

1 **COMMISSIONERS' MEETING**

2
3 **November 19, 2025**

4
5 At a regular meeting of the County Commissioners of the County of York, begun and holden at the York
6 County Government Building in Alfred, within and for the County of York, being held on Wednesday,
7 November 19, 2025, A. D. at 4:30 P.M.

8
9 **COMMISSIONERS PRESENT:**

10 Richard R. Dutremble
11 Richard Clark
12 Robert Andrews
13 Justin Chenette
14 Donna Ring

15
16 **COMMISSIONERS ABSENT:**

17 None

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19 County Manager Greg Zinser, Deputy County Manager Linda Hutchins-Corliss, Sheriff William King,
20 Finance Director Lori Lemieux, EMA Director Arthur Cleaves, Deputy EMA Director Megan Arsenault,
21 and Facilities Director Rick deRochemont were present at the meeting.

22
23 **YOU ARE INVITED TO RISE AND SALUTE THE FLAG OF THE UNITED STATES**

24
25 **ITEM**

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27 **1. PUBLIC COMMENT(S) ON ANY ITEM(S)**

28
29 None.

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31 **2. TO APPROVE THE MINUTES OF THE FOLLOWING MEETINGS**

32
33 a. Commissioners' meeting of November 5, 2025

34 **MOTION: Commissioner Clark moved to approve the minutes of November 5, 2025. Commissioner**
35 **Andrews seconded the motion.**

36 **Motion carried 5:0**

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38 **3. TO APPROVE TREASURER'S WARRANTS**

39
40 a. Warrants to be approved on November 5, 2025, in the amount of \$665,243.58

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42 **MOTION: Commissioner Clark moved to approve the warrant dated November 5, 2025, in the**
43 **amount of \$665,243.58. Commissioner Andrews seconded the motion.**

44 **Motion carried 5:0**

45
46 b. Warrants to be approved on November 13, 2025, in the amount of \$1,544,231.65

47
48 **MOTION: Commissioner Clark moved to approve the warrant dated November 13, 2025, in the**
49 **amount of \$1,544,231.65. Commissioner Andrews seconded the motion.**

50 **Motion carried 5:0**

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52 **4. TO HEAR ANY REPORTS FROM THE COUNTY COMMISSIONERS**

53 None.

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55 **5. NEW BUSINESS**

56
57 County Manager Zinser expressed appreciation to all county employees who donated to the food pantry.
58 HR has been collecting and delivering the donations over the past few days. Additionally, he recognized
59 the MSEA union for contributing \$250 to the pantry and thanked them for their generosity.

60 a. Deputy County Manager/HR Director Linda Hutchins-Corliss to present new hires/transfers:

61 i. To seek hiring approval of David Townsend in the position of Reserve Public Safety
62 Instructor II in the Regional Training Center with an effective date of December 1, 2025

63
64 **MOTION: Commissioner Clark moved to approve the hiring of David Townsend in the position of**
65 **Reserve Public Safety Instructor II in the Regional Training Center with an effective date of**
66 **December 1, 2025. Commissioner Andrews seconded the motion.**
67 **Motion carried 5:0**

68 ii. To seek hiring approval of Antwayne Chisholm in the position of Full-time Corrections
69 Officer in the Sheriff's Office with an effective date of December 8, 2025

70 **MOTION: Commissioner Clark moved to approve the hiring of Antwayne Chisholm in the position**
71 **of Full-time Corrections Officer in the Sheriff's Office with an effective date of December 8,**
72 **2025. Commissioner Andrews seconded the motion.**
73 **Motion carried 5:0**

74
75 iii. To seek hiring approval of Malcolm Langer in the position of Temporary Law Student
76 Internship – 2L&3L in the District Attorney's Office with an effective date of January 1,
77 2026

78
79 **MOTION: Commissioner Clark moved to approve the hiring of Malcolm Langer in the position of**
80 **Temporary Law Student Internship – 2L&3L in the District Attorney's Office with an effective date**
81 **of January 1, 2026, through May 31, 2026. Commissioner Andrews seconded the motion.**
82 **Motion carried 5:0**

83
84 iv. To seek hiring approval of Nabil Al-Kurdi in the position of Full-time Corrections
85 Officer in the Sheriff's Office with an effective date of December 8, 2025

86
87 **This application was withdrawn.**

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89 c. Court Security position review

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91 County Manager Zinser reviewed the court security staffing situation, explaining that when the state
92 vacated several years ago, the County created two positions; one full-time and one part-time (three days
93 per week). The part-time role has remained vacant despite recruitment efforts, as qualified candidates
94 prefer full-time employment. Zinser proposed retaining and reclassifying the current full-time position as
95 Court Security I and converting the part-time role into a full-time position, Court Security II, which
96 would work three days at the courthouse and two days assisting Civil Process. He emphasized that this

change would not impact the general fund, as costs would be covered by the Civil Process surplus, and noted that the adjustment would improve coverage during absences, add flexibility, and address recruitment challenges. If approved, the next steps include reclassifying the existing position and creating the new full-time classification.

