years?

No

14 Is any of the listed applicants the spouse, father, mother, child or other immediate family member of a person whose liquor license has been revoked or denied in the last 6 months?

No

15 Has any licensee/applicant or employed manager ever been convicted of any violation of the liquor laws in Maine or any State of the United States within the last 5 years?

No

16 Has the licensee/applicant(s) or manager ever been convicted of any violation of any law, other than minor traffic violations, in Maine or any State of the United States?

No

17 Does the licensee/applicant have any arrangement such as a lease where rent is based on sales, an agreement where another party receives a portion of the revenue or profits from the business, or a right to acquire an ownership interest in the business?

No

18 At which address are your business records located?

871 Oxbow Road, Oxbow, ME. 04764

19 What will be your business hours? Please indicate each day's open and close times.

10-6 when our business is open, we are seasonal so only operate certain times of the year.

20 Please provide the name and distance from the premises to the nearest school, school dormitory and place of place of worship, measured from the main entrance of the premises to the main entrance of the school, school dormitory and place of worship by the ordinary course of travel.

The Oxbow Congregational Church - 1.4 miles

21 Is your application for a Hotel or Bed & Breakfast?

Yes

12

22 What is the gross food income for the licensure period that will end on the expiration date?

23 What is the gross income from beer, wine, and spirits for the licensing period ending on the expiration date?

24 Do you have a food menu?

Yes

(document uploaded)

25 How many seats do you have? Include indoor and outdoor seating.

35

26 How many bathrooms do you have available to patrons?

2

27 Do you currently have any advertising or sponsorship agreements with a wholesale licensee or certificate of approval holder (including agreements for signage, naming rights, event sponsorships or branded areas)?

No

28 Describe each area of the premises where alcoholic beverages will be served, consumed, or stored.

Include all interior and exterior areas (e.g., dining rooms, bars, patios, decks, function rooms, etc.) and use names or labels that correspond to your submitted floor plan.

Restaurant/bar is located in the lodge of The Homestead Lodge. There is a small bar which seats 6 people. The restaurant and bar are located on the first floor to the lower right of the building.

TYPE	FILE NAME	DESCRIPTION
Food Menu	HomesteadMenu_01102025.pdf	Menu
Premises Floor Plan	Floor_Plan.pdf	Floor Plan
Supplemental Ownership Form	102 Supplemental Ownership Form and Affidavit-2.pdf	Owner Form
Maine Health or Agriculture License	B5965C51-06F7-4D4E-95D6-FF708DD4E70D_1_201_a.pdf	License

APPLICANT

Northern Red Dog Inc

DECLARATION

- ☒ I certify that I am the applicant as described in this application, or that I am duly authorized to submit this application on the applicant's behalf.

All information provided in this application is accurate and correct. I understand that false statements made on this application are punishable by law. Knowingly supplying false information on this application is a Class D Offense under Maine's Criminal Code, punishable by confinement of up to one year, or by monetary fine of up to \$2,000 or by both.



STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE AND FINANCIAL SERVICES
BUREAU OF ALCOHOLIC BEVERAGES AND LOTTERY OPERATIONS
DIVISION OF LIQUOR LICENSING AND ENFORCEMENT

Supplemental Ownership Form

28-A M.R.S. §651

All Questions Must Be Answered Completely.

