



**Mid-Coast Solid Waste Corporation  
Board of Directors Meeting  
January 29, 2025 – 6:30 p.m.**

**Agenda**

This meeting will be held in person in the French Room in the Camden Town Office and streamed at:

[www.youtube.com/TownofCamdenMaine](https://www.youtube.com/TownofCamdenMaine).

Hybrid Option:  
Join Zoom Meeting  
<https://us02web.zoom.us/j/86943917866>  
Meeting ID: 869 4391 7866

One tap mobile  
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+13017158592,,86943917866# US  
(Washington DC)

- 1. Review and Approval of November 20, 2024 Meeting Minutes**
- 2. Public & Director Comments** (*please limit public comment to non-agenda items*)
- 3. Action Item: Review of Teamster Local 340 Collective Bargaining Agreement: Review & Vote**
- 4. Finance Committee Report**
- 5. Action Item: Recommendation of Budget for Fiscal Year 2025-2026: Review & Vote**
  - a) Motion to establish and or transfer reserve account funds as needed based on Board recommendations
- 6. Adjourn**



**MIDCOAST SOLID WASTE CORPORATION  
BOARD OF DIRECTORS MEETING  
November 20, 2024**

**MEMBERS PRESENT:** Keryn Laite (Chair) – Lincolnville, Robyn Tarantino – Lincolnville (Secretary), Alison McKellar (Vice Chair & Treasurer) – Camden, Greg N. Door – Camden, Sarah Smith – Hope, Crystal Robinson – Hope, William Bow – Rockport, Michael Thompson – Rockport

**MEMBERS ABSENT:**

**REPRESENTATIVES PRESENT:** David St. Laurent, MCSWC Manager

**GUESTS:**

Keryn Laite, Chair, called the meeting to order at 6:40 pm.

Chair Laite opened the meeting and noted that Bill Bow was attending the meeting via zoom link.

**1. REVIEW AND APPROVAL OCTOBER 23, 2024, MEETING MINUTES:**

Chair Laite entertained a motion to approve the Board of Director Minutes of October 23, 2024. *Smith moved to approve the minutes. Door seconded. Discussion followed. Smith asked that Attorney Kelly's name be corrected from Mike to Bill, and the word Vice be struck from the opening of the meeting, and a few minor spelling/grammar issues were discussed. Seeing no further discussion, Chair Laite called the motion. Motion passed. (71.57% in favor, 0 opposed, 28.44% abstentions (Thompson, Door and Robinson were not in attendance)).*

**2. PUBLIC & DIRECTOR COMMENTS:**

Chair Laite recognized a member of the public that wished to speak. Acacia Woodmere, a student at Camden Hills Regional High School (CHRHS) spoke about mixed-use recycling in Camden vs. the current sorting system in place. Acacia conducted a survey for a school project around Rockport and Camden using people who have created recycling habits. The survey response supported that most area recyclers felt they would benefit from mixed use recycling. Acacia discussed how much time people devote to recycling and the questions they have on preparing the materials for recycling. Acacia noted that because people are busy there was a desire for a mixed-use recycling system. Acacia recognized that the cost of recycling has gone up in recent years and suggested a volunteer program could be instituted to assist residents with the sorting process. A second suggestion was to fundraise for the expense of changing the handling of recycling from sorted to mixed use when brought to the facility. Additionally, she suggested there was a need for a pamphlet to assist people on how to recycle and what can be recycled. Smith thanked Acacia for her email communications and discussed forms that are already available at MCSWC, adding that these could be better distributed throughout the town.

McKellar will forward copies of these documents to Acacia. St. Laurent added that staff is available on the recycling line to assist people daily. McKellar clarified that mixed use recycling is the same as single stream which has been discussed many times over the years. McKellar added that the cost of single sort recycling has become expensive, supporting Acacia's ideas for volunteers and that continuing to think on these ideas would be a good path and invited Acacia to continue looking at further options.