During discussion, Commissioner Ring expressed concerns about benefit costs, wage disparities, and long-term sustainability. She requested clearer job description language and transparency regarding Civil Process revenue and expenses. Sheriff King highlighted operational strain under the current model, stating that the proposed full-time role would improve efficiency, prevent backlogs, and maintain civil process revenue. Commissioner Chenette framed the proposal as an access-to-justice issue, emphasizing the need for security to ensure public confidence and constitutional rights. HR Director and Deputy County Manager Hutchins-Corliss noted staffing gaps when the part-time role was unavailable and said combining court security and civil process duties would provide flexibility. Commissioner Clark supported the change, citing hiring challenges for part-time roles and the need for enhanced security in emotionally charged court settings.

- i. Rename existing Court Security to Court Security 1

MOTION: Commissioner Clark moved to rename the existing Court Security position to Court Security 1. Commissioner Chenette seconded the motion.
Motion carried 5:0

- ii. Review existing part-time Court Security position

MOTION: Commissioner Clark moved to convert the existing part-time Court Security position to a full-time Court Security 2 position which will include split time between court security and civil process. Commissioner Chenette seconded the motion.
Motion carried 4:1 with Commissioner Ring opposing.

- d. General discussion with possible approval – Finance Compliance Specialist to replace ARPA Program Manager position

County Manager Zinser proposed converting the ARPA Program Manager position into a Finance Compliance Specialist role to address ongoing federal compliance (e.g., A-133 audits) and future Recovery Center billing requirements. ARPA funds will cover the position for one year, with partial funding in FY27 and full County funding thereafter.

Commissioner Ring asked about long-term funding and whether the role would shift to the Recovery Center budget; County Manager Zinser clarified it will remain in Finance but support multiple operations.

Finance Director Lemieux noted heavy workload managing numerous grants and reporting, emphasizing the need for additional staff.

Commissioner Ring reiterated opposition to new full-time positions until benefits are reviewed.

Chair Dutremble stressed proper ARPA fund use and requested clarification on education requirements in the job description; Deputy County Manager/HR Director Hutchins-Corliss agreed to revise language to “bachelor’s degree or higher.”

Commissioner Chenette asked about outsourcing or automation; Finance Director Lemieux cited confidentiality and past issues with temporary staff, and County Manager Zinser emphasized consistency for compliance.

Director Lemieux reported significant extra hours worked by Finance staff to meet compliance demands.

MOTION: Commissioner Clark moved to replace the existing ARPA Program Manager position with the Finance Compliance Specialist position as proposed. Commissioner Andrews seconded the motion.

Motion carried 4:1 with Commissioner Ring opposing.

e. Pantry Reserve Coordinator Job Description Approval

County Manager Zinser requested creating a part-time Reserve Pantry Coordinator (10–15 hrs./week at \$18/hr.) to ensure coverage and compliance at the county-operated pantry. Position funded through existing pantry allocations and Foundation donations. Having only a current single staff member leaves gaps when unavailable; county policy requires employee oversight; volunteers currently use personal vehicles for deliveries. Role is urgent due to holiday demand and liability concerns.

Commissioner Ring supported the proposal, noting minimal cost (no benefits) and the need for operational continuity.

MOTION: Commissioner Clark moved to approve the Pantry Reserve Coordinator position. Commissioner Chenette seconded the motion.

Motion carried 5:0

f. To approve Pantry Reserve Coordinator position for Sandy Lyle effective November 20, 2025

HR Director Hutchins-Corliss requested an exception to the hiring policy to quickly appoint a Reserve Pantry Coordinator due to increased holiday demand. She presented candidate Sandra Lyle, a long-time volunteer familiar with pantry operations, who understands the role is reserve and will only be paid when covering for the current coordinator. Lyle is willing to assist more during the next 6–8 weeks and continue volunteering otherwise. The packet for her review was provided, and Rob, the current coordinator, supports the recommendation.

Commissioner Clark raised a concern about potential conflicts with state wage and hour laws if an individual serves as both a volunteer and a paid employee for the pantry. He suggested this issue should be reviewed to ensure compliance.