1. Company or sole proprietor legal name: Northern Red Dog Inc	2. Date of incorporation/registration: 2/5/2021	3. State of incorporation: Maine
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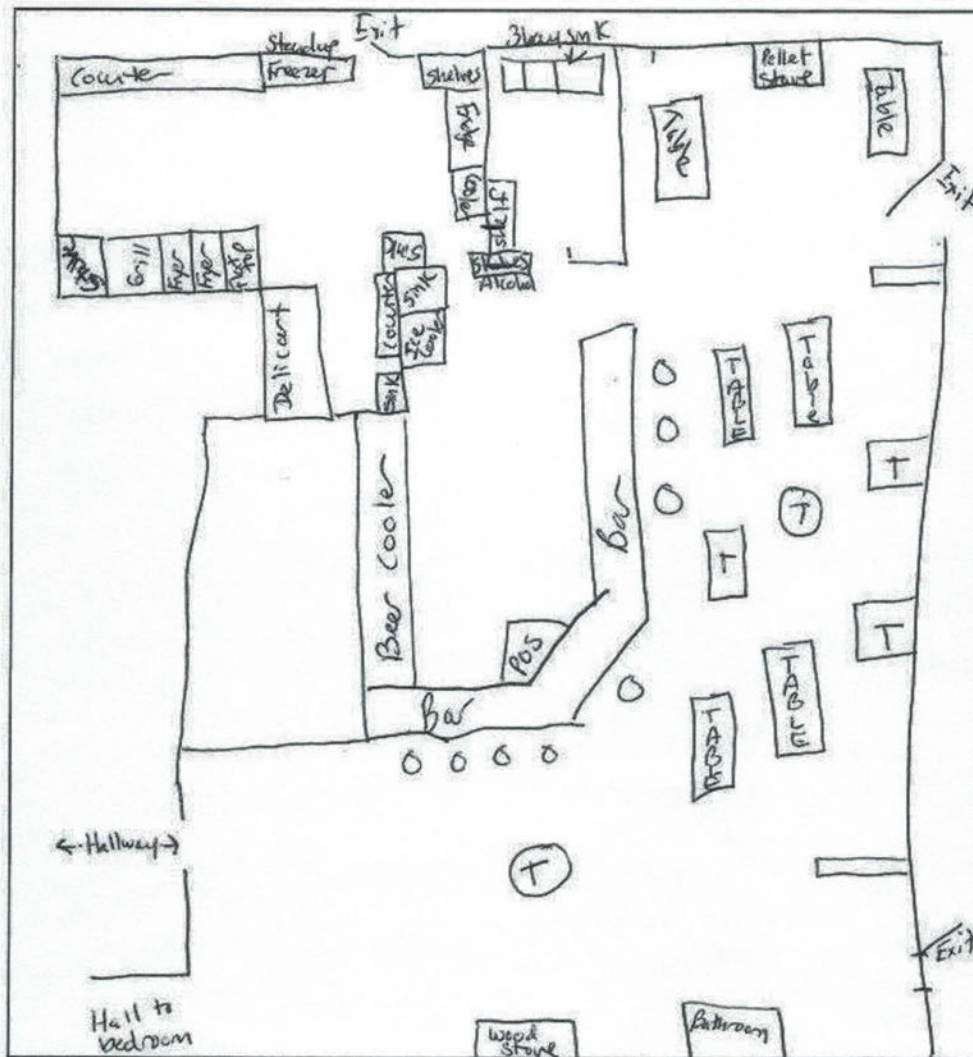
List the following information for officers, directors, owners equal to or over 10%, and persons with indirect financial interest in the applicant.

Name	Date of Birth	Phone or E-mail	Address	Title	Ownership Stake (%)
Nicholas Bianchi-Coppola				Owner/President	100%

Section VI Premises Floor Plan

In an effort to clearly define your license premise and the areas that consumption and storage of liquor authorized by your license type is allowed, the Bureau requires all applications to include a diagram of the premise to be licensed.

Diagrams should be submitted on this form and should be as accurate as possible. Be sure to label the following areas: entrances, office area, coolers, storage areas, display cases, shelves, restroom, point of sale area, area for on-premise consumption, dining rooms, event/function rooms, lounges, outside area/decks or any other areas on the premise that you are requesting approval. Attached an additional page as needed to fully describe the premise.



State of Maine

DEPARTMENT OF HEALTH AND HUMAN SERVICES

EST ID: 7131

EATING AND LODGING 38 Seats (in) 11 Rooms

THE HOMESTEAD LODGE
871 OXBOW RD
OXBOW PLT ME 04764-3002

EXPIRES: 06/08/2027

FEE: \$300.00

ATTN TRISHA SOUCY
NORTHERN RED DOG INC
THE HOMESTEAD LODGE
871 OXBOW RD
OXBOW ME 04764



Jane Foye Holmes

Commissioner

NON-TRANSFERABLE

Appetizers

Mozzarella Sticks 6 Sticks with marinara sauce	\$8.99
Onion Rings with sauce	\$6.99
Hand Cut French Fries	\$6.99
Fried Pickles	\$8.99
Wings B.B.Q., Buffalo, or Kickin' Bourbon	
6 Wings	\$12.99
10 Wings	\$20.99
Loaded Nachos Lettuce, tomato, cheddar cheese, salsa, sour cream, black olives and jalapeños	\$10.99
Add Beef or Pulled Pork	\$14.99
Poutine Fries, cheese and gravy	\$8.99
Cheese Curds	\$8.99

Soups & Salads

Choice of Ranch, Caesar, Italian, Country French, or Thousand Island

Corn Chowder	\$5.99
Chili	\$6.49
Taco Salad Lettuce, tomato, shredded cheese, salsa, black olives, jalapenos, sour cream and ground beef	\$11.99
Chef Salad Lettuce, tomato, cucumber, turkey, ham, shredded cheddar, croutons	\$13.99
Chicken Caesar Salad Lettuce, parmesan, chicken, Caesar dressing and croutons	\$13.99
Garden Salad Lettuce, tomato, cucumber, onions and croutons	
Large	\$6.99
Side	\$5.99

Simple Eats

Served with choice of French Fries or Chips.
Choice of cheese is American or Pepper Jack