Laité discussed that the current meeting agenda will include issues such as recycling during goal setting for the facility. Laité supported the idea of students coming to board meetings and sharing their passion for these subjects and welcomed the input they might provide. Smith added that volunteers would need to be trained in safety issues while on site and thought beginning with one material might be helpful or setting up off site sorting as an option. McKellar added that high valued materials should be part of the conversation and suggested the public might want to know what did the most good if they cannot do it all. St. Laurent cautioned residents that giving your recycling to someone collecting it for a fee noting that sometimes that material actually ends up in the landfill and not recycled. He suggested that residents should focus on setting up a home recycling system as the best solution and provided an example. St. Laurent supported having a workshop to look at ways to collect recycling in different situations like a house vs. apartment living. Tarantino and other board members shared personal recycling methods as well. McKellar restated that a volunteer group could be part of the solution for the students interested and agreed to keep communicating with Acacia. Chair Laité thanked Acacia for presenting to the Board the results of her school project.

#### **DIRECTOR COMMENTS:**

Thompson asked for clarification on cleaning recycling containers, such as peanut butter jars. St. Laurent discussed how glass separated in recycling is used for other purposes noting that there is limited or no market for glass in New England but keeping it from the waste stream is a good thing. St. Laurent suggested that promoting the value of certain materials for recycling or handling fewer categories of material could be included in the workshops and goal setting going forward.

Chair Laité requested a brief Manager's update be given by St. Laurent. The change was accepted.

### **3. MANAGERS UPDATE:**

St. Laurent informed the membership that the FY24 Audit for MCSWC was underway and had begun on November 7, 2024.

St. Laurent received information that an investigation into a possible lawsuit for a personal injury that occurred at the facility where our sheetrock is taken determined that MCSWC has no liability in the accident. MCSWC owns the sheetrock can involved with the accident, but as MCSWC does not maintain the can, there is no liability.

St. Laurent reported a concern that a break-in at the gatehouse occurred 3 weeks ago over the weekend. Entry was made through a window and although cameras had been installed a clear picture was unavailable as the culprit's face was covered well. Only a small amount of dog biscuit money was taken, and the police were notified.

On October 30, 2024, the Maine Department of Environmental Protection (DEP) did an on-site inspection of the landfill. Chair Laite asked what will come from this inspection. St. Laurent explained a report will follow from the DEP, which St. Laurent expects to be mostly favorable but if there are findings from the inspection, any corrections needed will be listed in the report. St. Laurent will make any corrections necessary, and the work done will be included in the annual report sent to the DEP. Bow asked if the inspection encompassed the whole facility. St. Laurent explained that the transfer station gets a separate inspection which took place last year and there was only one correction regarding universal waste housekeeping which was very minor. St. Laurent will follow up with the membership when he receives the report.

On November 21, 2024, a meeting will be held with the Maine Municipal Insurance loss control agent assigned to the facility. This meeting will focus on safety and a review of the facility. St. Laurent will follow up with the membership when he receives feedback. An employee hurt his finger while working a couple of weeks ago, they had no lost time and have returned to work with no restrictions.

St. Laurent reported on the continuing well development work. Today, the well installer flushed the well to make sure it would produce water and found there was good connectivity to our aquifer. McKellar was able to get drone pictures and share them with the board. One shows the well producing a geyser. Work on the extra piece of casing to bring it to grade; the piping and electrical work for automation will now be brought over to the newly constructed well, and the time estimate is several more weeks for that work.

#### **4. GOAL SETTING DISCUSSION:**

St. Laurent opened the goal setting discussion noting that he focuses on where to spend time and resources to be most effective. As Manager, he highlights the needs of the facility; the Board provides input about what they would like to have happen at the facility, and between the two a combined set of priorities and goals can be set. St. Laurent noted the budget has not had an increase in four years and reserve funds have funded equipment and been replenished in that time. Instituting a capital plan into place will assist with future planning.

St. Laurent was clear that focus is needed in the Compactor Area as a priority. The facility is required by law to handle the MSW of the towns, and the waste disposal area equipment needs replacing. Funds are allocated in the current budget to begin the process. St. Laurent presented how a more efficient hauling system for disposal of MSW and hauling would lower costs. A comprehensive look at the equipment is overdue but as this work is related to the budget, a discussion on how costs could affect assessments or fees may be needed.

