

MEMORANDUM

To: Rick Bronson
Town Manager
Fr: Steve Levesque
Economic Development Advisor
Re: Economic Development Report
Dt: October 31, 2025

Following is an update on our current economic development consulting activities on behalf of the Town of Lincoln thru October 2025.

Our focus this past month has been involved with: 1) the various complex issues associated with facilitating the Biofine project; 2) managing several property leases and options; 3) Releasing the RFQ for workforce housing development partners; 4) managing several environmental clean-up projects, grant applications and contracts; 5) working through the development of industrial wastewater management solutions associated with Biofine; 6) developing and managing an on-going, large-scale vision and implementation strategy for mill site redevelopment; 7) facilitating several grant and loan applications for environmental remediation infrastructure and new building development; and 8) facilitating several business development clients. Following is a general bullet list of our activities over the past several months:

- Continue to work with Town Manager, Town Attorney, and engineering consultants to fine-tune infrastructure needs and associated costs to support Biofine and overall mill redevelopment efforts;
- Continue to work with environmental consultants and Economic Development Administrator on timing of remediation efforts above;
- Worked with Economic Development Administrator and Designlab on development of Lincoln marketing presentations;
- Continue to work with environmental consultants, EMDC and others on identification of future grant funding programs to support future capital and environmental assessment and remediation needs, including industrial wastewater management.
 - *To date, with the recent \$500,000 award from Maine DECD, Lincoln has received a total of **\$16,104,649.00** in grants and loans, and have **\$7,260,000.00** in outstanding pending requests, to support the redevelopment of the former mill site, from a variety of federal and state sources. These funds are being utilized and intended to support environmental characterization and remediation; building demolition; replacement of aging infrastructure; and new business development at the Lincoln Technology Park. Our team is actively managing these projects and their related administration functions. We anticipate applying for up to **\$17,000,000.00** in additional environmental clean-up funding this fall.*

- Saw the completion of the environmental remediation and related removal of old Bldgs. 6 & 7;
- The Town was recently awarded a \$5 million grant from EPA Brownfield funds to assist with environmental remediation and building demolition;
- Worked with EMDC to secure \$365,000 in Brownfields RLF funds for permitting and remediation;
- Worked with our environmental consultants to submit \$2,160,000 application to Maine DECD Brownfields program for Asbestos consolidation area preparation. We were awarded \$1 million for initial efforts;
- Continue to work with the EDA, EMDC and our engineering and environmental consultants to finalize a \$3,760,000 application to the US Economic Development Administration to construct the Innovation Center and received preliminary approval from regional office (**still awaiting final approval at federal level**). Also submitted \$500,000 grant application to MTI for match, which was not awarded;
- Successfully worked with Ruth and Vicki and NMDC staff to convert \$638,000 grant to now support equipment and furnishings for the Innovation Center;
- Working with the USDA on a funding for the industrial wastewater treatment facility;
- Successfully worked with Town Manager, Economic Development Administrator, Town attorneys and State officials on Mill Facilities District Legislation, which was signed by the Governor;
- Worked with Town administration and legal counsel, and EMDC to finalize and fund short-term development loans for Biofine;
- Worked with Town Attorney, staff and environmental team and the DEP to develop beneficial use case for use of asbestos containing materials for fill of future solar farm;
- Worked with Town staff and Form Energy and Revisions Energy to draft lease term sheets and received approval for both by LLIC Board and Town Council;
- Worked with Town Attorneys, Town staff and representatives of FORM Energy and Revision Energy to finalize lease and option agreements (**Revision lease option has been completed**);
- Worked with Biofine to facilitate DEP required public session;
- Worked with Town staff, attorneys, and consultants to prepare and distribute rfp for design of the industrial wastewater treatment facility;
- We have researched and reached out to over 170 companies (both domestic and international);
- Congress has approved our request for \$3,500,000.00 in funding for infrastructure improvements to the mill site, as recommended by both Senator Collins and Senator King. I am pleased to announce we have executed the final contract and are working with HUD staff to begin the draw-down process and start the work efforts;
- Because of the energy components of the mill site and our progress made to date on Biofine and Form Energy, the Town has been selected by the State Energy Office for the provision of Technical Assistance by their national consultants (HR&A

Advisors, Inc.) to assist the Town staff in refining our vision and operational plan for the remainder mill site;

- Work with Town staff and attorneys to affect LLIC and Lincoln Mill Facilities District (LMFC) regular and organizational meetings;
- We have been notified by both Senator Collins and King that the Senate Appropriations Committee (vote 28-1) has submitted the 2025 CDS budget request to include Lincoln's \$4,500,000 request to support additional infrastructure improvements at the mill site. **(However, all CDS 25 projects, including this project, were canceled by Congress in the recent budget approval)** However, we have been invited to resubmit for FY 26, which we are in the process of;
- We have resubmitted a \$5,400,000 CDS request to replace the canceled 25 CDS funding applications. We have been advised that \$4,000,000 for this project has been moved by the Senate Appropriations Committee as part of the overall HUD package. The full Congress will need to vote to approve, and the President must sign the bill;
- We worked with environmental and legal team with DEP on submittal of permit to facilitate asbestos management on the mill site, which was approved. The permit work was funded through a Brownfields grant from EMDC;
- Conceptualized a 70–120-unit workforce housing project adjacent to Katahdin Avenue and solicited request for qualifications from interested developers; and
- Vicki Rusbult attended the MassTimber trade show in Boston, promoting the Lincoln Technology Park to this exciting industry.

As illustrated, there is a significant amount of activity occurring at the former mill site. We are actively managing a large number of environmental clean-up and infrastructure grants and loans, with a number still awaiting final approvals, as well as working with a number of business prospects. With such large workload, we are fortunate to have added Dr. Rusbult to the team to assist with grant administration and management. The focus of our efforts in the coming months, in accordance with our work plan will be:

- Finalize Form Energy lease option and lease agreements;
- Select partner developer for workforce housing project;
- Continue to work with the Town team and Biofine to develop a Services Agreement to bring before Council/Facilities District Board;
- Work with HUD Town staff and engineers to start the HUD CDS 24 infrastructure effort;
- Work with Town team to finalize tax increment financing plan for mill site and other key areas of the community;
- Continue to work with the State, Town Manager, Economic Development Administrator, and others to respond to the requests and needs of several business prospects;
- Continue with business attraction outreach efforts;

- Continue to identify and seek additional federal and/or state funding to support all activities;
- Continue to work with engineering consultants, Town attorney and staff, DEP staff and Biofine reps to develop long-term industrial wastewater management program which supports the Biofine project and accommodates future mill site development activities and secure funding;
- Continue to work with Town Manager and Economic Development Administrator on development of mill site lease and sale pricing strategy;
- Continue to evaluate with LLIC the feasibility and interest in building a new “flex” industrial facility on the mill site;
- Work with Economic Development Administrator, our engineering team, and others on development of grant applications for funding for the Innovation Center project and other potential projects;
- Continue to work with Town team to manage the Mill Facilities District;
- Continue to work with the Town team, environmental consultants, the EPA, and State to further develop a long-range environmental remediation strategy and funding plan, to include a schedule for redevelopment of the mill site;
- Continue to work with environmental team to map-out and coordinate 2025 grant applications;
- Continue to work with Economic Development Administrator to develop short and long-range mill site and Town economic and community development strategy;
- Work with State team and their technical assistance consultants (HR&A Advisors), who will assist us with various aspects of the mill site redevelopment efforts;
- Work with Town staff on enhancement of the Lincoln Technology page on the Town’s website and a newsletter; and
- Continue to work with Town staff on mill redevelopment, airport opportunities, community capital needs and other emerging economic development issues.

- M O N T H L Y R E P O R T -

DATE: November 3, 2025
TO: Rick Bronson, Town Manager
FROM: Ann Morrison, Town Clerk
RE: October Monthly Report

ACTIVITIES: Tracie and I attended the MMA Convention on the 8th. There were some great sessions for Clerks and Tax Collectors and plenty of information and updates to bring back to the office.

This month we visited the three assisted living facilities in town that we are required to provide voting for. The first facility we visited had three residents casting ballots, the second facility had four residents casting ballots, and the final facility; our largest, had 26 that cast a ballot. The residents love seeing us show up to exercise their right to vote.

On November 1st we processed all absentee ballots that had been returned as of that date. When we were finished, we had processed 379 ballots. The USB stick that was used to capture the results will be run on election night to combine those results with the ballots actually cast through the tabulators on election day; giving us our final voting results.

TRAINING: On October 29th I conducted evening Registrar hours in conjunction with election training. We did not have anyone come in to register to vote or change their voter information. Rebecca Peters, School Resource Officer, conducted an ALICE training for my election workers. This training is beneficial for those unexpected emergency situations such as active shooter. Rebecca did a great job customizing the training to the set-up that is being used on election day at Mattanawcook Academy. I appreciate her time and dedication in helping to keep us all safe.

Monthly Transactions	Oct. FY25
Paid Trash Passes	31
Complementary Trash Passes	17
Refrigerator Disposal	9
Tire Disposal	15
Notary / Dedimus / Copy / Fax	15
Library Fees Reconciliation	8
Police Fines & Fees Reconciliation	3
Concealed Weapons Reconciliation	5
Demo / Shingle Permits	57
ATV / Snow sled Registrations	15
Boats	0
Hunting/Fishing	26
Certified Birth	40
Marriage Intentions	3
Certified Marriage	17
Death Certificate	48
Burial Transit / Disposition	0
Cemetery Lot Sales	0
Grave Openings	2
Real Estate Taxes	851
Lien Payment	43
Personal Property Taxes	56
Motor Vehicles	481
Dogs	78
Total	1820
Motor Vehicle Rapid Renewal	23
Boat Rapid Renewal	0

M O N T H L Y R E P O R T

DATE: November 4, 2025
TO: Richard Bronson, Town Manager
FROM: Melissa Quintela, Treasurer
RE: October 2025

PROJECTS:

As the end of the Calendar Year approaches, there are several projects we are working on. I have ordered tax forms and will be reviewing the end of calendar year processing on the Trio software.

I have been working with the Auditor getting them all of their requested documents and answering questions on their worksheets. As this is the second audit, it will go quicker than the last one, they have stated they understand our processes so they won't have as many questions.

Quarterly payroll reports were processed. There are 5 reports that must be reconciled and uploaded at the end of every quarter. These reports are Federal 941, State 941, Bureau of Labor Standards Multiple worksite report, State of Maine Unemployment report and the new Paid Family Medical Leave report.

With the help of Ed Barber completed the Town of Lincoln's Workers Compensation renewal this month. When we receive the application, they send us our Experience Modifier for the coming year.

GENERAL ASSISTANCE:

Heating Assistance will be available starting November 15th. We have already received numerous phone calls asking for assistance so this looks to be a busy year. This money is all donations and we greatly appreciate all who donate. The last couple years have seen fewer applicants so we will be providing 100 gallons this year to qualified residents. We base granting this assistance on the Federal Poverty Guidelines. These levels allow us to help those that make too much to qualify for General Assistance but need a little help to get through the winter.

General Assistance has seen a rather large increase in request. We will more than likely see more request come through due to cold weather setting in.

TRAINING:

I attended the Maine Municipal Association Annual Convention. This is a great way to get to know updates and also reach out to vendors we may not have contact with normally.

Ed attended General Assistance Basics, he has also been shadowing Cindy and I.

MONTHLY REPORT

DATE: November 3, 2025
TO: Richard Bronson, Town Manager
FROM: Shawn Rogers, Events and Communications Director
RE: Monthly Report for October

Events:

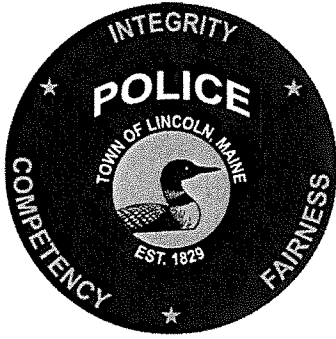
October is one of my favorite months as it brings Halloween and Trunk or Treat. Trunk or Treat was a HUGE success this year. We had at least 800 kids this year which was huge! The line went down Lake St and around the building. Trunk or Treat started 8 years ago by two ladies in town, they have decided to move on and have passed the torch to me for next year. A HUGE shout out goes out to Brittney and Melissa Superneau Hartford for starting this and trusting me with it.

On 11/1, we had a Halloween Bash at the KoC. I'd like to thank the Chamber for stepping up and having a bar there for their scholarship fund!

On 12/6, we'll have Breakfast with Santa, the Festival of Lights Parade, as well as the Tree Lighting. This years theme is Gingerbread.

Communications:

If you haven't had a chance to check out our new website, please do at lincolnmaine.org.



P O L I C E M O N T H L Y R E P O R T

To: Richard Bronson, Town Manager
From: Lee Miller - Police Chief
Date: November 3rd, 2025
RE: Police Department Report for November 2025

Police Department Updates

Message from Chief Miller

We're proud to have partnered with Partners for Peace for this year's Lincoln Walk and Vigil, honoring victims and supporting survivors of domestic violence. It was great to see our community come together once again for such an important cause — even on a cold evening, the warmth and support from everyone who attended made a real impact.



We've also partnered with them on a federal grant to bring more resources and advocacy to the Lincoln area. We're excited to share that they received that grant and will soon be hiring an advocate dedicated to serving our region. This will be an incredible addition to the support network for those in need right here in our community.

Policies and Administrative

Our website is now up and running, and it includes a lot of new information—most notably, all of our department policies. You can also use the site to request property checks or submit anonymous tips. It's a great new tool for keeping our community informed and engaged.

Last week, I attended a regional chiefs' meeting where District Attorney Chris Almy spoke about recent challenges related to jail sentencing. Due to a court ruling earlier this year, anyone who receives a jail sentence as part of a plea agreement must now be

Policies and Administrative Cont.

provided with legal counsel. This new requirement has placed a significant burden on the system, and as a result, many cases that once resulted in jail time are now being resolved with fines instead. This has been understandably frustrating for officers and for many victims of crime.

Grants

We've been actively implementing several of our current grants, including the Highway Safety Grant, and are in the process of writing the OUI Grant this month. We're also working on securing and deploying funding for our new radios—installing mobile units in the vehicles and providing portable radios for officers.