Cheeseburger* 1/2lb burger with choice of cheese	\$14.99
Add Bacon	\$16.99
Bison Cheeseburger (while supplies last)* 1/4lb burger with choice of cheese	\$22.49
Add Bacon	\$24.49
Steak Bomb Shredded steak, onions, mushrooms, peppers, mayo and choice of cheese	\$17.99
Fried Chicken Sandwich Choice of plain or buffalo fried chicken, lettuce and tomato	\$11.99
Hot Dogs Two grilled red hot dogs	\$9.99
Chicken Fingers Small Fingers	\$9.99
Large Fingers	\$11.99
Grilled Cheese (American or Pepper Jack) Add Ham	\$8.99
	\$9.99
B.L.T. Lettuce, Tomato, and Mayo	\$10.99
Club Sandwiches Choice of turkey or ham with bacon, lettuce, tomato and mayo. Choice of cheese	\$12.99
Pulled Pork Sandwich B.B.Q. pulled pork with choice of white bread or bun	\$16.99

Homestead Meals

Available after 3:00

Served with mashed potatoes, vegetable and side salad

Ribeye Dinner*	\$31.99
Grilled Chicken Dinner*	\$19.99
Pulled Pork Dinner	\$18.99
Beef Tips*	\$24.99

Don't forget to check our board for daily meal and dessert specials!

*Consuming raw or undercooked meats, poultry, seafood shellfish, eggs, or unpasteurized milk may increase your risk of food-borne illness.

Beverages

Coffee	\$2.99
Tea	\$2.99
Hot Cocoa	\$2.99
Bottled Water	\$2.49
Milk	\$3.99
Shirley Temple	\$4.75
Bottled Soda	
Stewart's Orange & Cream	\$3.50
Stewart's Root beer	\$3.50
Stewart's Cream Soda	\$3.50
Fountain Drinks*	
Pepsi, Diet Pepsi, Mountain Dew, Diet Mountain Dew, Orange Crush, Schweppes Ginger Ale	\$3.59
Tropicana Lemonade	\$3.59
Lipton Iced Tea, Unsweetened Tea	\$3.59
Lipton Raspberry Tea	\$3.59
*Includes free refills	
Juice	
Cranberry	\$3.95
Orange	\$3.95
Apple	\$3.95

Alcoholic Beverages

Beer	
Busch Light	\$3.50
Budweiser	\$4.00
Bud Light	\$4.00
Pabst Blue Ribbon	\$4.00
Michelob Ultra	\$4.00
Heineken	\$4.50
Heineken Light	\$5.50
Goose Island IPA	\$4.50
Coors Light	\$5.50
Molson Canadian	\$5.00
Miller Lite	\$5.50
Corona Light	\$5.00
Sweet Water Hazy IPA	\$5.00
Allagash White	\$7.00
Geaghan Bros Blonde	\$7.50
Tubular	\$9.00
Heineken Non Alcoholic	\$5.00
Other	
Angry Orchard	\$6.50
Twisted Tea	\$5.50
Truly	\$5.00
White Claw	\$5.00
Wine	
Pinot Noir, Pinot Grigio, Chardonnay, Cabernet	\$6.50

HOMESTEAD
LODGE

*Consuming raw or undercooked meats, poultry, seafood shellfish, eggs, or unpasteurized milk may increase your risk of food-born illness.

County of Aroostook

COMMISSIONERS' OFFICE

COUNTY ADMINISTRATOR

RYAN D. PELLETIER



COUNTY COMMISSIONERS

PAUL J. UNDERWOOD
PRESQUE ISLE

WILLIAM T. DOBBINS
HOULTON

DANIEL V. DEVEAU
CYR PLANTATION

NOTICE TO APPEAL FOR PROPERTY TAX ABATEMENT – PROPERTY OWNER(S)

DATE: June 17, 2026

Property Owner(s): Ty Poland 13 Highton Ave.

Municipality: Limestone, ME

Please provide the following information and requested documentation regarding your Tax Abatement Appeal request.

1. For what tax year(s) (as of April 1st) are you seeking abatement? 2026
2. Please provide a copy of your tax bill for the year(s) for which you are seeking abatement.
3. Did you, prior to April 1st of the year(s) for which you are seeking abatement, receive a written notice by mail from your municipality to furnish true and perfect lists of all your taxable property within the municipality?
☐ YES ☐ NO
If "YES", did you provide such lists?
☐ YES ☐ NO
4. Prior to your appeal to the County Commissioners, did you make written application to the municipal officers or assessors seeking abatement?
☒ YES ☐ NO
If "YES", when did you make such written application? 4/21/2026
(Please provide a copy)
5. Did the municipal officers or assessors give you a written decision on your application?
☒ YES ☐ NO
If "YES", when did you receive the decision? 5/20/26 was the date of the
(Please provide a copy)

decision. Notification was made
by email on 6/2/26. See
attached.

6. On what grounds/basis do you believe you are entitled to an abatement? (Select one)

Error of Assessment: _____

Inequity of Assessment: _____

Other: X

Reason for seeking abatement: As stipulated by law, we believe that Mr. Poland does not have income sufficient to contribute to the public charge.