St. Laurent would like to review the naming of the committees to analyze and create committees that are more related to the work that needs to be done. McKellar added background on the written By-Laws expressing to the board that updates or clarification recommendations to the document can be done at the board level. McKellar discussed how the Inter Local Agreement, as written, includes outlines for

when voting by the residents of the four towns is needed. Areas of the document need housekeeping to create a document that can be better interpreted. Chair Laite added the Interlocal Agreement can only be changed if the four towns agree, by voting, to change it, and agreed with McKellar that the By-Laws are able to be changed by the Board and that includes committee designations and assignments. This work on the guiding documents would begin with the Governance Committee. Laite questioned if committees could be combined and a review of the current role of ex-officio's updated to match how the Manager and Board of Directors address oversight of the facility today.

St. Laurent agreed that committees need better explanation of their directive and how best to focusing on current issues and work with the Manager when needed. A lengthy discussion of the current committees and the work they are tasked with took place. A discussion on the need to have critical capital planning developed and put into place was held. Smith asked if there might be personnel in the towns that could work on finding possible grant funds for help with financing some goals. Chair Laite expressed that the details of what the facility needs would be the first step to working toward what financing needs to be covered. St. Laurent agreed and described a new process that could lead to better decision making and presentation to the board of what the facility needs in the future regarding equipment and management of the facility. St. Laurent cited better planning will reduce the need to react to situations which inevitably costs the company more. Laite agreed adding that St. Laurent has turned MCSWC from being in crisis mode to bringing attention to things the facility needs and presenting these needs to the Board has greatly improved.

St. Laurent suggested developing two committees Finance and Capital Planning and continuing the Governance Committee which will help with the needed document reviews. Capitol Planning and Finance would look at a few items that need attention or investment and then that work will be incorporated into the budget process.

Smith requested that initial information for equipment replacement include what money is available or needed and then following the review of equipment having the Manager set a five-year plan to assist with the budget.

St. Laurent added that setting the budget this year for FY26 he will be developing a "bridge budget" to begin the process of what can be included next year for budgeted improvements. St. Laurent asked that the Finance Committee assist with the FY26 budget and then it transitions into a committee that begins to work with the Capital & Strategic Planning Committee to look toward setting resources in the FY27 budget and assisting with presenting information to the board. These two committees may eventually work as one.

Further discussion on the role of the committees and what work individual board members felt they would be best suited for followed. McKellar added that Manager recommendations should drive the direction on what is helpful for Committees and the Board to begin working on. Bow suggested that the Managers list of needs and the Board list on what it would like to see happening at the facility would be combined to see what makes sense and how to best move the work forward. St. Laurent agreed committee work is important and added that the goals should be narrowed to a short list because overdoing, or having too many goals, can lead to an inability to complete all the goals.

Chair Laite recognized Smith’s request to be placed on the Capital & Governance Committee. A brief discussion on the time commitment and responsibility of members assigned to the Personnel Committee was held. In addition to being “on call” for staff personnel matters, members of the Personnel Committee will review the upcoming Union Contract which is produced and developed by the Manager prior to board approval. The committee will also choose the criteria for a document to complete a review for the Managers job performance and then execute the annual review. The Manager will complete employee reviews.

The following Committees were set for Fiscal Year 2024-2025

|  |  |
|--|--|
| <p>Finance Committee</p> <p>Alison McKellar – Camden<br/>         Robyn Tarantino – Lincolnville<br/>         Bill Bow – Rockport<br/>         Keryn Laite – Lincolnville<br/>         David St. Laurent – Manager</p>                   | <p>Governance Committee</p> <p>Alison McKellar – Camden<br/>         Mike Thompson – Rockport<br/>         Crystal Robinson – Hope<br/>         Greg N. Door – Camden<br/>         David St. Laurent – Manager</p> |
| <p>Strategic &amp; Capital Planning Committee</p> <p>Alison McKellar – Camden<br/>         Mike Thompson – Rockport<br/>         Sarah Smith – Hope<br/>         Keryn Laite – Lincolnville<br/>         David St. Laurent – Manager</p> | <p>Personnel Committee</p> <p>Greg N. Door – Camden<br/>         Sarah Smith – Hope<br/>         Keryn Laite – Lincolnville<br/>         David St. Laurent – Manager (as needed)</p>                               |

Discussion continued:

Tarantino asked if Dave had goals in his mind like topics mentioned during the recent site tour and his opening thoughts on goals. St. Laurent agreed that he has ideas of what he feels the facility needs; and will work on them within the committees.

