

# JOINT SELECT BOARD MEETING MINUTES

*Thursday, October 30, 2025*

## **Call to Order at 6:15PM by Joint Chair, Barry Buck**

Present –Barry Buck, Kim Archer, Joe Powers, Milford Maynard, Isaac Braley, Terry Hanlon, Maylen Kenney, Ryan Spooner, Scott Cheney, Herman Condon, and Shari Cheney

Absent – Charles Beaulieu II, Matt Gregg, Scott Young.

Staff Present – Sandra Fournier, Town Manager

**Public Comments** -None

**Old Business** - None

**New Business**

## **Discuss 2026 Pay scale & Salary Request**

The Joint Board proceeded to review the agenda items individually, beginning with discussion of the Town Manager pay scale and submitted salary proposal. The Town Manager presented a detailed written proposal outlining the justification for a 13% salary increase for calendar year 2026.

The proposal noted that comparable municipalities within the region are offering substantially higher compensation to their managers, including individuals with significantly less tenure and experience in municipal management. It was further noted that, as the Town Manager approaches seven years of continuous service with the Tri-Towns, this represents the first formal request for a salary adjustment beyond the cost-of-living increases routinely applied to other municipal personnel.

The Town Manager emphasized the need to remain competitive within the regional labor market to ensure the retention of qualified leadership and to align compensation with prevailing standards across similar communities.

Motion was made by Maynard to enter executive session at 6:20 PM pursuant to 1 M.R.S.A. §405(6.A & D) to discuss the Town Manager’s salary request and contract. Second by Hanlon. Motion passed.

Motion was made by Maynard to exit executive session at 7:02 PM. Second by Powers. Motion passed.

Motion was made by Maynard to increase the Town Manager’s salary by 10% in 2026. The Joint Board also wished to have the Town Manager create a pay scale that reflected the 10% pay at step 5. The pay scale will have 4% step increases every 3 years. The pay scale will also be adjusted annual for COLA increases, if any. The Town Manager reminded the Board that she will be entering her 7<sup>th</sup> year employed with the communities in 2026, therefore an increase to step 8 will take place in 2027. The Joint Board confirmed and acknowledged that the Town Manager will receive step 8 in 2027. This motion was seconded by Hanlon. The motion was calculated by weighted vote. Motion passed by majority vote 60% in favor, 7.29% opposed.

Motion was made by Powers to approve a 3.1% COLA adjustment to the 2025 pay scale as presented. Second by Hanlon. Motion passed.

**Set Next Meeting Date(s):** Joint Budget Meeting – November 18, 2025 @ 6PM

Meeting was adjourned at 7:20 PM.

Respectfully submitted,

Sandra L. Fournier

Town Manager