MOTION: Commissioner Clark moved to approve the hire of Sandy Lyle as the Pantry Reserve Coordinator, effective November 20, 2025, with the understanding that County staff will consult legal counsel and return at the next meeting with guidance to ensure compliance with state law. Commissioner Chenette seconded the motion.

Motion carried 5:0

g. To schedule date for tax abatement denial appeal (Benggio v. Town of Cornish) suggested date of December 3, 2025, at 4:30PM IN THE Commissioners meeting room

MOTION: Commissioner Clark moved to schedule the tax abatement denial appeal for Benggio vs the Town of Cornish on December 3, 2025, at 4:30pm in the Commissioners meeting room.

197 **Commissioner Andrews seconded the motion.**

198 **Motion carried 5:0**

199
200 **6. OLD BUSINESS**

201 a. Retire Rehire/Hire Draft Policy Review

202
203 County Manager Zinser explained that the revised retire-rehire policy focuses on applying the state-
204 mandated 5% Maine Public Employees Retirement System penalty consistently to all new hires, whether
205 former county employees or external applicants. The policy requires retirees who reapply to go through
206 the full hiring process without special arrangements. Two versions of the policy were presented: one with
207 a 10-year employment limit and one without, each with pros and cons. Zinser noted that limiting tenure
208 could discourage experienced applicants from other agencies, while no limit avoids restricting the hiring
209 pool but may raise concerns about long-term position stagnation. The primary goal is to clarify how the
210 penalty is split and ensure fairness in retirement contributions. He emphasized that the policy is not about
211 restricting rehiring but about compliance and transparency.

212
213 Commissioner Chenette asked for clarification on the recommendation between two policy drafts
214 regarding rehiring retired law enforcement officers. County Manager Zinser stated he supports Plan B (no
215 time limit), explaining that imposing a 10-year cap could discourage applicants and create unnecessary
216 restrictions, though he acknowledged arguments for periodic reviews. Commissioner Ring noted that all
217 law enforcement hires must meet existing requirements, including physical agility tests, regardless of
218 prior service. HR Director Hutchins-Corliss clarified that Policy A includes an initial 10-year term with
219 subsequent 5-year review increments, while Policy B has no time limit. She expressed a preference for
220 Policy A, as it allows ongoing oversight without setting a hard cap. The group confirmed that rehired
221 officers would undergo the full hiring process, including application, oral board, physical tests, medical
222 checks, and polygraph, and that final approval would come before the Commissioners. After discussion,
223 consensus leaned toward Policy A.

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225 **MOTION: Commissioner Ring moved to approve the Retire Rehire/Hire Policy A as presented.**

226 **Commissioner Chenette seconded the motion.**

227 **Motion carried 5:0**

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230 **7. TO CONDUCT AN EXECUTIVE SESSION ON PERSONNEL ISSUES PURSUANT**
231 **TO 1 M.R.S.A. § 405 (6) (A), ACQUISITION OF REAL PROPERTY OR**
232 **ECONOMIC DEVELOPMENT PURSUANT TO 1 M.R.S.A. § 405 (6) (C), LABOR**
233 **NEGOTIATIONS PURSUANT TO 1 M.R.S.A. § 405 (6) (D) AND CONSULTATION**
234 **WITH LEGAL COUNSEL PURSUANT TO 1 M.R.S.A. § 405 (6) (E), REVIEW OF**
235 **CONFIDENTIAL RECORDS PURSUANT TO 1 M.R.S.A. § 405 (6) (F)**

236
237 a. Executive Session pursuant to 1 M.R.S.A. §405 (6) (A) Personnel matters

238
239 **Motion: Commissioner Clark motioned to enter executive session pursuant to 1 M.R.S.A. § 405 (6)**
240 **(A) to consider a personnel matter. Commissioner Andrews seconded the motion.**

241 **Motion carried 5:0.**

242
243 **Motion: Commissioner Clark motioned to come out of executive session and noted no action was**
244 **taken. Commissioner Andrews seconded the motion.**

245 **Motion carried 5:0**

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247 **8. PUBLIC COMMENT(S) ON ANY ITEM(S)**

Susan Wiswell, Kittery Maine, asked how many corrections officers are currently employed and whether the new hire must attend the academy. The response confirmed that the new candidate is scheduled to enter the academy in January. Staffing remains low, with approximately 49 officers, including the new hire, and about 17 of them have less than one year of experience. Several officers are still on probation, highlighting ongoing staffing challenges.

9. ADJOURN

Motion: Commissioner Clark motioned to adjourn. Commissioner Ring seconded the motion.

Motion carried 5:0

Meeting adjourned at 6:33pm.

Respectfully Submitted,

Patricia Murray

Executive Assistant to the County Manager