7. To what valuation do you believe your property should be reduced? \$ NA

8. Location of Property: _____

Please note that should you be dissatisfied with the decision of the County Commissioners you may have a right of further appeal to the Superior Court. In some cases, however, the Superior Court has rejected such appeals because there was no stenographic record of the hearing before the Commissioners. The County Commissioners do not provide such a record; however, they will arrange for an independent recorder to be present at the hearing at a cost to be determined by the recorder. All recorder costs are the sole responsibility of the requestor and due prior to the hearing date. In the event that both parties request a recorder, the costs will be divided evenly among the Property Owner and Municipality.

DO YOU WANT A STENOGRAPHIC RECORDER TO BE PRESENT AT THE HEARING BEFORE THE COUNTY COMMISSIONERS?

☒ YES

☐ NO

Ty W. Poland
Signature of Property Owner(s)

Ty Poland
Name(s)

13 Highton Ave. Limestone, ME 04750
Mailing Address

860-325-1389
Phone

Please return this completed form, along with the documentation requested to:

County Commissioners' Office
144 Sweden St, Ste 1
Caribou, ME 04736

COUNTY OF AROOSTOOK
OFFICE OF THE SHERIFF

APPOINTMENT OF DEPUTY SHERIFF

Placing special trust and confidence in your integrity, ability and discretion, I do, by virtue of the authority vested in me as Sheriff of Aroostook County, hereby appoint you an Aroostook County Deputy Sheriff. You are, therefore, directed to execute the duties of your appointment according to the Constitution of the United States and the State of Maine, the laws of the United States and the State of Maine, and the direction you receive from the Sheriff and his designee(s).

Oath of Office

I, Lawrence Goff, solemnly swear that I will support and defend the Constitution of the United States and the Constitution of the State of Maine. I further swear that I will abide by the laws of the United States and the State of Maine, and that I will faithfully discharge my duties in accordance with the lawful orders of the Sheriff and those appointed over me. I hold my position and authority on behalf of the people of Aroostook County. In reverence of the law, I will conduct my duties in good faith, with honesty, courage and justice, to the best of my ability. I shall never betray the public trust or abuse my authority, so help me God.

Deputy Sheriff: _____ Date: _____

The above named, Deputy Sheriff, Lawrence Goff, personally appeared before me and took the above oath prescribed by the Constitution and laws of the State of Maine to qualify him / her to execute the duties to which he / she is being appointed by the Office of Sheriff.

Dedimus Postestatem: _____ Date: _____

Sheriff: _____ Date: _____

As prescribed by law, the Sheriff, by presentation of this commission, has notified the Board of County Commissioners of the appointment of the above listed individual as a Deputy Sheriff, of and for the County of Aroostook, Office of Sheriff. By execution of a board majority below, the Board of County Commissioners acknowledges the aforementioned statutory notification, and affirms the appointment.

RECEIVED AND RECORDED IN
APPOINTMENTS OF DEPUTY SHERIFFS

VOL: _____ PAGE: _____

ATTEST: _____ DATE: _____

_____ CLERK



Aroostook County
Sheriff's Office

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

Patrol

Transportation

Corrections

Civil Process

To: County Commissioners

From: Sheriff Peter A. Johnson

Date: June 26, 2026

Reference: Civil Service Deputy

The Aroostook County Sheriff's Office recently advertised for a part-time civil service deputy and Shaun Guerrette applied for the open position. Mr. Guerrette has earned an Associate Degree in Criminal Justice from the University of Maine at Presque Isle, a Bachelor Degree in Criminal Justice, and a Masters Degree in Emergency Management from Columbia Southern University. Mr. Guerrette has been a part time Law Enforcement Officer with the Caribou Police Department since 2024.

It is my recommendation that Shaun Guerrette be hired to fill the open part time civil service deputy position that was recently advertised.

FAITHFULLY SERVING OUR NEIGHBORS SINCE 1839



County of Aroostook

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:

Sham

Last Name:

Guemette

Middle Name:

Thomas

Street Address:

City:

Email Address:

Phone Number (Home):

N/A

Phone Number (Cell):

Position(s) applied for:

Part-Time Deputy Sheriff

Referral Source:

Contact Information

If necessary, best time to call you is: After 2:30pm

Phone Number:

May we contact you at work? ☒ Yes ☐ No

Best time to call you at work is:

Work Phone Number:

Ext:

Employment Eligibility

Date Available for Work: Anytime, eve, weekend

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

☐ Yes

☒ No

Have you ever been employed here before?

If yes, give dates:

☐ Yes

☒ No

From:

To:

Is this application a request for reemployment following an extended military leave of absence from this company?

☐ Yes

☒ No

Employment Eligibility Continued

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 Preferences

What is your desired salary range or rate of pay?

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

☒ N/A

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: *DFAS*

Phone Number: *667-894-9079*

Street Address: *27 Arkansas Rd*

City: *Limestone*

State: *ME*

Dates Employed: From: *2016*

To: *present*

Starting Job Title:

Emergency Management

Final Job Title:

Same

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

Ryan Gress, Facility Chief

May we contact for reference?