One major improvement included in the grant is the installation of a repeater to enhance radio coverage at the high school, where communication has previously been a challenge.

To date, we've been approved for more than \$93,520 in grant funding for 2025, with some projects still in the funding phase. Overall, I believe we've done an excellent job this year in securing and managing grant opportunities.

Additionally, the Federal Bulletproof Vest Grant was recently approved, which will cover 50% of our vest replacement costs.

Detective Office

Det. Jacobs was again this month spending time on a scam where someone was scammed out of a large amount of money. We will continue to work with the community on this issue hopefully we are looking to hold some information trainings to people on these scams. I have already done an article in the paper about scams and not to be part of them and how to avoid them. He also working another significant scam from last month

He is also investigating several DHHS referrals and he has attended several Child Advocate Center.

Trainings

This month, our department has completed several in-house training sessions. One of the most significant updates was transitioning to the new Intoxilyzer machine, which measures a person's blood alcohol concentration. The new unit was installed last week. These machines are quite expensive, but thanks to Highway Safety funding, we're fortunate to have one available at our station for use by our officers and neighboring agencies.

All of our officers also completed CPR and AED certification training this month. This life-saving skill is an important addition to our department's capabilities and will now be part of our recurring training calendar every two years. We're also exploring funding opportunities to equip each cruiser with an AED in the near future.

Additionally, Officer Winslow attended the Mechanics of Arrest and Control training at the Maine Criminal Justice Academy. This course focuses on self-defense and control techniques and is a mandatory training topic each year. Having a certified instructor within our department ensures we can conduct this training in-house and stay in compliance with state requirements. Officer Winslow completed the training last week, and our department-wide session will take place in the coming weeks.

Staffing

Last month, I mentioned that we had extended a conditional offer of employment. Unfortunately, that offer had to be rescinded after the candidate did not pass our background investigation. I'm pleased to report that we have since extended another conditional offer, and the process is nearly complete. I'm confident this one will be successful, which will leave us with just one remaining position to fill. I already have a few promising candidates for that opening.

Both Officer Nic Milner and Officer House are now halfway through the academy. I recently received their mid-term reports, and I'm happy to share that they are doing well and representing the department in a positive and professional manner. Later this month, I'll be attending Administrative Day at the academy to check in on their progress and have lunch with them.

Patrol Highlights

This month, we conducted a bail search on Mohawk Road, resulting in one individual being charged with Unlawful Possession of a Scheduled Drug, a Class C offense. We also investigated a violation of a protection order, which led to charges being filed against the offender. In addition, officers handled several theft complaints throughout the month.

Officer Kris Milner represented the Lincoln Police Department at the Husson University Job Fair. He did an outstanding job engaging with students and sharing what it's like to serve the Lincoln community. Officer Milner was a great representative of our department—professional,



approachable, and passionate about our mission. We're always looking for motivated individuals who are interested in a rewarding career in law enforcement, and events like this provide a valuable opportunity to make those connections.

Community Outreach

In partnership with Community Health and Counseling Services, the Lincoln Police Department continues to provide direct support to our community by responding to crisis calls, offering follow-up care, and connecting individuals and families with ongoing behavioral health and community resources. Through this collaboration, we have successfully de-escalated high-stress situations, reduced repeat calls for service, and strengthened trust between the department and the community.

As part of this partnership, our officers also benefit from consultation and debriefing sessions with the crisis worker/mental health liaison. The liaison is stationed at the police department every Monday from 10 a.m. to 10 p.m., providing both direct and indirect support. Over the past month, she has provided direct care to seven individuals

Community Outreach

through safety interventions, follow-up care, emotional stabilization, and long-term resource connections. She also assisted the Penobscot County Sheriff's Office with a crisis response. By responding alongside officers, she ensures individuals receive compassionate, appropriate care, while allowing officers to focus on their duties and overall community safety.

This human-centered approach to policing has helped build stronger community relationships and improved outcomes for those in crisis. Moving forward, we plan to continue fostering this partnership, tracking outcomes, and measuring successful connections to community resources to demonstrate its positive impact.

Additionally, since joining the department in January, I have been attending the Save a Life meetings and was recently invited to serve on their board to support their efforts in helping individuals in recovery. I strongly believe in providing people with a path toward rehabilitation and recovery. Experience has shown that incarceration and fines alone do not solve the problem of substance use. By supporting these vital community resources, we can offer real opportunities for change—and I'm proud to play a role in that effort.

Monthly Stats: Law Incidents: 342, Traffic Stops:100, Total Criminal Violations: 5

DATE: November 3, 2025
TO: Richard Bronson, Town Manager
FROM: Les Brown Fire-EMS Chief
RE: October 2025 Monthly Report

Halloween in the park was a great turn out. The crew has been very involved with inspections and fire prevention this month. We have a new hire in place at this time.

We have done our daily, weekly, and monthly training for the month. Working hard to get the new hire ready to respond.

Vacations, floaters, and employees taking classes, has been our overtime this month. Grants for training are being used.

[illegible]

M O N T H L Y R E P O R T

DATE: November 5, 2025
TO: Rick Bronson, Town Manager
FROM: Dennis Bullen, Public Works Director
RE: October, FY26

ACTIVITIES:

October, much like September seemed to fly by as the summer season wound to a close. The majority of the month was spent finishing up summer tasks and projects. The transition to winter responsibilities has now begun in earnest.

The very likely final round of grading was completed this month. Closing out the rotation was Halftownship Road. Normally, this road is near the beginning of a circuit, but as a result of a change of scheduling earlier this summer, the last circuit ended here. Halftownship typically requires a week to grade, a day or two more if Curtis Farm and South Roads are included, as they were on this deployment.

The street sweeper returned from Freightliner, freshly repaired and was also deployed this month. Initially to finish up cleaning basins and then an additional deployment sweeping the streets. This effort removed whatever grit and debris was present, but mainly removed the fallen leaves from the gutters of our streets. This will aid in lessening or eliminating the rain and melt water back-ups and restrictions resulting from leaves covering the basins. In prior years, many efforts have been required to keep the drains clear, these past efforts being done by hand. Now with this piece of equipment, the task is done as a periodic maintenance instead of an emergency task. There remains a strong possibility of another sweeper deployment for the very purpose of sweeping leaves before the winter really sets in.

In the process of using suction to clear our drainage basins, several grates and frames were identified as compromised. A broken grate can be a severe safety hazard in so far as if they are run over by a vehicle in a specific way, the grate can become dislodged causing the vehicle to fall down in the basin. Nothing good comes of this. A crew was immediately dispatched to replace the 3 offending units, two included the frames as well. We keep a supply of these frames and grates at the shop; many being used assemblies still in serviceable condition.

As is annually the case, the PWD removed the wooden docks from the various boat ramps located in town. Several new docks were purchased and these being of a different composition, were removed by the fabricator. This happens to be Max Vosine, DBA Maxweld. The new docks are a great improvement over the old and mostly dilapidated wooden ones.

The PWD constructed a firing range for the Lincoln Police on the old landfill located on Folsom Pond Road. The LPD was able to benefit from the sand contract, acquiring the needed backfill at a much-reduced cost. A target board was then constructed using rough cut lumber obtained from Treeline, Inc. This construct should last for many years.

PUBLIC WORKS MONTHLY REPORT
CONTINUED....

This is the time of year that is one of the busiest for the resident mechanic. Winter transition progresses into full swing as the plow trucks are each brought into the garage and given an in-house inspection. Any defects are repaired at this time. The trucks are then sent down to Greywolf to receive the annual state inspection. It should be noted that ALL of the PWD trucks and equipment passed inspection and are good to go for another year. Upon returning with a fresh inspection, head gear is installed, wings and plows are positioned for ease of installation. One Transfer Station trailer was given a failing mark and this was due to a pair of worn tires. This will be rectified as soon as the trailer cycles thru on a day convenient for this tire swap. In addition to this workload, the mechanic found time to change the oil in a police cruiser and service the compactor at the Transfer Station. All other PM was performed and records of same are kept at the facility.

M O N T H L Y R E P O R T

DATE: November 3, 2025
TO: Rick Bronson, Town Manager
FROM: Dennis Bullen, Transfer Station Director
RE: OCTOBER, FY2026

ACTIVITES:

The month of October saw the weather continue with moderate temperatures and as a result, the Transfer Station remained moderately busy. The SOW and recycling totals reflect the decent pace that was kept by the crew.

SMW totals lessened marginally this month, finishing at 341.86, compared to 355.22 tons conveyed last month. Typically, the SMW volume begins to decline in October. This, in part is due to the reduced population using the facility. As was reported last month, we remain on BYPASS status, meaning our SMW is not delivered to the facility formerly known as PERC and now referred to as EPEC, but instead delivered to the Juniper Ridge Landfill. We have been on BYPASS status since the closing of PERC nearly 2 years ago.

Twenty bales of cardboard were collected and processed this month, down as expected from the banner 24 that were collected last month. Cardboard has for some time been the leader in the various recycling commodities. Newspaper produced a pair of bales this month, rounding out the recycling totals.

A single load of mixed metal was shipped out with another load waiting on pick-up at month's end. Additionally, a full load shipment of cardboard was shipped, this load totaling 42 bales. Nearly another load is in inventory, likely to ship out in November.

The freon deposits continue to soar far above expectations. This month a whopping 57 units were reclaimed and the deposits will soon overrun the anticipated volume and run over budget.

This month recorded a number of service requirements. The resident air compressor received the tri-annual inspection. This is a required inspection done by an MMA certified inspector. Also receiving the required inspection was the fire suppression system placed to be deployed in the event of a fire in the hopper. Lastly, the compactor received the annual service, which includes changing of fluid and filters. The high-pressure filter in the compactor assembly goes for over \$400.00. All other PM was performed and records of same are kept at the facility.

Materials Shipped:

The following table is a running tally of materials that left the facility this month. This table also reflects a running total for the Fiscal Year.

Materials Shipped

Materials	MTD	FYTD	Comments
Cardboard	42 Bales	42 Bales	1000lbs. per bale
Newsprint			1700lbs. per bale
Plastic #2			700lbs. per bale
SOW			780lbs. per bale
Light Iron & Tin	1 Loads	6 Loads	Tons vary per load
Glass			
Ash		8 Tons	12-15 tons per load
Waste Oil	200 Gal	1,400 Gal	Gallons shipped
E-Waste *	1,200 LB	7,900 LB	LB. of items shipped
Equipment Tires			Tons of items shipped
Freon Removal	57 Units	203 Units	# Of units
Fluorescent Bulbs Mixed		437 Bulbs	# Veolia for recycling
4ft Bulbs		240 Bulbs	# Veolia for recycling
8ft Bulbs		25 Bulbs	# Veolia for recycling

Juniper Ridge Landfill SMW Delivery Totals Trash Tonnages

Fiscal Year 2025

Fiscal Year 2026

Month	Tons	Tipping	Cost	Month	Tons	Tipping	Cost
July	404.22	\$95.00	\$ 38,400.90	July	330.08	\$95.00	\$31,357.60
Aug	349.32	\$95.00	\$ 33,185.40	Aug	285.02	\$95.00	\$27,076.90
Sept	332.71	\$95.00	\$ 31,607.45	Sept	355.22	\$95.00	\$33,745.90
Oct	334.24	\$95.00	\$ 31,752.80	Oct	341.86	\$95.00	\$32,476.70
Nov	295.71	\$95.00	\$ 28,092.45	Nov		\$95.00	
Dec	296.45	\$95.00	\$ 28,162.75	Dec		\$95.00	
Jan	281.18	\$95.00	\$ 26,712.10	Jan		\$95.00	
Feb	238.20	\$95.00	\$ 22,629.00	Feb		\$95.00	
Mar	296.07	\$95.00	\$ 28,126.65	Mar		\$95.00	
Apr	288.41	\$95.00	\$ 27,398.95	Apr		\$95.00	
May	388.5	\$95.00	\$ 36,907.50	May		\$95.00	
June	342.88	\$95.00	\$ 32,573.60	June		\$95.00	
Total	3,847.89	\$95.00	\$ 365,549.55		1,312.18	\$95.00	\$124,657.1

M O N T H L Y R E P O R T

DATE: November 5, 2025
TO: Richard Bronson, Town Manager
FROM: Brendan Crocker, Cemetery, Parks and Recreation Director
RE: September 2025

ACTIVITIES:

October was a month of change for the department in all areas. Cody and Teddy have been busy finishing up the process of getting everything ready for the winter season. This includes winterizing the mowers/equipment and moving it to its winter storage areas, picking up most of the trash cans to put away, leaf clean up at the parks and cemeteries. They have also installed solar lights on the two sheds at the rec lot to help light the area better after this was brought forth by a mother whose kid was hurt there by some older kids. The hope is to get a light on the closest light pole whether that is another solar light or it's a light that is wired to the pole. I have asked Joe Brown to take a look at this when he has the opportunity. The month of October we had a total of two cremations.

The recreation side has seen the ending of one season and the beginning of another. Football wrapped their season by splitting two championship games. The 3/4 football team lost their championship game at Hermon on Saturday Oct 26th. The 5/6 football team won their championship game vs Hermon which was hosted at home on the Dale Curry field at the high school. Selected members of each of these teams were also selected to play with kids from Millinocket, Brewer and Hermon in a benefit game for the family of young football player from Millinocket who was hit by a car earlier this season and is still in the hospital. The travel soccer team wrapped their season on Oct 11th with play day with Lee, Howland and East Millinocket. The number of Participants for the fall programs were as followed Football had 56 kids, in-house soccer had 75, fall cheer had 45, flag football had 23 and travel soccer had 19. While the fall sports were wrapping their seasons the EMBL season was tipping off with try-outs being held on Oct 13th. Tryouts were held for girl's teams in grades 5/6 & 7/8 and boy's teams in grades 5/6 & 7/8 as well. We will be fielding teams for both grade groups on the girl's side but only a boy's team for the 7/8 group as we had zero kids register for the 5/6 team. These teams held practices

the last week of Oct and first week of Nov with their first games being the 2nd weekend of November.