St. Laurent will continue to occasionally bring guests to help educate the board on what is needed. Board members spoke about ideas they had for future board discussions and agreed recycling would be one of those topics. Tarantino asked that developing an education module for the schools be included as a topic. McKellar discussed using funds allocated in the budget to fund small group proposals; perhaps starting with Acacia’s project if students were interested. A group known as Waste Watch was an example of this kind of community work approved by past boards. Laite agreed that educating students would get more traction, bringing information they learn to individual households to help increase recycling.

**5. ADJOURN:**

***Chair Laite entertained a motion to adjourn the meeting at 8:27 p.m. Sarah Smith moved to adjourn the meeting. Robinson seconded. No discussion. Motion passed. (100% in favor, 0 opposed)***

Respectfully Submitted,

Beth Kwiatkowski  
Recording Secretary

*If there are any questions regarding the decisions made at the meeting, please refer to the meeting video found at [www.youtube.com/TownofCamdenMaine](http://www.youtube.com/TownofCamdenMaine)*

**SCHEDULED MEETINGS:**

January 22, 2025, Regular Board Meeting - 6:30 p.m., John French Jr. Conference Room – Camden Town Office

**Collective Bargaining Agreement**

**Between**

**Mid-Coast Solid Waste Corporation**

**and**

**Teamsters Local 340**

**Effective Date**

**July 1, 2025**

**Expiration Date**

**June 30, 2028**



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This Agreement is entered into between Mid-Coast Solid Waste Corporation, hereinafter referred to as "MCSWC" and Teamsters Local Union No. 340, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "Union."

ARTICLE 1  
PURPOSE OF AGREEMENT

Pursuant to the provisions of the Municipal Public Employees Labor Relations Law (26 M.R.S.A. §§ 961-974, as amended), the parties have entered into this Agreement in order to promote orderly and peaceful relationships between Mid-Coast Solid Waste Corporation ("MCSWC") and the Employees represented by the Union and to set forth their agreement covering wages, hours, and other terms and conditions of employment. MCSWC, the Union, and the Employees agree that they will cooperate in an effort to provide safe, efficient, user friendly and environmentally sound service to the public for the disposal and recycling of solid waste.

ARTICLE 2  
RECOGNITION

MCSWC recognizes Teamsters Local 340 as the sole and exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours and other terms and conditions of employment for the unit described below which was agreed to by the parties and certified by the Maine Labor Relations Board on February 11, 2013.

Full-time hourly employees and part-time hourly employees (regularly scheduled to work 32 or more hours a week) in the following two classifications:

Operator  
Mechanic and Maintenance

Excluding: Manager, Administrative Assistant, seasonal, temporary and all other employees of Mid-Coast Solid Waste Corporation.

ARTICLE 3  
NONDISCRIMINATION

Both MCSWC and the Union agree that neither of them will discriminate against any Employee in violation of applicable law in hiring, promoting or assigning to positions or in regard to any term or condition of employment because of race or color, sex, physical or mental disability, religion, ancestry or national origin, age, or other status protected by law or involvement or lack of involvement on behalf of the Union.

ARTICLE 4  
DEFINITIONS

Section 1. Employee. The term “Employee” as used in this Agreement, shall be deemed to mean the members of the bargaining unit covered by this Agreement as defined in Article 2.

Section 2. Gender Neutral Terms. The term “she” or “her” or “he” or “him” or “they” or “them” as used in this Agreement, are intended to be gender neutral and equally applicable to persons of the female and male gender.

Section 3. MCSWC. The term “MCSWC” as used in this Agreement shall mean Mid-Coast Solid Waste Corporation of Rockport, Maine.

Section 4. Union. The term “Union” as used in this Agreement shall mean the Teamsters Union Local 340.

Section 5. Day. The term “day” is a calendar day.