Yes

☒ No

Later

Email Address:

Phone Number:

Ext:

Why did you leave?

present

Summarize the type of work performed and job responsibilities:

*Emergency manager
COMSEC - classified work
Continuity of Operations*

What did you like most about your position?

Still active

What did you like least about your position?

Still active

Employer #2:

Caribou Police Department

Phone Number:

493-3301

Street Address:

25 High Street

City:

Caribou

State:

ME

Dates Employed: From: *2024*

To: *present*

Starting Job Title:

Part-Time Patrol Officer

Final Job Title:

Same

Employment History Continued

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

Carry Sauer, chief of police

May we contact for reference?

☒ Yes ☐ No ☐ Later

Email Address:

Phone Number:

Ext:

207-496-8507

Why did you leave?

present

Summarize the type of work performed and job responsibilities:

perform duties of a Law Enforcement officer.

What did you like most about your position?

Helping people

What did you like least about your position?

N/A

Employer #3:

Phone Number:

Street Address:

City:

State:

Dates Employed:

From:

To:

Starting Job Title:

Final Job Title:

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

May we contact for reference?

☐ Yes ☐ No ☐ Later

Email Address:

Phone Number:

Ext:

Why did you leave?

Employment History Continued

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

N/A

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

N/A

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:

Completed 100 hour pre service course - 2005 - Maintained Cert.

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

Software Name

Microsoft

Skill Level

Intermediate

Educational Background

School Name #1:

Fort Fairfield High School

City/State:

of Years Completed:

Level Completed:

Diploma

Major/Minor/Certificate:

School Name #2:

UMPI

City/State:

of Years Completed:

2

Level Completed:

Associates in Criminal Justice

Major/Minor/Certificate:

School Name #3:

Columbia Southern University

City/State:

of Years Completed:

Level Completed:

Bachelors in Criminal Justice

Major/Minor/Certificate:

4

Masters in Emergency Management

2

References

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.

Related 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?

DFAS - Department of War
Caribou Police Department

List any relevant volunteer work:

Election poll coverage
School board member & chair in past

List special accomplishments, publications, awards, etc.:

Applicant 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, resume, 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

Applicant Statement and Signature Continued

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.

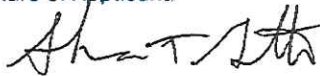
I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

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:



Date Signed:

6/10/26

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



Aroostook County
Sheriff's Office

Peter A. Johnson, Sheriff
Shawn Gillen, Chief Deputy

Patrol

Transportation

Corrections

Civil Process

Memorandum

To: Peter A. Johnson, Sheriff
From: Isaac C. Ward, Lieutenant
Cc: Shawn D. Gillen, Chief Deputy
Date: June 30, 2026
Re: Patrol Deputy Position

Sheriff,

On April 15, 2026, I held interviews for an open Patrol Deputy position. These interviews were conducted in the conference room downstairs at the Caribou Court House. Sgt. Janakis, Sgt. Clark, and myself made up the interview board and conducted the interviews. We interviewed 4 candidates. Thomas Bubniak, Thomas Rodgerson, Alex Ring, and Christian St. Peter. Mr. Rodgerson and Mr. Bubniak interviewed well with Mr. Bubniak clearly standing out to the board in a positive way. The other two candidates did not perform well. Mr. Bubniak was recommended on the totality of the interview.

It is my recommendation that Mr. Bubniak be hired as a full time Patrol Deputy with a start date of July 22, 2026 at Step 1.

Respectfully,

A handwritten signature in black ink, appearing to read "I. Ward", written over a horizontal line.

Lt. Isaac Ward

FAITHFULLY SERVING OUR NEIGHBORS SINCE 1839

25 School St., Suite 216, Houlton, ME 04730

Tel: 207-532-3471

Fax: 207-532-7319

Thomas Stanislaus Bubniak

Work experience:**Corrections Officer****Penobscot County Sheriff's Office**

85 Hammond Street

Bangor, ME

1/2024 - Present**Salary:** \$24.15 USD Per Hour**Hours per week:** 36**Duties, Accomplishments and Related Skills:**

Served as a reserve Corrections Officer for the Penobscot County Jail. Responsible for the care, custody and control of inmates within the facility. Maintained order and discipline, enforced the rules and regulations of the facility, and conducted regular security checks to prevent and manage disturbances, contraband and security issues. Utilized and performed state and county level database inquiries in the day to day operations of the jail. Assisted detectives and PREA investigators in obtaining evidence. Wrote factual reports regarding incidents and infractions for administrative review and criminal prosecution. Trained in crisis intervention, emergency response procedures, inmate management and use of force techniques. Worked collaboratively with corrections and support staff to ensure a safe, secure, and humane environment, while upholding the mission and policies of the facility and Penobscot County Sheriff's Office.