Few other miscellaneous notes from the previous month. Docks were taken out by a few different groups of people including Max Voisine from Maxweld Fabrication, Dennis and his public works crew and Cody and I assisted Max in taking out the small pieces of the gazebo dock. Bailey grants were due in during the middle of the month. I turned in one and assisted Ruth in another. We also were accepted for a grant request by the Northern Penobscot Activities Council for a \$750 amount for rec equipment. During the Oct council meeting we were given the go ahead to rebid for a UTV, bids will be sent out the first week of November and a bid will be chosen in time for the December Council meeting. Finally, we received the unfortunate news that Kellsey Grass who has done an admirable job as the department's Administrative Assistant will be leaving to pursue a better opportunity. She will be hard to replace and I personally want to thank her for all the help that she has given me during my six months here and I don't know where I would be without her help. I want to wish her all the good luck and best wishes in her next chapter!!

BUDGET:

The FY26 budget is still in good shape as we move into the slow part of the budget season. Right now, we have one line that is overspent and that is the safety line, everything else is in good standing at this time. Estimated revenues from our summer programs was \$12,780 and fall programs was \$4,785. We do have funds that have been set aside in the capital budget for the UTV bid when that comes around in the next few months.

MONTHLY REPORT

DATE: OCTOBER 21,2025

TO: Rick Bronson, Town Manager

FROM: Lauren A. Hakala- Library Director

RE: Monthly Report for October 2025.

Library Activities:

The Children's Area: The Return of Silent Sidekicks; Children come read to Fern Saturday November 8th 10-11a.m. sign-ups required. The return of the Early Childhood Students beginning October 28th, and continuing until May.

Our Programs for Families: "The Haunted Library" on Halloween, 3:00-5:00 for young patrons down stairs and "**Haunted Library**" upstairs patrons to enjoyed at the library on the 31st. The library stacks were limited due to dimmed lights, decorations and event activities. **Save-a-Life is hosting their public taskforce meetings here at the library;** Next one being EMDC on Oct. 24th. It is good to cooperate with area non-profit organizations. We are often signing up area businesses and patrons to use the Foundations Room for presentations and occasional office needs.

Programs and Events:

Come join Patron **Bill Mitchell, he is interested in reading aloud on Thursday afternoons beginning at 3:00.** We are beginning to offer a "Patron Choice Program" that allows patrons to offer their expertise, to offer at the library, general public welcomed. **Bonnie Dickens is next to bring her arts and crafts to us Nov. 6th @2:30-4.**

Our next Author Event: Paul Doiron Nov. 8th 1:00-4:00.

Book Club: Lorna's November Book Club is reading; Episode Thirteen by Craig DiLouie

Homestead Forum News: Canning with our Patron Michelle Mahaffey is on October 28th.

"The Advance Homestead Bundle" 1:3 webinars beginning Oct.14th; Next one 2:3 is Root Cellaring; A Cheap and Easy Method for preserving your harvest November 18th.

Yarn Society News: Fingers are flying to finish cooler weather creations, warm woolies and holiday knits.

Technology: We are getting to know our Epson Printer and helping Patrons with their general printing needs. **Classes with Nina Fearon: Internet Safety and Identifying Frauds and Scams Nov. 5th; If interested register with digitalequityceter.org.**

Friends of the Lincoln Memorial Library: The Friends, in addition to sponsoring our next Author Paul Doiron, have really contributed this month. We will have spooky Haunted Library this year. We are lighting up the library with tea lights and mini-Touch Lights to be sure you can see book spines; when all else is dim, we have ambiance. A continued Thank you is in order for the support the Friends of the Lincoln Memorial Provide. Please contact the Friends of the Lincoln Memorial Library if you would like to create a small free library in your neighborhood or join. They are providing candy and a few "extras" that we will highlight as improvements are made for example a small card table to keep up for puzzles is now available.

The Advisory Committee: The **Patron Use Policy is 1:5 that we are inspiring to improve upon, and get posted for you all.** We are hard at work combing through Library Policy so that we can post 3-5 good Library Policies that can be approved by the Town Council and be part of a drop-down menu on the Town's Web Page.

Personnel: Our staff is getting ready for a full few months of activity as we approach the Holidays.
Equipment and Décor:

All Are Welcome to experience our Haunted Library and a **Special Thanks goes out to Roger Ryder for our décor of the month! Rodger made 5 wood shelves in our Curio Cabinet. The glass cabinet that has been "shelf-less" for the better part of 5 years has new life and an archive place for Special Somethings. Looking ahead: Our Winter Holiday Theme is Ginger Bread Houses.** As Tyler, travels with his paintbrush to the Children's Area, we will have the task of shift books. Next, we are needing our doors evaluated and sections of our rugs removed, replaced or a floor covering that works with our high traffic areas.

Training: The library crash course offered by ALA (American Library Association), and Maine State Library for Library Directors is in the history books. They are extending this course or one like this to Area Directors Annually. Having a refresher course available has proven helpful in ever changing Library environments.

Projects

We are Welcoming Paul Doiron to Lincoln Memorial Library.

Beyond painting, and Event Development, we are shifting books for the Children's Area to be painted and this is no small task. We continue to make sense of donations and all the work that goes into Book Sales and managing "Book Generosity".

Statistics and Finances: As we with our FY 26 Budget. January is the second Quartey Review. We will look at where we are and what still needs done. Our Move from Baker and Taylor (closing its doors by January) to Ingram is a slow and steady move, we are currently waiting on our trial order to be delivered.

Respectfully Submitted, Lauren A Hakala- Library Director.

TOWN COUNCIL

YR: 25 MO: 11 ITEM # 9

AGENDA REQUEST

* Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.

Council Meeting Date: November 10, 2025

Today's Date: October 30, 2025

Department: Town Clerk

Department #: 0101

Request:**Acknowledgement (0101)**

Acknowledge the official election results in the Town of Lincoln for both the November 4, 2025 State Referendum Election and the Local Candidate election, as attached.

Action Needed From Council: Acknowledge results

Is This Item Budgeted:

Was This A Bid Process:

Lowest Bid:

Is Public Hearing Required:

If So What Dates:

STATE OF MAINE RETURN OF VOTES CAST

MUNICIPALITY: LINCOLN - 1 (1-1)

QUESTION 1: CITIZEN INITIATIVE

926 YES

754 NO

9 BLANK

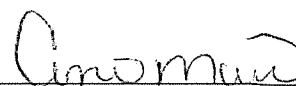
QUESTION 2: CITIZEN INITIATIVE

736 YES

945 NO

8 BLANK

Certified by the Municipal Clerk:



Signature of Clerk

11/5/25

Date

**Town of Lincoln, Maine
Penobscot County**

**OFFICIAL Results
for 1,687 Ballots**

**Lincoln Town Council
3- Three Year Terms**

Edwards, George E.	602
Ireland, Jr., David C.	829
Lomonaco, Mary E.	456
Moison, Cathy E.	975
Rojo, Eric	636
Summers, Daniel A.	368
Trask, John R.	484
Write - Ins	35
Over Votes	12
Under Votes	675

**Lincoln Town Council
1- One Year Term**

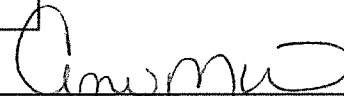
Dill, Jeremy W.	381
Rand, Lee F.	612
Stormann, Bobbie W.	575
Write - Ins	10
Over Votes	5
Under Votes	108

**RSU No. 67 School Board
3- Three Year Terms**

Bard, Kelli J.	931
Buck, Dianne G.	485
Burleigh, Kimberly-Jo	928
Jewell, Catherine A.	421
Street, Lee F.	512
Worster, Britny S.	649
Write - Ins	206
Over Votes	0
Under Votes	940

**Lincoln Sanitary District Board of Directors
2- Three Year Term**

Grant, Kenneth J.	900
Quintela, Melissa D.	944
Wright, Timothy R.	677
Write - Ins	19
Over Votes	8
Under Votes	833



Attest: 11/5/25 Ann M. Morrison- Town Clerk

AGENDA REQUEST

* Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.

Council Meeting Date: November 10, 2025

Today's Date: October 30, 2025

Department: Events

Department #: 7000-0015

Request:

Close Veterans' Memorial Square December 6, 2025 for Tree Lighting 4-6pm
Close Main Street Dec 6, 2025 from 4pm to 5pm for Festival of Lights Parade.

Action Needed From Council: Approve closures

Is This Item Budgeted:

Was This A Bid Process:

Lowest Bid:

Is Public Hearing Required:

If So What Dates:

TOWN COUNCIL

YR: 25 MO: 11 ITEM # 16-b

AGENDA REQUEST

* Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.

Council Meeting Date: November 10, 2025

Today's Date: October 30, 2025

Department: Town Clerk

Department #: 0101

Request:**Public Hearing- New State Liquor License Application- 49 Maine LLC (0101)**

Open a public hearing for the purpose of hearing oral and written comments on the approval of a new State Liquor License Application for 49 Maine LLC; owned by Brad B. Libby.

Issuance of a New State Liquor License Application- 49 Maine LLC (0101)

Approve the new State Liquor License Application for 49 Maine LLC; owned by Brad B. Libby.

Action Needed From Council: Hold a public hearing and approve application

Is This Item Budgeted:

Was This A Bid Process:

Lowest Bid:

Is Public Hearing Required: Yes

If So What Dates: November 10, 2025



Application Copy

File Number: 111542

Job Type: New Application

LICENSE TYPE

On-Premises: Beer, Wine & Spirits

APPLICATION DATE RECEIVED

2025-10-31

SECONDARY LICENSE(S)

None selected

LICENSEE LEGAL NAME

49 Maine LLC

LICENSEE TYPE

Corporation

DOING BUSINESS AS

49 Maine

CORPORATE NUMBER

202509968DC

INCORPORATION DATE

2025-05-14

CORRESPONDENCE ADDRESS

42 Main Street Lincoln ME 04457

MAILING ADDRESS

PHYSICAL ADDRESS

CONTACT NAME

Jeremy Priest

PREFERRED CONTACT METHOD

Email

CONTACT PHONE

(207) 659-8778

ALTERNATE PHONE

FAX

EMAIL

jpriest@motorbrain.com

CORPORATE STRUCTURE

NAME	POSITION/TITLE	PARENT COMPANY	% INTEREST
Brad Libby	Owner / President		100

ADDITIONAL INFORMATION

MANAGED BY AGENT

No

PREMISES TYPE

Class A Restaurant/Lounge

PREMISES NAME

49 Maine

OPERATOR

Brad Libby

PHYSICAL ADDRESS

49 Main Street Lincoln ME 04457

MAILING ADDRESS

42 Main Street Lincoln ME 04457

CONTACT NAME

Jeremy Priest

PREFERRED CONTACT METHOD

Email

CONTACT PHONE

(207) 659-8778

ALTERNATE PHONE

FAX

EMAIL

jpriest@motorbrain.com

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

202509968DC

2. What is your expected start date?

December 5, 2025

3. Has/have applicant(s) formerly held a Maine liquor license?

No

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

No

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

No

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

Yes

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

No

8. Is your license application for Vessel Corporation?

No

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

No

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

No

11 Will any law enforcement officer directly benefit financially from this license, if issued?

No

12 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

13 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

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

David Timothy Ammerman 4-25-72

15 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

16 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

17 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

18 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

19 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

20 At which address are your business records located?

42 Main Street
Lincoln, ME 04457

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

Sun - 2-9

Mon - 2-9

Tues - Closed

Wed - Closed

Thurs - 2-9

Fri - 2-10

Sat - 2-10

22 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.

School - Mattanawcook Academy Jr High 0.4 miles.

Worship - The Mission Fellowship 0.1 miles.

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

No

24 Do you have a food menu?

Yes

(document uploaded)

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

60

26 How many bathrooms do you have available to the public?

2

DOCUMENTS

TYPE	FILE NAME	DESCRIPTION
Food Menu	Menu for State of Maine.docx	
Supplemental Ownership Form	State - Supplemental Ownership Form.pdf	
Premises Floor Plan	State Liquor Application Layout.pdf	

APPLICANT

Jeremy Priest

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.

Soups & Starters

House Tots

Crispy potatoes, cheddar, bacon, scallions, cheese sauce

\$11

House Cut Fries

\$8

*Wood-Fired Chicken Wings

Dry rubbed, choice of sauce

5 \$10

10 \$18

Maine Cheese Board

Artisan cheeses, fruit, nuts, bread

\$22

*Mussels in Garlic White Wine

Garlic, white wine, tomato, basil, butter

Regular \$18

*Maple Soy Pork Belly

Glazed pork belly, dressed greens

\$14

Crispy Brussels Sprouts

Wood-fired, parmesan, hot honey

\$9

*Lobster Bisque

Fresh Maine lobster bisque

Cup \$12

Bowl \$24

Salads

Garden Salad

Fresh greens, tomato, cucumber, bell pepper, red onion, house vinaigrette

Small \$6

Big \$12

Caesar Salad

Romaine, parmesan, dressing, croutons — Add *chicken \$8 | Add *salmon \$12

Small \$8

Big \$12

Greek Salad

Fire-roasted tomato, cucumber, bell pepper, red onion, Kalamata olives, feta, Greek dressing

Small \$7

Big \$14

Cobb Salad

*Grilled Chicken, mixed greens, hard-boiled egg, cherry tomatoes, bacon, caramelized onion, blue cheese, avocado-basil vinaigrette

Small \$9

Big \$18

Walnut & Mushroom Salad

Greens, balsamic, sherry, goat cheese, warm walnuts & mushrooms

Small \$8

Big \$16

Sandwiches

All Sandwiches come with House Chips. Substitute for House Fries \$4.