Section 6. Full-Time Employee. The term “full-time” as used in this Agreement shall mean an Employee who is regularly scheduled to work 40 hours a week.

Section 7. Part-Time Employee. The term “part-time” as used in this Agreement shall mean an Employee who is regularly scheduled to work at least 32 hours a week but fewer than 40 hours a week.

Section 8. Probationary Employee.

(a) Initial Probation. All full-time and part-time employees will be treated as probationary during the first six (6) months of employment. A probationary employee may be removed at any time during the probationary period with or without cause. A probationary employee is not eligible to use the grievance or arbitration provisions of this Agreement.

(b) Transfer Probation. An Employee who transfers to a new position shall have up to twelve (12) weeks to decide whether s/he wants to stay in the new position or return to the Employee’s prior position. The Manager shall have up to twelve (12) weeks to decide whether the Employee is suitable for the new position. The decision of the Manager to return the Employee to his/her prior position is not subject to the grievance or arbitration Articles of this Agreement.

ARTICLE 5  
UNION SECURITY

Membership in the Union is not compulsory. The Union is required under this Agreement to represent all of the Employees in the bargaining unit fairly and equally without regard to whether or not an employee is a member of the Union. The terms of this Agreement have been made for all Employees in the bargaining unit and not exclusively for members of the Union.

Employees may elect to accept the provisions of either Sections 1 or 2 below.

Section 1. Union Membership. All Employees who are members of the Union as of the date of this Agreement and all Employees who hereafter become members of the Union, shall, as a condition of employment, maintain their membership in good standing in the Union for the duration of this Agreement.

Section 2. Discharge of Employee. Any Employee who elected to select the provisions of Section 1 or 2 and who fails to maintain his/her membership as required in Section 1 of this Article, shall be discharged by MCSWC upon notification from the Union and corroborative proof of nonpayment by the Employee.

Section 3. Hold Harmless. The Union shall indemnify, defend and hold MCSWC harmless-against all claims and suits, which may arise as a result of action taken pursuant to this Article and in the collection of dues.

ARTICLE 6  
CHECK-OFF

MCSWC shall deduct regular monthly dues and initiation fees upon receipt of signed authorizations from the members (a copy of which is to be retained by MCSWC) and a certified statement from the Secretary-Treasurer of the Local Union as to the amount of dues. MCSWC shall forward all such dues so collected to the Secretary-Treasurer of the Local Union before the end of each month in which deductions were made. The Union shall indemnify and save MCSWC harmless against all claims and suits, which may arise by reason of any action taken in making deductions of said dues and remitting the same to the Union pursuant to this Article.

MCSWC agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contribution to the Democrat, Republican, Independent Voter Education (DRIVE) program. DRIVE shall notify MCSWC of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. MCSWC shall transmit to DRIVE National Headquarters on a monthly basis, in one check the total amount deducted along with the name of each employee on whose behalf a deduction is made, the Employee's Social Security number and the amount deducted from the employee's paycheck. The International Brotherhood of Teamsters shall

reimburse MCSWC annually for MCSWC's actual cost for the expenses incurred in administering the weekly payroll deduction plan.

ARTICLE 7  
UNION BUSINESS

Section 1. Bulletin Board. MCSWC will provide space for and install a bulletin board in the break room. The Union shall limit the use of the bulletin board to official Union business, for example, meeting notices and Union bulletins.

Section 2. Access to Premises. Upon reasonable notification, the Employer shall permit Union representatives access to the work premises during working hours for the purpose of adjusting grievances and other legitimate routine matters so long as such visits do not disrupt the normal operations of the Employer. Permission to enter the premises shall not be unreasonably denied.

Section 3. Designation of Stewards. MCSWC recognizes the right of the Union to designate employees as stewards. The Union shall notify MCSWC, in writing, of the names of the stewards and any changes therein.

ARTICLE 8  
SENIORITY - LAYOFF - RECALL

Section 1. Seniority. Seniority shall be computed as the last date of hire in the bargaining unit. After the successful completion of the probationary period, the Employee's starting date for seniority purposes will be his/her last date of hire.

Section 2. Seniority List. Within one month of the execution of this Agreement and when there is a change in the seniority list, MCSWC will post the seniority list on the bulletin board and furnish to the Union a copy of the seniority list.