Supervisor: Sgt. Laura Dolley-Lebréton (207-974-9556-2120)**Okay to contact this Supervisor:** Contact me first

Broadcast Assistant**University of Maine Office of Athletics**

Bennett, 18 Gym Drive, Orono, ME, 04473

Orono, ME

10/2022 - Present**Salary:** \$14.80 USD Per Hour**Hours per week:** 20**Duties, Accomplishments and Related Skills:**

Assisted in live TV broadcast operations of sports events at the University of Maine. Helped set up, wire, tune and operate television-grade cameras and video equipment. Helped set up wired and wireless communication systems, including body-worn microphones, location-static microphones, and camera-mounted directional microphones and recording equipment. Managed live-action replay machines for official review, broadcast replay, and live image correction.

Supervisor: Marissa Tripp (201-974-9556)**Okay to contact this Supervisor:** Yes

Trailblazer Area Director (2021), Environment and Conservation Area Director (2022)**Boy Scouts of America, Longhouse Council, Sabattis Scout Reservation (closed)**

2803 Brewerton Rd, Syracuse NY

Mattydale, NY

6/2021 - 8/2022**Salary:** \$1,200.00 USD Per Month**Hours per week:** 72**Duties, Accomplishments and Related Skills:**

As Environment and Conservation Area Director, directed operations of the Nature area, including program planning, merit badge instruction and advancement, land navigation instruction, plant identification, and introduction to forest management. Promoted to Trek Guide, leading a team of 12 Scouts on a 1 week, backcountry 55 mile canoe trek. Responsible for Scouts' welfare, food preparation, navigation, time management and regulation compliance.

Note: this camp is no longer in operation

Outdoor Skills Instructor

6/2017 - 8/2019

Note: this camp is no longer in operation, direct all inquiries to Patriot's Path Council

Education:

Job-related training:

Languages:

Croatian

Spoken Novice

Written Novice

Read Novice

Organizations and affiliations:

Knights of Columbus - Member

Additional information:

Eagle Scout, Scouting America (formerly Boy Scouts of America) March 4, 2021

Vigil Honor, Order of the Arrow, Scouting America, May 14, 2023



COUNTY OF AROOSTOOK
Commissioners' Office

Community Services
Director
John Gibson

County Commissioners

Paul J. Underwood - Chair
Presque Isle
District 2

William T. Dobbins
Houlton
District 1

Daniel V. Deveau
Cyr Plt.
District 3

MEMORANDUM

DATE: June 16, 2026
TO: Justin Tibbetts, County Administrator
FROM: John Gibson, Community Services Director
RE: Mars Hill Fire Contract (E Plantation)

Fire Protection Services Contract – E Plantation

Attached is the Fire Protection contract with the Town of Mars Hill for fire services in E Plantation. This is a one and a half-year contract with a 5% increase. The Town of Mars Hill has requested to change to a calendar year schedule to match their other contracts.

1 July 2026 to 31 Dec 2026	\$1,852.70
1 Jan 2027 to 31 Dec 2027	\$3,798.06

It is my recommendation that the contract is presented to the Commissioners for approval.

John Gibson

Community Services Director

County of Aroostook Unorganized Territory

FIRE PROTECTION INTERLOCAL COOPERATION

E-PLANTATION TOWNSHIP

The Aroostook County Administrator acting in his capacity as Municipal Official for the Township of **E-Plantation**, hereinafter referred to as the "County", enters into an agreement with the **Municipality of Mars Hill** in accordance with the vote of said Municipal Officials at a regular meeting held on _____, 2026, hereinafter referred to as the "Municipality" for fire protection to the residents of **E-Plantation Township**, hereinafter described and designated under the following terms and pursuant to 30-A M.R.S.A., §2203.

1. The Municipality agrees to provide auxiliary or supplemental fire protection to the residents of the Unorganized Territory of **E-Plantation Township**, including, but not limited to the following:
 - A) Structural fires;
 - B) Mobile property fires (cars and trucks);
 - C) Rescue calls
2. When a call for aid or assistance from any person in the Unorganized Territory of **E-Plantation Township** is received at the Mars Hill Fire Station, the following procedures will be followed:
 - A). When the Mars Hill Fire Department is not preparing to attend or attending a fire or engaged in rescue or life-saving, the dispatcher shall immediately notify his superior and dispatch such force to respond to such call as he may deem necessary and proper under the circumstances, but in no case leaving the Municipality without any fire protection.
 - B). When the Mars Hill Fire Department is preparing to attend or attending a fire or engaged in rescue or life-saving, the dispatcher shall immediately notify the available ranking officer who shall decide what force, if any, can be sent to answer such call and shall issue his orders accordingly. The dispatcher answering the call for aid shall then inform any County Officers of the action taken.
3. A force sent to aid and assist shall at all times be directly under the order and control of the Mars Hill Fire Department officers in charge of the forces; however, while within the limits of the Unorganized Territory, the force is acting in behalf of and as an agent of the County.
4. When in the opinion of the officer in charge the services of the Department are no longer needed, he shall order the force to return to the station. The officer may, however, leave such equipment as he deems advisable for use by the men on standby, if there is a danger of the fire breaking out again.
5. The ranking officer shall have the power to order the return of a force at any time when in his opinion the services of, or the presence of such forces is required within the Municipality.
6. The Maine Forest Service has the responsibility to handle suppression of all grass or brush fires but will reimburse any Municipality that fights a grass or brush fire that is a threat to the forest in the Unorganized Territory. They will also respond to structural fires when and only when personnel and equipment are nearby and available and will do so in recognition of lack of other readily available sources of help or a potential hazard to the forest.