Rueben

Pastrami, Corned Beef, Swiss Cheese, sauerkraut, house dressing, house

Regular \$16

*49 Smash Burger

2 Beef patties, aged cheddar cheese, lettuce, tomato, pickles, brioche bun

Regular \$16

***Lincoln Smash Burger** 2 Beef patties, pepper jack cheese, pickled jalapeños,

lettuce, tomato, crispy onions, brioche bun

Regular \$18

Wood-Fired Pizzas

Cheese

Tomato sauce, mozzarella, parmesan

\$18

Pepperoni

Tomato sauce, pepperoni, mozzarella

\$21

Margherita

Tomato sauce, roasted tomatoes, buffalo mozzarella, basil, olive oil

\$20

Hawaiian

Tomato sauce, mozzarella, grilled pineapple, prosciutto, red onion

\$22

Greek

Olive oil, spinach, roasted tomato, Kalamata olives, feta

\$20

BBQ Chicken

Grilled chicken, BBQ sauce, mozzarella, red onion

\$22

Veggie Pie

Olive oil, mozzarella, chef's daily fire-roasted vegetables

\$20

Mains

***Wood-Fired Half Chicken**

Bone-in, pan jus, roasted potatoes

Regular \$28

***Chicken in Sand**

Pan-fried chicken breast, roasted tomatoes, garlic, basil, jasmine rice

Regular \$24

***Broiled Haddock**

Fresh haddock, butter, wine, herbs, jasmine rice

Regular \$24

***Fire Roasted Salmon**

Lightly Blackened, Smoked Chili, Cranberry Glaze, charred Brussels

Regular \$26

***Scallop Risotto**

Scallops, creamy butternut squash

Regular \$32

***NY Strip Steak (Wagyu)**

12oz strip, herbed mushrooms, mashed potatoes

Regular \$48

***Ribeye Steak**

14oz ribeye, rosemary-garlic butter, mashed potatoes

Regular \$48

Creamy Garlic Parmesan Pasta

House-made pasta, roasted garlic, parmesan, cream sauce — Add *chicken \$26 | Add *lobster \$38

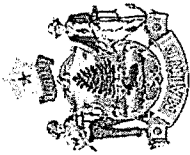
Regular \$22

Mac & Cheese

Cavatappi pasta, creamy house cheese sauce, crumb topping - Add *chicken \$24 | Add *lobster \$38

Regular \$18

*Consuming raw or undercooked meats, poultry, seafood, shellfish, and eggs may increase your risk of a foodborne illness.



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

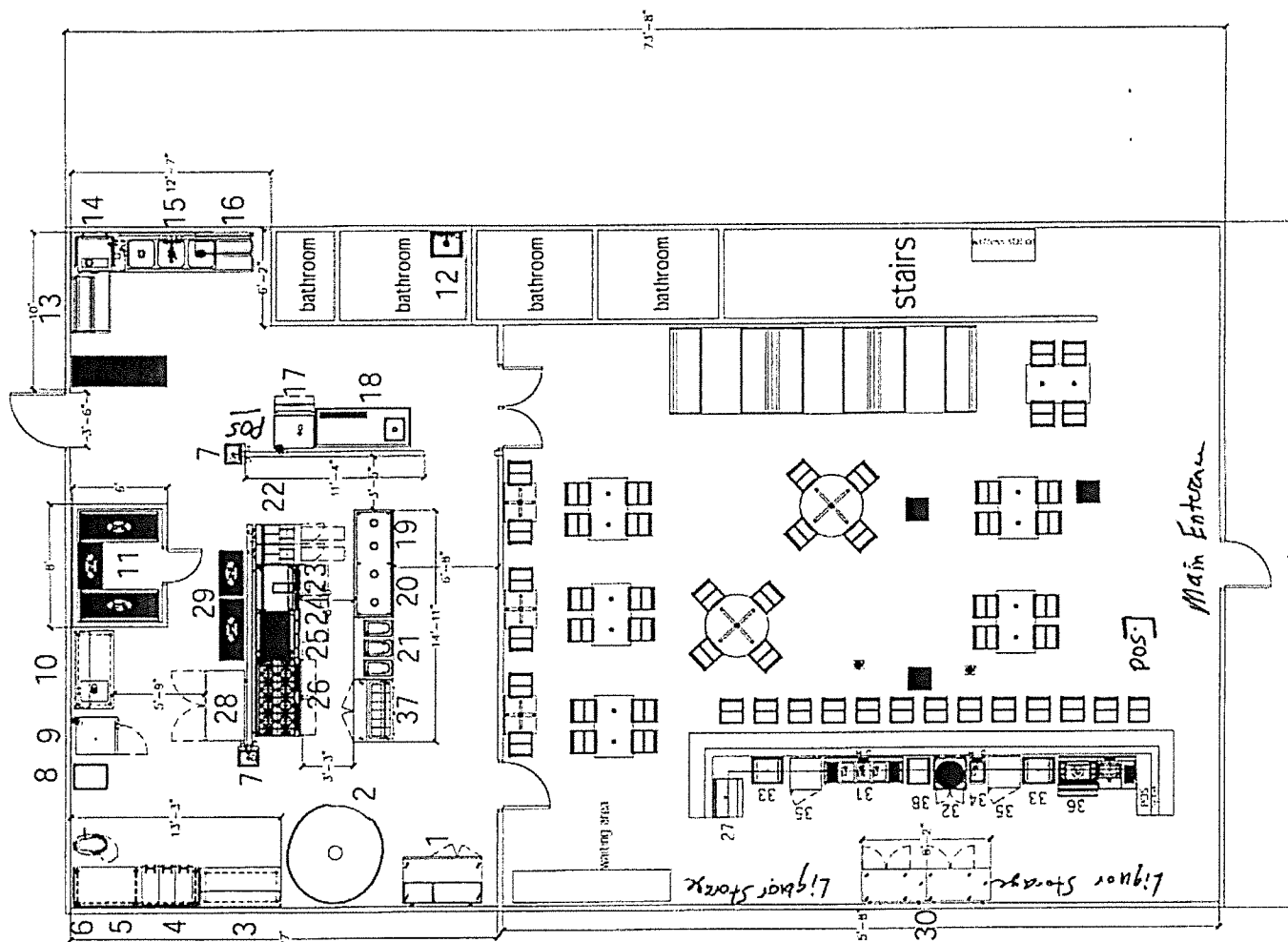
All Questions Must Be Answered Completely.

1. Company or sole proprietor legal name: 49 Maine LLC	2. Date of incorporation/registration: 5-14-25	3. State of incorporation: Maine
--	--	--

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 (%)
Brad B Libby	09-01-1981	207-841-7630	42 Main Street, Lincoln, ME 04457	Owner / President	100

Staff Inference



QTY	DESCRIPTION	PROD. SERVICE EQUIPMENT
1	100 pizza prep unit	
2	1 wood fired pizza oven	
3	1 60" work table with overhead	
4	1 prep station	
5	1 50" wood bakers tray	
6	1 50 quart planetary mixer	
7	1 2nd wash rack	
8	1 wheel pack	
9	1 4000 lb connection gran	
10	1 60" work table with prep unit and prep shelf	
11	1 6" x 8" w/c in case	
12	1 mop bucket	
13	1 40" clean 4" upright with wash mount rack 1041	
14	1 lat high temp dishwasher	
15	1 60" x 48" upright with three bag sink	
16	1 1st main kitchen trash can	
17	1 500 pound ice maker	
18	1 12" x 12" wash station	
19	4 replacement heat lamps	
20	1 48" potting station with shelving	
21	1 3rd and 4th hot table	
22	2 150 pound gas fryer	
23	1 30" 4" top griddle	
24	1 17" refrigerated drawer base	
25	1 30" character or wood fired grill	
26	1 100 burner 60" range	
27	1 30" ice chest with speed ice	
28	1 2nd dishwasher	
29	1 storage draining	
30	2 48" back bar cooler	
31	1 3rd bar underbar sink	
32	1 3rd bar glass washer	
33	2 glass storage	
34	1 hand sink	
35	1 30" underbar cooler	
36	1 cash bar station	
37	1 48" sandwich prep unit	
38	1 2nd sink	

[illegible]

TOWN COUNCIL
AGENDA REQUEST

YR: 25 MO: 11 ITEM # 12

*** Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.**

Council Meeting Date: November 10, 2025	Today's Date: October 30, 2025
Department: Town Clerk	
Department #: 0101	

Request:

Approve New Victualer's License- 49 Maine LLC

Approve a new conditional victualer license for 49 Maine LLC owned by Brad B. Libby.

Action Needed From Council: Approve new victualer's license

Is This Item Budgeted:	
Was This A Bid Process:	Lowest Bid:
Is Public Hearing Required: No	
If So What Dates:	

Victualer License Application

Date: 10/27/25 Type of Business: Restaurant
Name of Business: 49 Maine LLC
Recorded Owner: Brad B. Libby
If Incorporated, Registered Agent: _____
Registered Agent's Address: 42 Main Street, Lincoln, ME 04457
Location of Business: 49 Main Street, Lincoln, ME 04457
Mailing Address: 42 Main Street, Lincoln, ME 04457
Contact Person: Jeremy Priest Telephone # 207-659-8778
Seating Capacity: 65

Has applicant(s) /or manager ever been convicted of a violation of the law, *other than a minor traffic violation /or misdemeanor*, of any state within the United States, during the past five years?

☐

Yes

☒

No

If the answer to the above question is Yes, then complete the following:

Name _____ Offense _____
Disposition _____
Date of Conviction _____ Location _____

Prior to Council approval of this application, the State of Maine must have inspected your premises for the preparation and sale of food. Applicants shall completely fill out all information in order to be considered. Leaving information blank may result in a denial and there will be no refunds.

****Please include a copy of your latest State Inspection****

****First time applicants must include a copy of state licensing****

Annual Fee \$20.00



Authorized Applicant Signature



TOWN COUNCIL

YR: 25 MO: 11 ITEM # 13

AGENDA REQUEST

* Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.

Council Meeting Date: November 10, 2025

Today's Date: November 5, 2025

Department:

Department #:

Request:**Wreaths Across America**

Approve making a donation in the amount of \$ _____ to Wreaths Across America to help fund purchasing a wreath for each veteran's grave in the Town of Lincoln this holiday season.

Action Needed From Council: Approve donation

Is This Item Budgeted:

Was This A Bid Process:

Lowest Bid:

Is Public Hearing Required:

If So What Dates:

TOWN COUNCIL

YR: 25 MO: 11 ITEM # 14

AGENDA REQUEST

* Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.

Council Meeting Date: November 10, 2025

Today's Date: October 30, 2025

Department: Fire / EMS

Department #: 0304

Request:

Lincoln Fire/EMS requests approval from the Town Council to sell the mini-pumper (truck # 537) to the Sutton, VT Fire Department for \$50,000.00 (fifty thousand and 00/100 dollars U.S.); this was the only qualified bid received.

\$5,000.00 (five thousand and 00/100 dollars U.S.) is due and payable to Fenton Fire Apparatus; this amount will come out of the \$50,000.00 bid price (for payment of Fenton's brokerage fees).

Action Needed From Council: Approve the sale of the mini-pumper (truck 537)

Is This Item Budgeted: N/A

Was This A Bid Process: **no**

Lowest Bid: \$50,000

Is Public Hearing Required: **no**

If So What Dates:

Ann Morrison

From: Les Brown
Sent: Friday, October 31, 2025 8:55 AM
To: Ann Morrison
Subject: FW: 2001 Ford F550 Wildland Quick Attack Truck

From: Dana Patoine <danapatoine@gmail.com>
Sent: Thursday, October 30, 2025 10:12 PM
To: Les Brown <Les.Brown@lincolmaine.org>
Cc: Derrick Jenkins <derrickjenkins3@hotmail.com>
Subject: Fwd: 2001 Ford F550 Wildland Quick Attack Truck

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or on clicking links from unknown senders.

Hello Mr. Brown,

My name is Dana Patoine and I'm the treasurer for the Sutton Volunteer Fire Department. Derrick Jenkins has been in contact with you and a few other members of your department about this truck. We just wanted to formally submit our bid of \$50,000 for the truck. It is my understanding that the paperwork is already in process but you needed this formally to complete the process. Please let me know if you need any additional information.

Thank you very much for your time and help,
Dana Patoine
SVFD Trustee, Treasurer, 2nd Captain

TOWN COUNCIL

YR: 25 MO: 11 ITEM # 15

AGENDA REQUEST

* Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.

Council Meeting Date: November 10, 2025

Today's Date: November 5, 2025

Department: Fire

Department #: 0100/0304

Request:**Ratification Vote-** Firefighter Union Contract (0304)

Approve the Lincoln Firefighters Association Local 3038 contract for dates August 1, 2025 to July 31, 2028 and authorize the Town Manager to sign the contract.

Action Needed From Council: Approve and authorize the Town Manager to sign contract

Is This Item Budgeted:

Was This A Bid Process:

Lowest Bid:

Is Public Hearing Required: No

If So What Dates:

**AGREEMENT
BETWEEN
TOWN OF LINCOLN, MAINE
AND THE
LINCOLN FIREFIGHTERS ASSOCIATION
LOCAL 3038
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
AFL-CIO-CLC**

August 1, 2025 to July 31, 2028

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Fire Union Contract
Local 3038

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This **AGREEMENT** is made and entered into this 1st day of August, 2023 by and between **THE TOWN OF LINCOLN**, Maine, having its principal office at 63 Main Street, Lincoln, Maine (hereinafter sometimes referred to as the "TOWN"), and **THE LINCOLN FIREFIGHTERS ASSOCIATION, Local 3038**, International Association of Firefighters (A.F.L.-C.I.O.-C.L.C.), having its principal office at One Adams Street, Lincoln, Maine (hereinafter sometimes referred to as the "UNION").

ARTICLE 1 – PREAMBLE

Pursuant to the provisions of the Municipal Public Employees Labor Relations Act (Title 26 M.R.S.A. Chapter 9-A, as amended), the parties hereto have entered into this Agreement in order to establish mutual rights, preserve employee morale, and to promote effective and efficient municipal operations. The terms Department Head, Director of Public Safety and Fire Chief are used interchangeably throughout this Agreement.

ARTICLE 2 - RECOGNITION

The Town recognizes the Union as the sole and exclusive bargaining agent for the purpose of collective bargaining and entering into Agreement relative to wages, hours, and working conditions and contract grievance arbitration for all firefighters within the bargaining unit as determined in accordance with the Maine Municipal Public Employees Labor Relations Law. The term "*firefighter*" and/or "*employee*" as used in this contract shall mean only members of the bargaining unit. All reference to employees in this Agreement designates both sexes and whenever the male gender is used, it shall be construed to include male and female employees.

