

OXFORD COUNTY COMMISSIONERS MEETING MINUTES

July 10, 2025

Meeting Convened

At the Court of Oxford County Commissioners begun and held at Paris, Maine within and for the County of Oxford at 9:00 am on Thursday, July 10, being a workshop, there were present:

Timothy Turner	Chair
Lisa Keim	Commissioner
Sawin Millett	Commissioner

The Pledge of Allegiance was recited.

Agenda Adopted

The agenda was adopted with the addition of an executive session to discuss a personnel matter and a recap of the July 9 MCCA meeting.

Personnel Updates and Actions

The Commissioners authorized the hiring of Mark Peters as a part-time Corrections Officer with the following confirmed:

- Effective Date: June 17, 2025
- Wage Rate: \$24.00/hr (PT certified rate with more than 5 years' experience)
- Special Conditions: none

The Commissioners discussed restructuring the Regional Communications Center (RCC) following the vacancy of the Deputy Director position. County Administrator Zane Loper noted that he has received positive feedback from both employees and the first responder community at the change of direction in the center. Commissioner Keim said she also has heard positive feedback but has also heard that there are some ongoing concerns. She suggested possibly sending a survey to current RCC employees or inviting them to a future Commissioners' meeting to gauge their perception of the changes and status of the center. She noted that it would be beneficial to do this with all departments, not just RCC, to be sure needs are being met throughout Oxford County agencies. Administrator Loper agreed that it would be a good idea and encouraged any of the Commissioners to visit any of the departments at their leisure and noted that he routinely visits departments to interact with staff and ask if anything is needed as well.

The Commissioners then reviewed a proposal for several RCC job descriptions to shift certain management duties around in lieu of filling the Deputy Director position at this time. Commissioner Keim questioned whether the discussion should be in executive session due to it containing details of proposed pay rates. Administrator Loper explained that the wages on the proposal were just a starting point for discussion purposes and not necessarily his suggestion. Commissioner Keim mentioned that she is concerned about rising budget costs, clarifying that she

doesn't want employees to feel that they are not valued but that she also needs to consider the wages of taxpayers who in turn pay wages for county employees. She explained that she has long advocated for small government and lower taxes, noting that Oxford County shouldn't be afraid of making decisions based on what other counties or municipalities are doing. She also noted the value of the county's benefit package which should be taken into account in addition to salaries. Commissioner Millett also expressed his concern for continued comparison to other counties. Commissioner Turner acknowledged their concerns but said that from his experience on the Board over the years that many departments are already working with the bare minimum and cautioned letting them fall behind with too many budget cuts, pointing out that the County had a significant increase this past year from having to catch up on several costs all at once.


The Commissioners wrapped up conversation about the RCC restructuring and authorized Administrator Loper to move forward and reach out to the Dispatch Union to discuss the proposed new positions and changes that could affect the contract. It was also noted that all applicants for the Deputy Director position will be notified by the end of day that the posting is getting pulled and the position will not be filled at this time.

Items for Discussion and Action – Considered as Time Permits Throughout Meeting


1. Commissioner Millett recapped the July 9 MMCA meeting, specifically the end of session legislative update, and expressed his disappointment in the status or outcome of bills affecting county operations. Commissioner Keim suggested utilizing a portion of Opioid settlement funds to offset the cost of reporting as allowed via LD 110. Commissioner Millett also expressed concerns about MCCA's vision to expand substantially over the next few years, which would impact membership dues. Commissioner Keim and Commissioner Turner echoed his concerns, and the Board agreed that they would not support changes that would lead to such increases. Administrator Loper said that he would work with Finance Director Lindsay Kay on implementing an administrative fee to be paid from the Opioid settlement account for oversight and reporting of the fund use.
2. Commissioner Keim suggested that we send auto replies to candidates that apply for county positions to assure them that it has been received and will be reviewed. Deputy Administrator Abby Shanor agreed and noted that it will be easy to implement that practice going forward.
3. Administrator Loper explained that the cooling system at the Sheriff's Office is broken and not repairable due to its age. The estimated cost to replace the system is \$32,000 but he is working with the maintenance department to see if heat pumps may be a more cost-effective solution.

Adjournment

The Commissioners adjourned at 11:31am.



Timothy G. Turner, Chair



Lisa M. Keim, Commissioner



H. Sawin Millett, Commissioner

Notes:

- 1) These minutes are intended to be a brief description of meeting actions to provide, in a general sense only, an account of what was discussed.*
- 2) Unless otherwise noted, all votes taken by the Commissioners were unanimous.*