7. The County shall compensate the Municipality for providing this service in the following annual amounts of:

July 01, 2026 – 12/31/2026	\$1852.70
Jan 01, 2027– Dec 31, 2027	\$3798.06

This agreement shall be in effect for 1 1/2 years this agreement at the end of each anniversary date and either the County or the Municipality, by vote of their respective officials, can terminate this contract upon ninety (90) days written notice to the other party.

8. Payment for this agreement shall be made quarterly upon receipt of invoice. Failure to pay such invoices within sixty (60) days from the date of invoice shall be deemed sufficient cause for the cancellation of this contract at the discretion of the Municipality.

IN WITNESS WHEREOF, the parties to these present have executed this contract each of which will be deemed an original on the _____, 2026.

WITNESS

OFFICIALS OF MARS HILL

WITNESS

County Administrator

Filed with Fiscal Administrator _____, 2026



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

GARTH JOHNSON
LIEUTENANT

LIEUTENANT

NATHAN BARON
LIEUTENANT

GARY LANGLEY
Safety Officer

TO: Justin Tibbetts, County Administrator

FROM: Darren R. Woods, Fire Chief

RE: North Lakes Fire Department

Date: 7 - 1 - 2026

We would like to present 2 new members for acceptance to North Lakes Fire & Rescue as firefighters:

- | | |
|----------------|-------------|
| - David Smith | - Caribou |
| - Dameon Yontz | - Fort Kent |

Let me know if you have any questions.

*After this one is added, our roster will have 36 firefighters, 4 communications members, and 1 junior firefighter for a total of **41 members**. (including the Chief & Deputy Chief)*

Our goal is 50. You can only count on 1/3 of your roster to be available during an emergency which (at 50) would be 17 members. While this number is still small, it is a number that you can work with.

The nature of volunteerism has people coming and going frequently. While we try to retain them as long as possible, life changes happen so we do have people coming and going often.



County of Aroostook

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:

David

Last Name:

Smith

Middle Name:

Wayne

Street Address:

City:

State:

Zip Code:

Email Address:

Phone Number (Home):

Phone Number (Cell):

Position(s) applied for:

Volunteer Firefighter

Referral Source:

FF: James Jalbert

Contact Information

If necessary, best time to call you is:

Phone Number:

May we contact you at work?



Yes



No

Best time to call you at work is: 7AM-330PM

Work Phone Number:

N/A

Ext:

Employment Eligibility

Date Available for Work:

06/24/2026

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 Eligibility Continued

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 Preferences

What is your desired salary range or rate of pay?

N/A

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:

Looking into being a Volunteer so I dont beleive any of this would apply to me.

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

Starting with your most recent employer, provide the following information.

Employer #1:

RSU 39

Phone Number:

2075513767

Street Address:

60 Glen Street

City:

Caribou

State:

Maine

Dates Employed:

From: 12/21

To: Current

Starting Job Title:

Information Technolgy Technicain

Final Job Title:

Same Title

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

Lisa Milliard

May we contact for reference?



Yes



No



Later

Email Address:

lmilliard@rsu39.org

Phone Number:

2074934246

Ext:

1124

Why did you leave?

Current

Summarize the type of work performed and job responsibilities:

Technology Repairs and Assistanse, Nothing related to Firefighting. Excited to learn.

What did you like most about your position?

I really enjoy technolgy.

What did you like least about your position?

Employment History Continued

Employer #2:

Save-A-Lot Caribou

Phone Number:

2074982600

Street Address:

42 Skyway Dr, Caribou, ME 04736

City:

Caribou

State:

Maine

Dates Employed:

From: 2018

To: 12/2021

Starting Job Title:

Stocker

Final Job Title:

Assisant Meat Manager

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

Owners and management has all changed since my time there.

May we contact for reference?



Yes



No



Later

Email Address:

N/A

Phone Number:

2074982600

Ext:

Why did you leave?

New job better opportunity.

Summarize the type of work performed and job responsibilities:

Started as a stocker, moved into meat room to be a cutter, worked up to assist meat manager and while the meat manager was out I was interm meat department manager. Ordering meats, and other products as well as normal meat cutting dutites, cleaning meat cutting machines and packers.

What did you like most about your position?

Cutting meat was fun and was a great way to learn a new skill.

What did you like least about your position?

Low pay.

Employer #3:

Phone Number:

Street Address:

City:

State:

Dates Employed:

From:

To:

Starting Job Title:

Final Job Title:

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

Employment History Continued

May we contact for reference?