ARTICLE 3 - MANAGEMENT RIGHTS AND DEPARTMENTAL RULES

The Town retains all rights and authority to manage and direct its employees including the right to discipline, up to and including discharge, for just cause. The Town may adopt rules for the operation of the Department and the conduct of employees, provided such rules do not conflict with any provisions of this Agreement. The Town shall give not less than ten (10) days' notice to the Union in advance of the effective date of any changes in such rules. Such notification shall be in writing. All rules and regulations of the Department in effect as of the date of execution of this Agreement are incorporated into and form a part of this Agreement.

ARTICLE 4 - UNION SECURITY AND DUES DEDUCTION

It shall be a condition of employment that employees either (1) join the Union or (2) agree to pay their fair share towards the Union's cost of collective bargaining, contract administration, and the adjustment of grievances through payroll deductions as outlined in this Article. The Union shall establish said fair share annually not to exceed eighty-five percent (85%) of full Union dues and shall notify the Town promptly as to the percentage and dollar amount of said fair share.

1. The Town shall deduct Union dues or their fair share in the amount as determined by the Union membership pursuant to its Constitution and By-laws upon receipt of a signed authorization from the members (a copy of which is to be retained by the Town) and a certified statement from the Union Treasurer as to the amount of dues or fair share a sample copy of which is appended as Appendix A.

2. The Town shall forward to the Union Treasurer such weekly deductions with report on on a monthly basis.
3. In the event of a change in the amount of said deductions, the Union Treasurer shall notify the Town in writing. After receipt of same, deductions therein noted shall be deemed to have been authorized to be withheld on behalf of the employees who had previously signed authorization forms.

ARTICLE 5 - SENIORITY

1. The Town shall establish a permanent seniority list and it shall be verified on the first day of January of each year and immediately posted thereafter on the bulletin board for a period of not less than thirty (30) days, and a copy of the same sent to the Secretary of the Union. Any objection to the seniority list, as posted, must be reported to the Public Safety Director and the Union within thirty (30) days from the date posted or it shall stand as accepted.
2. Seniority shall be established as of the last date of permanent hire within the unit and shall not include any previous employment with the Town; and shall be the governing factor in all matters affecting promotions, layoff, recall and vacation preference. In the event of layoff, employees will be laid off by reverse seniority.

ARTICLE 6 – DUTIES

1. General Duties:

This is general duty firefighting work with an emphasis on driving fire trucks and in the operation and routine maintenance of fire department equipment, apparatus, and quarters, performed under the direction of the Public Safety Director.

Employees performing firefighting or EMS work for the town of Lincoln will not work for or be a member of any other fire or EMS service. Employees employed as of July 1, 2020, who hold a position with another Fire or EMS organization will provide notice that they are employed by that agency to the Public Safety Director immediately. Those employees shall be permitted to continue employment with the disclosed agency until that employment ends or the employee is no longer employed by the Town.

Work of this class involves responsibility for the protection of life and property through the performance of firefighting activities. Although the operation of firefighting apparatus and equipment is the primary responsibility of this position, individuals in this position are often first responders and are therefore responsible for all aspects of firefighting until the first fire line officer (rank of Captain or above) arrives on the fire scene or as the situation requires.

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While firefighting is the most difficult and responsible area of activity, a considerable portion of time is spent drilling and studying firefighting methods and techniques, and in the routine house duties in the care and maintenance of the public safety building, and its equipment. This shall include public safety property and equipment and includes duties such as painting, cleaning, sweeping, snow removal, floor care, and minor repairs of firefighting equipment. Firefighters will not be obligated to process license and/or registration checks on the police computers, assist with prisoners, detainees, or in the operation of any Police Department equipment. The firefighters shall be required to assist in pre-planning and training other firefighters and inspections during regular shifts.

The Fire Chief shall be permitted to appoint up to four (4) exclusive Paramedic positions (1 per platoon) at his sole discretion. Every effort should be attempted to avoid staffing more than 1 per shift due to overtime scheduling.

2. EMS Duties:

- A. Duties: The duties of the fire department's full-time staff in addition to responding to and maintaining readiness for various other types of emergencies will be staffing the primary and secondary emergency ambulances, responding to calls for aid, providing prehospital emergency care, transporting patients to appropriate medical facilities, returning ambulances to service, and writing prehospital patient care reports. Operator level truck checks and maintenance, such as checking fluid levels, lights, changing bulbs, washing interior and exterior of the ambulances.
- B. Staffing Arrangements: The duty captains shall determine the staffing assignments for their respective shifts.
- C. Transfer Coverage: In the interest of retaining on-duty staff for emergency calls, transfers shall be covered by off-duty personnel on a voluntary basis. Availability shall be made known to the duty captain on a shift-by-shift basis. The duty captain shall be responsible for notifying off-duty personnel to report for transfer duty. If more than 2 off-duty firefighters are available for transfers, transfers shall be assigned by rotating through the personnel available. If there are not enough personnel (fewer than two) marked as available for transfers, the duty captain may use the regular overtime rotation to seek available personnel. Neither on-duty nor recall personnel shall be used for transfers, except in cases of emergent transfers. Personnel shall be considered on-duty from the time of notification. Off-duty personnel called in for transfer duty shall be paid at the overtime rate in accordance with Article 10.
- D. Recall: A fair and equitable recall schedule shall be posted in the firehouse.

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Half of each shift shall cover one day per week to allow 2 firefighters to be available for recall each day (called the Recall Crew). Whenever the primary or secondary ambulance leaves the Town of Lincoln, the Recall Crew shall be activated to report for station coverage. The duty captain may also have discretion to activate the recall crew in the event of prolonged EMS calls or other justifiable staffing needs, subject to periodic review by the public safety director or chief of the department. Recalled firefighters shall be paid at the overtime rate in accordance with Article 10, Personnel shall be considered on duty from the time of notification.

A daily stipend shall be paid to the two off duty personnel to remain available for emergencies, transfers, or other needs for 24 hours. Personnel receiving stipends shall be obligated to respond to transfers and emergencies for the duration of their stipend paid 24 hours. Should personnel be unable to respond, they shall contact the duty captain and forfeit the stipend. Should other personnel be available, they may claim a stipend for their availability.

Stipends:

24 hours of availability: \$50 + call ins

July 4, Christmas, Thanksgiving: \$75 + call-ins

- E. License Requirements: Annual EVOC refresher, valid Maine driver's license, and valid Maine EMS license.
- F. Training: All required EMS training shall be provided by the Town of Lincoln.

Staff retained under the MOU between the parties, dated 6/24/20, which the parties agree is hereby incorporated into this Agreement, shall not be required to undergo firefighter physical testing or hold firefighting certifications to remain employed, however, at minimum a basic level of exterior firefighter training shall be required such as rehab, dressing fire hydrants, assisting with other water supply operations, changing SCBA bottles, stretching/moving hose lines, and returning apparatus to service. This list is not intended to exclude other tasks that may be assigned, nor is it meant to discourage additional firefighting training this staff may wish to undertake. Retained staff shall be titled Firefighter/Paramedic.

Any and all persons employed by the Town of Lincoln from time to time given any of the job

titles Public Safety Director, Deputy Public Safety Director, Assistant Public Safety Director, Fire Chief, Deputy Fire Chief or Assistant Fire Chief are at all times authorized to drive or operate any of the fire apparatus owned or used by the Town of Lincoln for the purposes of response, fire ground operation, training or transportation of the vehicle in question. This provision is subject to the permitted operator holding an appropriate, active Maine Driver's License and having been trained to operate subject vehicle.

This type of activity by the Public Safety Director, Deputy Public Safety Director, Assistant Public Safety Director, Fire Chief, Deputy Fire Chief or Assistant Fire Chief is not intended to replace or supplant the regularly scheduled work of any member of the Local in bargaining unit positions or fill any permanent vacancy in the bargaining unit.

ARTICLE 7 – HOURS

Section 1: Recognizing that the Lincoln Fire Department is a "full service" Fire Based EMS Emergency Response entity comprised of Captains, Lieutenants, Engineer/Firefighters, Firefighters and up to 50 Call/Volunteer Fire Service Professionals as according to the Town Charter committed to the preservation of life and property of its citizens and visitors through Fire Prevention, Education, Fire Suppression, Emergency Medical/Pre-Hospital Care and Rescue Services. Individuals employed as of August 1, 2025 who were initially hired as Engineer/Firefighters will maintain that title. As of August 1, 2025, all newly hired full-time employees will be ranked as Firefighters. To this end, the parties agree it implements a 42-Hour Workweek Schedule for full-time employees except for the department's Kelly people. The parties agree the Town has the authority to hire Kelly people who will be assigned to work variable schedules in order to fill any and all scheduled open shifts included but not limited to those openings caused by employee use of vacation, sick time, and leave time.

A new full-time position of Education Officer/Fire Inspector will serve as the department's training officer, public school safety educator and fire inspector. The Education Officer/Fire Inspector will also be available to fill available shifts on the overtime rotation and will be included in the on-call rotation. The Education Officer/Fire Inspector will be scheduled to work 42 hours per week and will receive overtime in any week in which he or she works more than 53 hours.

***The work schedule shall consist of the following components:

- a. Establish and maintain a 42- Hour Average Work Week for unit employees.
- b. Unless changed by mutual consent of the parties, the full-time employees will be assigned to a four (4) Platoon system with (2) or more unit employees being assigned to A Platoon, B Platoon C Platoon and D Platoon as Follows:
 1. A Shift
 2. B Shift
 3. C Shift
 4. D Shift
- c. Each twenty-four (24) hour shift will start 0700 and shall consist of ten (10) hours of work and fourteen (14) hours of Ready-Alert/Stand-by Time.

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- 1) **Ready Alert and/or Stand-By Time** is defined as time that the on-duty firefighter is not performing emergency response work or scheduled training and is free to eat, sleep, read watch TV, listen to radio, or engage in other similar pursuits. The Employer agrees to guard against scheduling "actual and/or make-work" during the employees' ready alert/stand-by period. If the Employer has the need to schedule "Actual Work" to support the fire department's mission at times other than the "core 10 hours of work" the Employer will ensure that equal amounts of stand-by time will be permitted during designated hours of work.

ARTICLE 8 - WAGES

Wages	Current	8/1/25- 7/30/26 (3%)	8/1/26- 7/30/27 (3%)	8/1/27- 7/30/28 (3%)
Step 1 (first 12 months)	\$21.21	\$21.85	\$22.50	\$23.18
Step 2 (upon completion of one year)	\$24.88	\$25.63	\$26.40	\$27.19

Fire Captain Stipend	Current	8/1/25- 7/30/26 (3%)	8/1/26- 7/30/27 (3%)	8/1/27- 7/30/28 (3%)
Step 1 (6 month probationary period)	\$0.82	\$0.84	\$0.87	\$0.90
Step 2 (upon completion of six months)	\$1.36	\$1.40	\$1.44	\$1.49
Fire Lieutenant Stipend	Current	8/1/25- 7/30/26 (3%)	8/1/26- 7/30/27 (3%)	8/1/27- 7/30/28 (3%)
Step 1 (6 month probationary period)	\$0.54	\$0.56	\$0.57	\$0.59
Step 2 (upon completion of six months)	\$0.82	\$0.84	\$0.87	\$0.90

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EMS Quality Assurance and Payroll and DocumentationStipend for Fire Fighter	Current	8/1/25- 7/30/26 (3%)	8/1/26- 7/30/27 (3%)	8/1/27- 7/30/28 (3%)
Step 1 (6 month probationary period) (Fire Fighter)	\$0.42	\$0.44	\$0.45	\$0.46
Step 2 (upon completion of six months)Fire Fighter	\$0.42	\$0.44	\$0.45	\$0.46

EMS Quality Assurance and Payroll and DocumentationStipend for Lieutenant	Current	8/1/25- 7/30/26 (3%)	8/1/26- 7/30/27 (3%)	8/1/27- 7/30/28 (3%)
Step 1 (6 month probationary period) (Fire Fighter)	\$0.44	\$0.45	\$0.46	\$0.48
Step 2 (upon completion of six months)Fire Fighter	\$0.51	\$0.53	\$0.55	\$0.56
EMS Quality Assurance and Payroll and DocumentationStipend for Captain	Current	8/1/25- 7/30/26 (3%)	8/1/26- 7/30/27 (3%)	8/1/27- 7/30/28 (3%)
Step 1 (6 month probationary period) (Fire Fighter)	\$0.44	\$0.45	\$0.47	\$0.48
Step 2 (upon completion of six months)Fire Fighter	\$0.52	\$0.54	\$0.56	\$0.57

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Other Duty Stipends Per Week	Current	8/1/25- 7/30/26 (3%)	8/1/26- 7/30/27 (3%)	8/1/27- 7/30/28 (3%)
Hazmat	\$6.00	\$6.18	\$6.37	\$6.56
Technical Rescue	\$6.00	\$6.18	\$6.37	\$6.56
Pump Technician	\$6.00	\$6.18	\$6.37	\$6.56
CDL Endorsement	\$6.00	\$6.18	\$6.37	\$6.56

EMS Stipends Per Hour	Current	8/1/25- 7/30/26 (3%)	8/1/26- 7/30/27 (3%)	8/1/27- 7/30/28 (3%)
Basic EMT License	\$0.80	\$0.82	\$0.85	\$0.87
Advanced EMT License	\$1.60	\$1.65	\$1.70	\$1.75
Paramedic License	\$2.90	\$2.99	\$3.08	\$3.17

ARTICLE 9 - LONGEVITY

Employees shall receive a fifteen-dollar (\$15.00) per week increase on the current base wage upon completion of five (5) years of continuous service with the Department. Employees shall receive another fifteen-dollar (\$15.00) per week increase on the current base wage upon the completion of ten (10) years of continuous service.

ARTICLE 10 - OVERTIME

Section 1. Unit employees working the new 42-hour average worksheet schedule will be compensated at their current hourly rate as outlined and defined in Article 8 (Wages) of this agreement.

Section 2. Overtime for unit employees shall be calculated at a rate one and one half (1.5) the employee's current hourly rate for all hours worked in excess of 53 hours in a workweek. For the purpose of this article "hours worked" shall include all holidays, bereavement leave, and workers comp, vacations and all personal time off. Overtime shall be computed to the next one-quarter (1/4) hour) unless otherwise agreed to by the parties.