☐

Yes

☐

No

☐

Later

Email Address:

Phone Number:

Ext:

Why did you leave?

Summarize the type of work performed and job responsibilities:

What did you like most about your position?

What did you like least about your position?

Employer #4:

Phone Number:

Street Address:

City:

State:

Dates Employed: From: To:

Starting Job Title: Final Job Title:

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

May we contact for reference?

☐

Yes

☐

No

☐

Later

Email Address:

Phone Number:

Ext:

Why did you leave?

Summarize the type of work performed and job responsibilities:

Employment History Continued

What did you like most about your position?

What did you like least about your position?

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

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

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:

Well computer skills, very good with computers in general. Have many certificates for that sort of stuff but I dont believe it would help with this postion. I feel I have good communication skills, can do pretty much anything physical, running, lifiting, climbing.

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

Software Name

Skill Level

To many to name.

Educational Background

School Name #1:

Limestone Community School

City/State:

Maine

of Years Completed:

12

Level Completed:

High School Diploma

Major/Minor/Certificate:

School Name #2:

The University Of Phoenix

City/State:

Arizona

of Years Completed:

2

Level Completed:

Associate

Major/Minor/Certificate:

Major in Cyber Security.

School Name #3:

Southern New Hampshire University

City/State:

New Hampshire

of Years Completed:

1

Level Completed:

Some

Major/Minor/Certificate:

Cyber Security

References

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.

Phone:

Email:

Name:

Title:

Relationship to you:

Phone:

Email:

Related 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?

I guess trade. Never really thought about it.

List any relevant volunteer work:

None currently.

List special accomplishments, publications, awards, etc.:

None.

Applicant 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

Applicant Statement and Signature Continued

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:



Date Signed:

6-24-26

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



County of Aroostook

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:

Dameen

Last Name:

Yontz

Middle Name:

Coiden

Street Address:

Zip Code:

(Cell):

Position(s) applied for:

Firefighter

Contact Information

If necessary, best time to call you is:

Phone Number:

May we contact you at work? ☒ Yes ☐ No

Best time to call you at work is: Any

Work Phone Number:

Ext:

Employment Eligibility

Date Available for Work:

ASAP

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 Eligibility Continued

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 Preferences

What is your desired salary range or rate of pay?

Negotiable

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:

Johnny Plourde

Phone Number:

207 231 0905

Street Address:

Company disbanded

City:

~~Auburn~~ Auburn

State:

Maine

Dates Employed:

From:

To:

Starting Job Title:

Final Job Title:

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

May we contact for reference?

☒

Yes

☐

No

☐

Later

Email Address:

Phone Number:

Ext:

Why did you leave?

Summarize the type of work performed and job responsibilities:

What did you like most about your position?

What did you like least about your position?

Employer #2:

Southern Maine Landscaping

Phone Number:

Street Address:

Company disbanded

City:

Brunswick

State:

Maine

Dates Employed:

From: 2022

To: 2023

Starting Job Title:

Landscaper

Final Job Title:

Employment History Continued

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

Kevin

May we contact for reference?

☐ Yes

☐ No

☐ Later

Email Address:

Phone Number:

Ext:

Why did you leave?

Hostile work environment

Summarize the type of work performed and job responsibilities: Mulching, edging, Clean-up

What did you like most about your position?

What did you like least about your position?

Employer #3:

Phone Number:

Street Address:

City:

State:

Dates Employed: From:

To:

Starting Job Title:

Final Job Title:

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

May we contact for reference?

☐ Yes

☐ No

☐ Later

Email Address:

Phone Number:

Ext:

Why did you leave?

Employment History Continued

Summarize the type of work performed and job responsibilities:

What did you like most about your position?

What did you like least about your position?

Employer #4:

Phone Number:

Street Address:

City:

State:

Dates Employed:

From:

To:

Starting Job Title:

Final Job Title:

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

May we contact for reference?

☐

Yes

☐

No

☐

Later

Email Address:

Phone Number:

Ext:

Why did you leave?

Summarize the type of work performed and job responsibilities:

What did you like most about your position?

What did you like least about your position?

Employment History Continued

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

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

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: CPR Certified, OSHA Certified, Computers

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

Software Name

Skill Level

Various

Intermediate

Educational Background

School Name #1:

Lisbon High School

Level Completed:

City/State:

Lisbon, ME

Major/Minor/Certificate:

of Years Completed:

3

School Name #2:

BIW Welding

Level Completed:

City/State:

Brunswick, ME

Major/Minor/Certificate:

of Years Completed:

2 weeks (complete)

School Name #3:

Level Completed:

City/State:

Major/Minor/Certificate:

of Years Completed:

References

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.

Name:

Title:

Relationship to you:

Phone:

Email:

Related 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?

Self employed - Northern Skies Landscaping

List any relevant volunteer work:

List special accomplishments, publications, awards, etc.:

Applicant 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

Applicant Statement and Signature Continued

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.

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Signature of Applicant:



Date Signed:

06/24/26

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