- a. Call Back Overtime: Unit employees "called back" to work outside their regular work shift to support the Fire and/or /EMS mission and/or called back during emergencies shall be paid for not less than three (3) hours of overtime for any call. Unit employees will be released from duty as soon as the incident is completed and equipment is returned to ready for service condition.
- b. Forced in Overtime: Any unit employees forced to work any overtime outside the regular hours of work shall always be compensated at a rate of 1.5 hours for all hours the employee has been forced into work.
- c. Unit employees who respond to Non-Toned calls, training sessions and meeting shall be paid for not less than (2) hours of overtime.
- d. Unit employees shall be considered on duty from the time of notification of an emergency or actually called-in by the Town.

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Section 3. Unit employees shall work overtime when any open shifts occur and as necessitated by workload requirements. The first overtime shift shall first be offered to bargaining unit employees by seniority and rotation. Additional overtime shifts will be assigned to Kelly people. If overtime has been refused by all unit employees and after trying to fill the positions from the bargaining unit employees into work to cover the shift by the order of reverse seniority and rotation to fill the vacant shift. Non-bargaining unit personnel may not perform bargaining unit work except for training purpose or in the event of emergencies and only when all available "off duty" full-time unit employees have had the opportunity to work the vacant shift, in accordance with Article 13 paragraph 6 of this agreement.

In the event of a position's vacancy due to a severance of employment, the Town reserves the right to determine, on shift by shift basis, whether or not the vacancy is to be filled by an off-duty firefighter while efforts are being made to hire for said vacancy. At no time shall this right extend beyond four months, per vacancy, nor be repeated during any twelve-month rolling period.

ARTICLE 11- HOLIDAYS

Section 1. The Town and the Union recognize the following days as legal holidays, plus any other day declared or taken as a holiday by the Town:

- | | |
|---------------------------|---------------------------|
| a. New Year's Day | |
| b. Martin Luther King Day | g. Columbus Day |
| c. Washington's Birthday | h. Veteran's Day |
| d. Patriot's Day | i. Thanksgiving Day |
| e. Juneteenth | |
| f. Memorial Day | j. Day after Thanksgiving |
| e. Independence Day | k. Christmas |
| f. Labor Day | l. |

Section 2. All employees shall be compensated for thirteen (13) holidays. All employees shall be paid for each of the holidays in Section 1 above. In addition to the holidays set forth in Section 1 above, each employee shall be granted one (1) personal day off to be approved by the Public Safety Director, after the completion of six (6) months' probation. For the purpose of this section, a holiday shall be defined as fourteen (14) hours. Employees who work Thanksgiving, Christmas, Memorial Day and Independence Day shall be paid time and half for hours worked (EE: 0000-0700 prior shift and 0700-2400 on actual day)

ARTICLE 12 - VACATIONS

Section 1. Each unit employee shall accrue paid vacation time at the following rate:

- a. After one (1) Year - Two (2) weeks (84 Hours per year.)
- b. After five (5) Years - Three (3) weeks (126 Hours per year)
- c. After fifteen (15) Years - Four (4) weeks (168 Hours per year)
 1. After sixteen (16) Years - Four (4) hours of vacation will be accrued
 2. After seventeen (17) Years - Four (4) hours of vacation will be accrued
 3. After eighteen (18) Years - Four (4) hours of vacation will be accrued

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4. After nineteen (19) Years - Four (4) hours of vacation will be accrued
5. After twenty (20) Years - Five (5) weeks (210 Hours per year)

Section 2. Vacation leave shall begin to accrue at the end of the first full month of employment but no full-time employee shall be allowed a full vacation leave until said employee has completed one (1) full year of service. After six (6) months of continuous service, the full-time employee may, however, take such vacation leave as has been accrued to that date. A full-time employee who enters municipal service before the 16th or who leaves after the 15th of any month shall earn all eligible vacation leave for that month.

Section 3. Vacation leave shall be ordinarily taken in one (1) week periods or as scheduled in advance with the approval of the Public Safety Director. Unit employees are encouraged to take their vacation leave during the year in which it is accrued. However, unit employees may carry over no more than one-half (1/2) of what they earned in the previous twelve (12) months.

Section 4. The Labor-Management Committee will establish and maintain policies and procedures for requesting and approving Vacation and Personal leave. Scheduling conflicts regarding employee's vacation will be decided by seniority by the Public Safety Office and Union Rep.

ARTICLE 13 - SICK LEAVE

1. Sick leave shall accrue from the date of hire at the rate of fourteen (14) hours per month.
2. Sick leave shall be granted to an employee when he/she is unable to perform their duties due to personal or on-the-job sickness or injury; for necessary care and attendance for a member of the employee's immediate family or household; or when an employee has been exposed to a contagious disease that might jeopardize the health of others.
 - a. Employees are granted 5 unexcused sick days per fiscal year. Sick days used for which the employees have provided a doctor's note shall not count against the five (5) unexcused days. Unexcused sick days used in excess of 5 days shall be paid at seventy percent (70%) of hourly wages.
 - b. Employees who have provided a doctor's note to the Public Safety Director and need more than five days in any one fiscal year shall be compensated at one hundred percent (100%) of hourly wages. Any expense in complying with this requirement for a written statement shall be paid for by the Town. The employee shall, when and at the time required, advise the Town of his medical status and his availability for work.
 - c. The State's Workers' Compensation Act covers sickness and accidents caused by employment. All employees shall notify the on-duty personnel, prior to the start of their shift, if they will be off-duty on sick leave.
3. Unused sick leave shall be cumulative and available for employees use to a maximum of ninety (90) working days. Upon retirement or death, the univalent of one-third (1/3) pay for each

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day of accumulated and unused sick leave shall be paid to the employees, his/her beneficiaries or his/her estate, as circumstances should warrant, not to exceed thirty (30) working days.

Upon separation in good standing, the equivalent of one-fourth (1/4) pay for each day accumulated and unused sick leave shall be paid to the employee as the circumstances shall warrant, not to exceed twenty-two and one half (22.5) working days total compensation.

4. In the event of death of an employee occurring in the line of duty, one hundred percent (100%) of all accumulated and unused sick leave shall be paid to the employee's beneficiaries or estate, as the circumstances should warrant.

5. In Section 3 and Section 4 above, each day shall be considered as fourteen (14) hours, for the purpose of payout.

6. In regard to long-term absences due to illness or injury to an employee who will be returning to work, the following applies: The first eight (8) consecutive shifts will be staffed by full-time firefighters at present overtime rate. Further open shifts may be staffed by spare firefighters for a period of six (6) months. At the end of the six (6) month period, further open shifts will be staffed by full-time firefighters.

ARTICLE 14 - BEREAVEMENT

1. In the event of death in an employee's immediate family the employee shall be granted emergency leave by the Public Safety Director.

2. Emergency Leave shall be leave with pay, not chargeable to sick leave and/or vacation leave.

3. "Immediate family" shall be defined as follows: spouse, child, stepchild, brother, sister, parents, stepparents, mother-in-law, father-in-law, grandparents.

4. Emergency leave shall not exceed three (3) consecutive calendar days from the date of the emergency.

5. An amount of time, determined by the Public Safety Director but in no case to exceed one (1) day may be allowed for attendance at funerals of the following relatives of the employee not provided for under Section 3 above: aunt, uncle, niece, nephew, sister-in-law and brother-in-law, or any other person living in the same household of the employee.

ARTICLE 15 - LEAVE OF ABSENCE

An employee may be granted a leave of absence without pay by the Public Safety Director when approved by the Town Manager up to a maximum of ninety (90) days. Full seniority rights shall be maintained during the absence. Failure of an employee to return to work at the expiration of the leave of absence without having arranged for an extension will be deemed as a resignation.

ARTICLE 16 - MILITARY LEAVE

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Employees shall be granted military leave of absence not to exceed two (2) weeks as defined in Article 7, with one-half (1/2) pay and without loss of seniority to fulfill their annual training with the Armed Forces of the United States in accordance with the Maine Revised Statutes.

ARTICLE 17 - MEETINGS

The Town shall allow the Union to hold its meetings at the Fire Station provided that such meetings shall not interfere with the operation of the Fire Department and the Lincoln Police Department.

ARTICLE 18 - PERFORMING UNION DUTIES

1. The Union officials shall be permitted to conduct Union business from the Fire Station provided it does not interfere with the operation of the Fire Department.
2. One officer of the Union shall be allowed time off with pay during his regular work hours to investigate and process grievances, to attend grievance hearings and contract negotiations, but in no case shall such time exceed (except by permission of the Public Safety Director) a total of two (2) hours per week.
3. The Delegate of Local 3038 shall be allowed time off without pay to attend any state, regional or national delegate meetings of the International Association of Firefighters, A.F.L.-C.I.O.-C.L.C., provided, however, said time off to attend meetings shall be limited to five (5) working days per year.

ARTICLE 19 - PROBATION PERIOD

All new employees are considered probationary employees until a six (6) month period of employment is completed. Such employees shall be subject to the provisions of this contract. Employees who are hired after August 1, 2025 will be required to obtain Firefighter 1 and 2 as well as EMT-B certifications within twelve months of hire. If an employee fails to obtain these certifications within this time or within an extended period determined by the Fire Chief, the Fire Chief at his sole discretion may terminate the employee's employment and the parties agree that the termination will meet the cause requirements and shall not be subject to grievance or arbitration.

ARTICLE 20 - GRIEVANCE PROCEDURE

1. The purpose of the grievance procedure shall be to settle Firefighter and/or Union grievances on as low an administrative level as possible so as to ensure efficiency and maintain morale within the Fire Department.
2. A grievance shall be considered to be a firefighter and/or Union complaint concerned with:
 - a. Discharge, suspension or any other disciplinary action, except probationary employees;
 - b. Interpretation and application of Fire Department rules and regulations;

- c. Alleged violations of any of the terms of this Agreement; and
 - d. Working conditions.
3. Should the Union or an employee feel aggrieved, the adjustment of the grievance shall be sought as follows:
- a. The Union shall submit the details of such grievance in writing to the Public Safety Director of the Fire Department within five (5) days thereafter, the Public Safety Director shall meet with the Union for the purpose of adjusting or resolving such grievance.
 - b. If such grievance is not resolved to the satisfaction of the Union by the Public Safety Director within ten (10) days after such meeting, the Union may submit such grievance in writing within fifteen (15) days after said meeting to the Town Manager. The Town Manager shall render a decision in writing within five (5) days after such meeting or receiving said grievance.
 - c. If the grievance is still unsettled, either party may within fifteen (15) days after the reply of the Town Manager is due, by written notice to the other, request arbitration.
4. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Union and the Town within seven (7) days after notice has been given. If the parties fail to select an arbitrator, either party may request the assignment of an arbitrator by the American Arbitration Association, or the State of Maine Board of Arbitration. The decision of the arbitrator shall be binding and final on the parties and the arbitrator shall be requested to render his/her decision in writing within thirty (30) days after conclusion of the testimony and argument.
5. Expenses for the arbitrator's services and the proceedings shall be borne equally by the Union and the Town. However, each party shall be responsible for compensating its own representatives or witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available to the other party and to the arbitrator.
6. The Town recognizes the right of an employee to have his/her Union representative to be present at any meeting with the Town Manager and/or Public Safety Director which he/she expect could result in any disciplinary action toward him/her.

ARTICLE 21 - CLOTHING ALLOWANCE

1. The Town shall provide each firefighter with all personal protective clothing and devices in accordance with N.F.P.A. Standards and O.S.H.A. Fire Regulations.
2. Commencing July 1, 2015, and each subsequent year the Town agrees to provide uniforms at the Town's expense as listed below. The said uniforms remain the property of the Town, exceptions being boots and personalized items (embroidered with name, etc.). All worn

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out clothing provided by the Town shall be replaced at the Town's expense, after inspection and approval by the Public Safety Director. If worn clothing can be repaired, it shall be repaired at the Town's expense after inspection and approval by the Public Safety Director or Chief of Department. New hires shall be issued all items listed below. Current firefighters shall be issued any missing items from the below list after approval of this contract.

Uniform List:	4 Pants	2 Badges
	2 Short Sleeve Shirts	2 Sets Collar Brass
	2 Long Sleeve Shirts	1 Pair Summer Boots
	4 T-Shirts	1 Pair Winter Boots
	2 Job Shirts	1 Set Coverall
	1 Three Season Jacket	
	1 Belt	
	1 Hat	

After one (1) year of service, the Town shall provide a dress uniform to all new hires consisting of the following items:

Bell Cap with Device
Service Coat/Pant
Dress Shoes
White Gloves
Tie

ARTICLE 22 - INSURANCE

1. The Town shall offer to employees a group health insurance plan to include major medical, life, prescription, and income protection. The Town reserves the right to change carriers and plan benefits to another plan of equivalent benefits. Refer to the current calendar year cost sharing memo for available plan costs.

Employees, who are determined by the town administration to have provided alternative proof of medical insurance on demand, are eligible for the Withdraw Benefit, which is equivalent to a monthly cash payment of half the cap for which the employee is eligible.

After withdraw, re-enrollment into the Town's health care insurance may require special conditions as set forth by the Town's carrier. Upon re-enrollment, the withdraw benefit shall end. Those employees who fail to produce proof of alternative insurance will cease to receive the monthly benefit and may be required to reimburse the Town for those benefits paid during the period of time in which no proof of insurance can be provided by the employee but the employee continued to receive this benefit. Fraudulently receiving benefits are terms for disciplinary action including, but not limited to, termination.

2. LIFE INSURANCE. The Town of Lincoln pays for the basic life coverage for all full-time employees which include benefits equal to one (1) time an active employee's annual salary (including accidental death and dismemberment).

3. INCOME PROTECTION. An eligible employee shall be entitled to use accumulated sick leave to supplement the Town's Income Protection Plan. This plan, which is paid for by the Town of Lincoln one hundred percent (100%), is equivalent to seventy percent (70%) of the employee's salary at the time of disability and is available for the employee only in the event of an illness or accident that occurs while the employee is not engaged in work or business for the Town. This insurance (benefit) is payable for up to a maximum of twelve (12) months.

ARTICLE 23 - RETIREMENT

The Town shall provide one of the following retirement plans at the employee's option:

1. The Town shall provide Maine State Retirement System coverage (Plan 3C on or before January 1, 2026) for all employees providing two-thirds (2/3) pay after twenty-five (25) years of service.
2. The Town shall provide for employees who are not participating in the Maine State Retirement System an amount equal to the contributions made by an employee to the I.C.M.A. Pension Plan up to six percent (6%) effective upon signing of contract.

ARTICLE 24 - SOCIAL SECURITY. O.A.S.I.

The Town shall contribute to the O.A.S.I. or Social Security program for all employees.

ARTICLE 25 - COURT TIME

1. Any employee who is required to attend Court outside of his regular work shift on Fire Department business shall be compensated for actual time expended at the overtime rate with a three (3) hour minimum, whichever is greater. Checks received for witness fees or court fees shall be endorsed by the payee and turned over to the Town.
2. Any employee required to attend Court on Fire Department business during his/her work shift shall be granted leave of absence with pay to attend such proceedings.

ARTICLE 26 - JURY DUTY

Employees shall be granted a leave of absence with pay for any day that they are required to report for jury duty or jury service. Employees will be required to provide the Town any pay they receive from the court in order to receive jury duty pay except for mileage reimbursements.

ARTICLE 27 - INJURIES

The Town shall provide Workers' Compensation coverage as required by the State's Workers' Compensation Act of 1992, (MRSA 39-A), as amended. Employees who are injured or receive a disability suffered in the performance of his/her duties and/or during an emergency response, shall receive a full weekly salary each week during which the said injury qualified for Workers' Compensation, or until they are placed on disability retirement, provided, however, that such member endorses over to the Town such weekly Workers' Compensation coverage or insurance benefits to cover the Town's loss. Said full weekly salary from the date of injury shall continue for a period allowable according to state law after a favorable decision for the employee by the

Workers' Compensation Commission. Emergency response shall be from the time of dispatch and until returned to full service in quarters. Any time lost because of injuries received in the line of duty and covered by Workers' Compensation shall not be charged as sick leave.

ARTICLE 28-CANCER SCREENING

The Town agrees to reimburse employees up to \$350 for preventative cancer screening every three calendar years. It will be the responsibility of the employee to schedule and attend appropriate screening on their own time, if desired.

ARTICLE 29 - PRIVATE AUTOMOBILE USE

When an employee is required by the Town to use his/her private automobile for fire or Town business, the employee shall be reimbursed a rate per mile equal to that outlined in the Town's Personnel Policies, plus tolls and storage charges. Mileage is not paid for response to the Station or an incident scene.

ARTICLE 30 - INDEMNIFICATION

The Town agrees to defend, indemnify and save harmless the firefighters from civil liability for accidental injury to third parties or their property arising out of or in course of the discharge of firefighters' official duties. This provision is subject to the limitations of the Maine Tort Claims Act.

ARTICLE 31 - SAVINGS CLAUSE

1. If any provision of this Agreement shall be contrary to any law of the United States or the State of Maine, that provision shall be deemed invalid, such invalidity shall not affect the validity of the remaining provisions.
2. If any provision of this Agreement shall be contrary to any ordinance, rule or regulation of the Town of Lincoln, the language of the contract shall control.
3. If there is any change in the laws of the United States or the State of Maine which affects the terms and conditions of this contract, either party of this Agreement may request, by thirty (30) days' written notice, discussions concerning modifications or amendments to this Agreement related to said change in said laws. If the change in said law does not invalidate any provision of this Agreement, the parties shall not be required to modify or amend this contract.

ARTICLE 32 - ESSENTIAL QUALIFICATIONS

Having a valid Maine driver's license is an essential qualification to this position and it is agreed that any employee may be at least suspended without pay, or even terminated, if said employee's right to operate a motor vehicle in the State of Maine is suspended or revoked, by the Maine Secretary of State, Department of Motor Vehicle and or any other legal entity of the State of Maine. No seniority time or benefits would accrue during a suspension. Restoration to service

Fire Union Contract
Local 3038

shall depend upon maintaining or obtaining the right to operate a motor vehicle in the State of Maine, prior disciplinary records, and insurability.

Employees hired after January 1, 2018 will be required to hold a license at the Emergency Medical Technician Basic Level.

ARTICLE 33-PROMOTION PROCESS

Promotions shall be governed with the following process:

1. Job Opening shall be posted for at least two (2) weeks before applications are due.
2. Candidates shall undergo an oral board consisting of Public Safety Director or Department Chief, a Union Representative (not from Local 3038), and the Town Manager or his designee.
3. Participants of the oral board and interview shall give the Public Safety Director their input regarding the candidates. The Public Safety director shall have final say on the promotion, with approval of the Town Manager.

ARTICLE 34- TRAINING

All FT personnel will be expected to attend paid department training sessions unless excused from doing so by the Director of Public Safety or Department Chief who will not unreasonably withhold approval of excused absences. The Education Officer will produce a schedule of trainings six (6) months in advance of any training. On-duty personnel will be required to attend. Off-duty personnel will be paid time and one half for time in attendance and participation.

ARTICLE 35 - LAYOFFS AND REDUCTION IN FORCE

Section 1. In the event the Town determines it is necessary to layoff personnel in the Fire Department, employees shall be laid off according to seniority. The Town will notify the Union in writing at least ninety (90) days prior to the date of the proposed layoff in order for the Union to negotiate over the impact and/or implementation of the proposed layoffs, the number of positions and unit employees affected and description of any and all benefits the affected employees would be entitled too.

Section 2. All employees shall be given a sixty (60) calendar day written notice prior to layoff. In addition, laid-off employees shall be entitled to continue health and dental insurance benefits as set forth herein through the last day of the next full three (3) months following the effective date of layoff. Employees shall remain obligated to pay the employee's share of insurance premiums as set forth herein for the three month period.

Section 3. Laid-off employees shall be recalled in reverse order of layoff. The recall period shall be twelve (12) months from the effective date of the layoff. Notice of the recall be sent by certified mail, return receipt requested, the last known mailing address of the laid-off employee. It shall be the responsibility of the employee to provide the Town Manager with the employee's current mailing address. The employees shall have fourteen (14) calendar days from the first attempt by the post office to deliver the certified letter to inform the Town Manager, in writing,

Fire Union Contract
Local 3038

of his/her intent. No new employee shall be hired until all laid-off employees have been given ample opportunity to return to works.

Section 4. Laid off employees shall be given hiring preference for any other Town vacancies (upon employee's application if the Town determines the employee to be qualified) for one (1) year as of the date of the layoff.

Section 5. If an employee is laid-off, he/she shall be paid all accumulated leave and Compensatory Time one hundred percent (100) % in one lump sum as of the effective date of layoff. In the event a laid-off employee is reinstated with one (1) year of layoff, he or she shall have all previous creditable service restored and shall be immediately eligible to accumulate annual leave as otherwise set forth in this agreement.

ARTICLE 36 - LABOR- MANAGEMENT PARTNERSHIP

Section 1. The parties hereby agree to establish and maintain a "Labor Management Relationship" that will open a new era where the Union, the Town, the Fire Department and all Fire Department employees shall work together to create a workforce that is highly motivated, multi-skilled, and technologically advanced to meet the ever-changing needs of the Fire Department and the Town of Lincoln. Furthermore, the Parties agree to implement this Relationship with a firm commitment to avoid an adversarial relationship and work together towards developing and maintaining a Quality Labor Management Relationship that fosters mutually beneficial outcomes. To this end, the parties agree to establish and maintain a Labor-Management Partnership Committee.

Section 2. This Committee will provide a means for allowing the Town and Union to become full Partners in identifying problems, areas of concern, changes to working conditions within the organization and to develop viable solutions to these problems so that the mission of the Fire Department can be accomplished in a more cost effective and efficient manner, while striving to enhance the working conditions of all Fire Department Employees.

Section 3. The goals and objectives of this Committee are as follows:

- a. To further the Fire Department's Mission by using the Brain Storming Process
- b. Foster a more productive and cost-effective service to the citizens of Lincoln
- c. Promote a better morale among all Fire Department employees
- d. Enhance the working conditions for all Fire Department employees

Section 4. This Committee shall consist of two (2) Union Representatives and two (2) Managements Representative with each party selecting its own members, at its 1st Labor-Management Partnership Meeting, the committee shall establish and maintain the guidelines the committee will utilize to conduct it business.

ARTICLE 37 - DURATION

This Agreement shall become effective when signed and shall continue in full force and effect until midnight, July 31, 2028.

Fire Union Contract
Local 3038

In the event that collective bargaining pursuant to M.R.S.A. Title 26 shall not have been successfully completed prior to the expiration date above herein provided, the parties hereto specifically agree that the present Agreement shall remain in full force and effect until a new Agreement shall have been successfully negotiated.

The parties hereto have hereunto caused their names to be subscribed by their duly authorized representatives this 1st day of August 2025.

FOR THE UNION:

Union President Representative
IAFF, AFL-CIO-CLC

Witness

FOR THE TOWN:

Richard B. Bronson,
In his capacity as Town Manager
Lincoln, Maine

Witness

FARRELL, ROSENBLATT & RUSSELL
ATTORNEYS AT LAW
61 MAIN STREET
P.O. BOX 738
BANGOR, MAINE 04402-0738

ANGELA M. FARRELL
GREGORY P. DORR
ROGER L. HUBER
ERIK T. CROCKER
BARRY A. COHEN
EMILY A. BELANGER
CYNTHIA M. MEHNERT
SARAH E. NEWELL

THOMAS A. RUSSELL (Retired)
STUART M. COHEN (Retired)
NATHANIEL M. ROSENBLATT (Retired)

TELEPHONE (207) 990-3314
FAX (207) 941-0239

October 16, 2025

Richard Bronson
Town Manager
Town of Lincoln
via electronic mail

Re: Tentative Collective Bargaining Agreement- Fire

Dear Rick:

This letter confirms that we have reached a tentative agreement with the IAFF, the union that represents Lincoln's firefighters. Understanding that the Selectboard plans to vote on whether to ratify the tentative agreement on Monday, October 20, 2025, I provide this summary to aid in that process.

The parties agreed to a three-year agreement to take effect retroactive to August 1, 2025 and expiring on July 31, 2028. The parties agreed to an overall increase of 3% to hourly wage rates and stipends effective August 1, 2025, 3% effective August 1, 2026 and 3% effective August 1, 2027. The parties also agreed to the following changes to language within the agreement:

- Inclusion of language to allow the Chief to appoint up to 4 paramedic positions at his sole discretion allowing for greater operational flexibility.
- Change of job title from Engineer/Firefighter to Firefighter for all new hires.
- Removal of sick time from the calculation of hours worked for overtime purposes.
- The addition of Juneteenth and Martin Luther King Day to the holiday list and the subsequent removal of floating holidays.

FARRELL, ROSENBLATT & RUSSELL
ATTORNEYS AT LAW
61 MAIN STREET
P.O. BOX 738
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NATHANIEL M. ROSENBLATT (Retired)

TELEPHONE (207) 990-3314
FAX (207) 941-0239

- Additional language making clear the requirement for new hires to obtain Firefighter 1 and 2 and EMT-B certifications within a year of hire and the exclusion of terminations for this purpose from the grievance and arbitration procedure.
- A change from the MPERS retirement 3-N plan to the 3-C plan.
- The addition of a cancer screening benefit of up to \$350 reimbursement following screening every 3 years.

Please do not hesitate to contact me with any questions or concerns.

Sincerely,

A handwritten signature in cursive script that reads "Sarah E. Newell". The signature is written in dark ink and is positioned above the typed name.

Sarah E. Newell, Esq.

TOWN COUNCIL

YR: 25 MO: 11 ITEM # 160

AGENDA REQUEST

* Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.

Council Meeting Date: November 10, 2025

Today's Date: November 4, 2025

Department: Public Works

Department #: 0406

Request:

Purchase of Ford Crew Cab, platform body, F-350 Super Duty truck from Whited Ford, using Truck #3, international single axle dump truck as partial trade. Funding of \$27,980 to come from FY26 Capital Reserve Acct 0900-0435

Action Needed from Council: Accept offer from Whited Ford of \$27,980 for purchase of 2020 crew cab Ford.

Is This Item Budgeted: Yes

Was This A Bid Process: Yes

Lowest Bid: Yes

Is Public Hearing Required: No

If So What Dates:

Whited Ford

207 Perry Road, Bangor, ME 04401

Sales: (207) 947-3673, Fax: (207) 947-8013

1FD8W3GT6LED72755 | Stock #C5231

2020 Ford Super Duty F-350 DRW XL 2WD Crew Cab 179" WB 60" CA | 55,235 Miles | Rear Wheel Drive

Oxford White Exterior with Medium Earth Gray Vinyl Interior | 6.7L 8 Cylinder Engine | Automatic Transmission

\$39,980

\$34,980 - 7,000

27,980 DIFF



*Call or Text : (207) 367-4675
207 Perry Road Bangor, ME*



WWW.WHITEDFORD.COM

Seller's note

Overview

none
Highway



none
City

Specifications

Standard Equipments on 2020 Ford Super Duty F-350 DRW XL 2WD Crew Cab 179" WB 60" CA in Bangor, ME

Equipments

- ✓ 10-Speed A/T
- ✓ ABS
- ✓ 4-Wheel Disc Brakes
- ✓ 8 Cylinder Engine
- ✓ A/C
- ✓ A/T
- ✓ Adjustable Steering Wheel
- ✓ AM/FM Stereo
- ✓ Transmission w/Dual Shift Mode
- ✓ Automatic Headlights
- ✓ Auxiliary Audio Input
- ✓ Brake Assist
- ✓ Child Safety Locks
- ✓ Daytime Running Lights
- ✓ Diesel Fuel
- ✓ Driver Air Bag
- ✓ Driver Adjustable Lumbar
- ✓ Dual Rear Wheels
- ✓ Tow Hooks
- ✓ Intermittent Wipers
- ✓ MP3 Capability
- ✓ Telematics
- ✓ Pass-Through Rear Seat
- ✓ Passenger Air Bag
- ✓ Passenger Vanity Mirror
- ✓ Power Steering
- ✓ Rear Bench Seat
- ✓ Rear Side Air Bag
- ✓ Rear Head Air Bag
- ✓ Rear Wheel Drive
- ✓ Remote Engine Start
- ✓ Requires Subscription
- ✓ Front Side Air Bag
- ✓ Front Head Air Bag
- ✓ Smart Device Integration
- ✓ Steering Wheel Audio Controls
- ✓ Tire Pressure Monitor
- ✓ Traction Control
- ✓ Trip Computer
- ✓ Turbocharged
- ✓ Variable Speed Intermittent Wipers
- ✓ WiFi Hotspot
- ✓ Bluetooth Connection

Mechanical

- ✓ 3.73 Axle Ratio
- ✓ 4-Wheel Disc Brakes w/4-Wheel ABS, Front And Rear Vented Discs and Brake Assist
- ✓ 40 Gal. Fuel Tank
- ✓ 50-State Emissions System
- ✓ 72-Amp/Hr 650CCA Maintenance-Free Battery w/Run Down Protection
- ✓ 7460# Maximum Payload
- ✓ 78-Amp/Hr 750CCA Maintenance-Free Battery w/Run Down Protection
- ✓ Dual Rear Wheels
- ✓ Engine: 6.2L 2-Valve SOHC EFI NA V8 (Flex-Fuel)
- ✓ Firm Suspension
- ✓ Front And Rear Anti-Roll Bars
- ✓ Front Suspension w/Coil Springs
- ✓ GVWR: 14,000 lb Payload Package
- ✓ HD 200 Amp Alternator
- ✓ HD 240 Amp Alternator
- ✓ HD Shock Absorbers
- ✓ Hydraulic Power-Assist Steering
- ✓ Rear-Wheel Drive
- ✓ Single Stainless Steel Exhaust
- ✓ Solid Axle Rear Suspension w/Leaf Springs
- ✓ Towing Equipment -inc: Brake Controller and Trailer Sway Control
- ✓ Towing Equipment -inc: Trailer Sway Control
- ✓ Trailer Wiring Harness
- ✓ Transmission w/Oil Cooler
- ✓ Transmission: TorqShift 10-Speed Automatic -inc: 10R140 w/neutral idle, selectable drive modes: normal, tow/haul, eco, deep sand/snow and slippery
- ✓ Upfitter Switches

Exterior

- ✓ Aluminum Panels
- ✓ Autolamp Auto On/Off Reflector Halogen Daytime Running Lights Preference Setting Headlamps w/Delay-Off
- ✓ Black Door Handles
- ✓ Black Front Bumper w/Black Rub Strip/Fascia Accent and 2 Tow Hooks
- ✓ Black Grille
- ✓ Black Grille w/Chrome Accents
- ✓ Black Manual Side Mirrors w/Manual Folding

- ✓ Black Power Heated Side Mirrors w/Convex Spotter, Manual Folding and Turn Signal Indicator
- ✓ Black Side Windows Trim and Black Front Windshield Trim ✓ Body-Colored Door Handles
- ✓ Body-Colored Power Heated Side Mirrors w/Convex Spotter, Power Folding and Turn Signal Indicator
- ✓ Cab Clearance Lights
- ✓ Chrome Front Bumper w/Body-Colored Rub Strip/Fascia Accent and 2 Tow Hooks ✓ Chrome Grille
- ✓ Clearcoat Paint ✓ Deep Tinted Glass ✓ Fixed Rear Window ✓ Front Fog Lamps
- ✓ Front License Plate Bracket ✓ Light Tinted Glass ✓ Manual Extendable Trailer Style Mirrors
- ✓ Perimeter/Approach Lights ✓ Power Extendable Trailer Style Mirrors
- ✓ Power Rear Window w/Defroster ✓ Privacy Glass ✓ Running Boards
- ✓ Tires: LT245/75Rx17E BSW PLUS A/S -inc: Spare may not be the same as road tire
- ✓ Variable Intermittent Wipers
- ✓ Wheels: 17" Argent Painted Steel -inc: Hub covers/center ornaments not included
- ✓ Wheels: 17" Forged Polished Aluminum -inc: bright hub covers/center ornaments (4 aluminum outer and 2 steel inner)

Interior

- ✓ 10-Way Power Driver Seat -inc: Power Recline, Height Adjustment, Fore/Aft Movement, Cushion Tilt and Power 2-Way Lumbar Support
- ✓ 10-Way Power Passenger Seat -inc: Power Recline, Height Adjustment, Fore/Aft Movement, Cushion Tilt and Power 2-Way Lumbar Support
- ✓ 2 12V DC Power Outlets ✓ 2 Seatback Storage Pockets ✓ 3 12V DC Power Outlets
- ✓ 3 12V DC Power Outlets and 2 120V AC Power Outlets ✓ 4 12V DC Power Outlets
- ✓ 4 12V DC Power Outlets and 3 120V AC Power Outlets
- ✓ 4-Way Driver Seat -inc: Manual Recline and Fore/Aft Movement
- ✓ 4-Way Passenger Seat -inc: Manual Recline and Fore/Aft Movement
- ✓ 60-40 Folding Split-Bench Front Facing Fold-Up Cushion Rear Seat ✓ Air Filtration
- ✓ Analog Appearance
- ✓ Cloth 40/20/40 Split Bench Seat -inc: 20% center under-seat storage, center armrest, cupholder, storage, 4-way adjustable driver/passenger headrests and driver's side manual lumbar
- ✓ Compass ✓ Cruise Control w/Steering Wheel Controls ✓ Day-Night Auto-Dimming Rearview Mirror
- ✓ Day-Night Rearview Mirror ✓ Delayed Accessory Power ✓ Digital/Analog Appearance
- ✓ Driver And Passenger Visor Vanity Mirrors
- ✓ Driver And Passenger Visor Vanity Mirrors w/Driver And Passenger Illumination
- ✓ Driver Information Center ✓ Engine Compartment Lights ✓ Fade-To-Off Interior Lighting
- ✓ FordPass Connect 4G Mobile Hotspot Internet Access ✓ Front And Rear Map Lights
- ✓ Front Cupholder

- ✓ Front Leather Seating Surfaces 40/Console/40 -inc: 10-way power driver and passenger seating (6-way power adjustable track, 2-way power recline and 2-way power lumbar) and 4-way adjustable driver/passenger headrests
- ✓ Front Seats w/Leatherette Back Material and Power 2-Way Driver Lumbar
- ✓ Full Carpet Floor Covering -inc: Carpet Front And Rear Floor Mats ✓ Full Cloth Headliner
- ✓ Full Floor Console w/Locking Storage, Full Overhead Console w/Storage, 4 12V DC Power Outlets and 3 120V AC Power Outlets
- ✓ Full Overhead Console w/Storage and 2 12V DC Power Outlets
- ✓ Full Overhead Console w/Storage, 3 12V DC Power Outlets and 2 120V AC Power Outlets
- ✓ Full Vinyl/Rubber Floor Covering ✓ Garage Door Transmitter
- ✓ Gauges -inc: Speedometer, Odometer, Oil Pressure, Engine Coolant Temp, Tachometer, Transmission Fluid Temp, Engine Hour Meter, Trip Odometer and Trip Computer
- ✓ HD Vinyl 40/20/40 Split Bench Seat -inc: center armrest, cupholder, storage and driver's side manual lumbar
- ✓ HVAC -inc: Underseat Ducts ✓ HVAC -inc: Underseat Ducts and Console Ducts
- ✓ Illuminated Locking Glove Box ✓ Instrument Panel Covered Bin and Dashboard Storage
- ✓ Instrument Panel Covered Bin, Dashboard Storage, Driver / Passenger And Rear Door Bins and Locking 2nd Row Underseat Storage
- ✓ Interior Trim -inc: Chrome Interior Accents
- ✓ Interior Trim -inc: Metal-Look Instrument Panel Insert and Chrome Interior Accents
- ✓ Interior Trim -inc: Metal-Look Instrument Panel Insert, Simulated Wood/Metal-Look Door Panel Insert, Simulated Wood/Leather Console Insert and Chrome/Metal-Look Interior Accents
- ✓ Keypad ✓ Leather Steering Wheel ✓ Manual 1st Row Windows
- ✓ Manual Adjustable Front Head Restraints and Manual Adjustable Rear Head Restraints
- ✓ Manual Adjustable Rear Head Restraints ✓ Manual Air Conditioning ✓ Manual Rear Windows
- ✓ Manual Tilt/Telescoping Steering Column ✓ Outside Temp Gauge ✓ Passenger Visor Vanity Mirror
- ✓ Perimeter Alarm ✓ Power 1st Row Windows w/Driver And Passenger 1-Touch Up/Down
- ✓ Power Adjustable Pedals ✓ Power Door Locks ✓ Power Door Locks w/Autolock Feature
- ✓ Power Rear Windows ✓ Rear Center Armrest ✓ Rear Cupholder
- ✓ Remote Keyless Entry w/Integrated Key Transmitter, Illuminated Entry and Panic Button
- ✓ Securilock Anti-Theft Ignition (pats) Immobilizer ✓ Smart Device Remote Engine Start
- ✓ Trip Computer ✓ Urethane Gear Shifter Material
- ✓ Voice Activated Dual Zone Front Automatic Air Conditioning

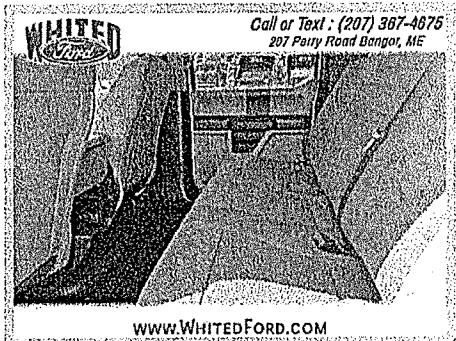
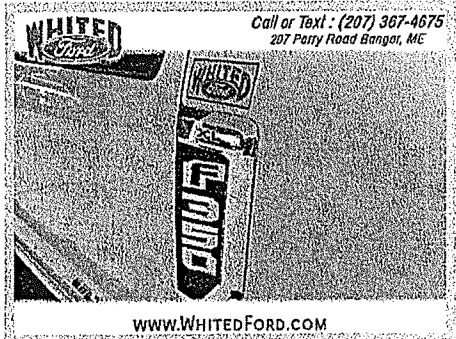
Safety

- ✓ Driveline Traction Control ✓ Dual Stage Driver And Passenger Front Airbags
- ✓ Dual Stage Driver And Passenger Seat-Mounted Side Airbags ✓ Low Tire Pressure Warning
- ✓ Mykey System -inc: Top Speed Limiter, Audio Volume Limiter, Early Low Fuel Warning, Programmable

Sound Chimes and Beltminder w/Audio Mute

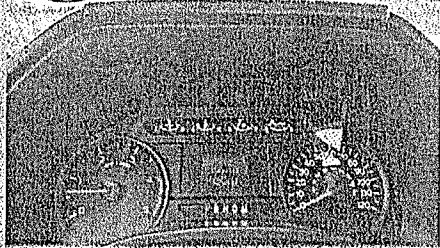
- ✓ Outboard Front Lap And Shoulder Safety Belts -inc: Height Adjusters
- ✓ Rear Child Safety Locks
- ✓ Safety Canopy System Curtain 1st And 2nd Row Airbags
- ✓ Side Impact Beams

Pictures of used 2020 Ford Super Duty F-350 DRW XL 2WD Crew Cab 179" WB 60" CA in Bangor, ME



WHITE
Ford

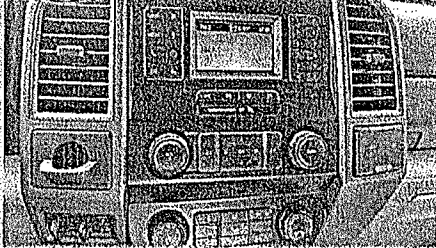
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207 Perry Road Bangor, ME



www.WhiteFord.com

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Ford

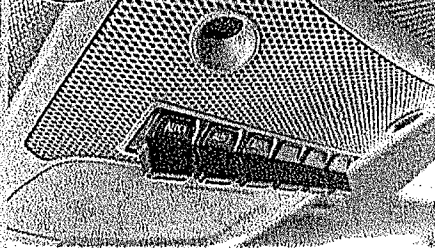
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207 Perry Road Bangor, ME



www.WhiteFord.com

TOWN COUNCIL

YR: 25 MO: 11 ITEM # 17

AGENDA REQUEST

* Please note Public Notices need a 7–14-day advance notice in the paper depending on subject.

Council Meeting Date: November 10, 2025	Today's Date: October 30, 2025
Department: Town Manager	
Department #: 0100	

Request:**Executive Session (0100)**

Retire into Executive Session Pursuant to Title 1 MRSA Section 405 (6) (A) Personnel.

Action Needed From Council: Retire into Executive Session

Is This Item Budgeted:	
Was This A Bid Process:	Lowest Bid:
Is Public Hearing Required:	
If So What Dates:	

Month of October 2025									
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Tax Year	FY Total Abate-ments	FY Total Supplemental Bills	Total Commitment	Monthly Revenue	Balance	Percent Collected	Percent Collected Last Year
FY22/OLDER	\$ 184.33			\$ -	\$ 25,547.73		
FY23	\$ 101.20		\$ 9,211,729.23	\$ 829.97	\$ 32,864.18		
FY24			\$ 10,704,302.46	\$ 2,951.14	\$ 125,421.71		
FY25			\$ 11,614,025.40	\$ 34,711.38	\$ 309,949.98	97.34%	97.33
FY26		\$ 6,178.20	\$ 12,628,010.24	\$ 2,027,217.82	\$ 10,136,746.72	19.73%	15.70
FY27				\$ 3.00	\$ (1,462.55)		
Total	\$ 285.53	\$ 6,178.20					
TOTAL MONTHLY REVENUE				\$ 2,065,713.31			

COMMENTS:

This month there were 950 tax receipts processed in our office, as well as three Supplemental bills issued by our Assessor.

Respectfully Submitted,

Tracie L. York, Tax Collector

Excise Collection		% Collected		Last Year		% Col Last Year	
Motor Vehicle		\$ 113,617.62		\$ 112,940.73			
Boat		\$ -		\$ 18.00			
Aircraft		\$ -		\$ -		Est FY 25 \$ 1,000,000	
Total this month		\$ 113,617.62		\$ 112,958.73		11.29%	
FY 2026 Excise Total		\$ 439,429.71					