Section 3. Layoff. If MCSWC determines that a general reduction in a classification is necessary, the layoff shall be made in inverse order of seniority, with probationary employees laid off first, provided in all cases that the remaining employees shall have the skill, ability, and qualifications to perform the work required, and provided further that the employees who remain shall be required to work as scheduled by MCSWC, so that MCSWC's staffing needs, as determined by MCSWC, shall be fully met.

Section 4. Furlough. *Furlough* is a mandatory but temporary leave of absence from work. Furloughed employees are expected to return to work on a specific date. Each furloughed employee will not be paid a regular wage during the furlough period and are eligible to collect unemployment through the Maine Department of Labor. Furloughed employees who receive health insurance and retirements benefits from MCSWC, and are compensated for a portion or all of those benefits, will retain their benefits for up to 3-months. Employees will not lose benefits if

they return to work prior to 3 months. Employees will be required to pay any portion of their benefits not covered by MCSWC out-of-pocket. MCSWC will invoice each employee on a monthly basis for the benefit coverage. The MCSWC furlough is voluntary for union-member employees. Volunteers will be selected for furlough on a seniority basis, with the most-senior volunteers granted furlough.

Section 5. Recall and Seniority Rights during Layoff and Furlough. The seniority of an Employee who has been laid off or furloughed shall be protected for a period of twelve (12) months from the day of the layoff or furlough. Employees will be recalled, in reverse order of layoff or furlough, provided the Employee is qualified to perform the work required. It is the obligation of the Employee to keep MCSWC advised of changes in address.

When recalled, the Employee shall give MCSWC an answer within forty-eight (48) hours of the earlier of either telephone notice or within five (5) days of the date the recall notification is deposited in the mail (via certified mail). The Employee must agree to return to work: (a) within five (5) days of such notification if not employed; or (b) within fourteen (14) days if employed.

Section 6. Breaks in Seniority. Seniority shall be broken if the Employee:

- (a) voluntarily terminates employment;
- (b) is discharged for “just cause”;
- (c) is on layoff status without being recalled and without returning to work for more twelve (12) months;
- (d) fails to return to work as hereinafter provided in the case of recall from layoff, when recalled to the position from which the Employee is laid off;
- (e) fails to return to work in accordance with the terms of a leave of absence;
- (f) accepts employment while on a leave of absence.

## ARTICLE 9 HOURS OF WORK/PAY

Section 1. No Guarantee. The provisions of this Article are intended only to provide the basis for calculating an Employee’s eligibility for compensation, and are not intended in any way to guarantee any Employee any minimum or specified hours of work.

During the term of the Agreement, there will be no change in the regularly scheduled hours of work for unit employees without negotiating the decision to change these hours and the impact of that decision.

Section 2. Work Week. For payroll purposes the “work week” shall be defined as a period of seven (7) consecutive days beginning Friday at 12:01 a.m.

Section 3. Time Records. An Employee’s time record shall be the basis for establishing the number of hours worked by each Employee. It is the responsibility of each Employee to complete his/her own time record. An Employee may not fill out the time record of another Employee or permit another to fill out his/her time record.

Section 4. Pay Period. The pay period will be weekly. Employees will be paid on Fridays. Direct deposit is required by all employees covered under this Agreement..

Section 5. Overtime Rate. Employees shall receive one and one-half times (1½) their regular hourly rate of pay for all hours worked in excess of forty (40) hours in the work week. The Manager must authorize all overtime in advance.

Section 6. Time Worked. Holidays will be considered time worked only when the holiday falls within the regularly scheduled work week of the Employee. For purposes of calculating overtime hours worked shall include vacation, holiday, and bereavement hours. Sick time will not be included in hours worked when calculating overtime.

Section 7. Breaks.

- (a) Employees shall be allowed to take one fifteen (15) minute paid break in the morning and one in the afternoon; breaks will be scheduled by the Manager.
- (b) An Employee shall be allowed a half hour unpaid meal break.
- (c) Break time cannot be accumulated during the day or carried over from day to day.

ARTICLE 10  
DISCIPLINE/DISCHARGE

MCSWC retains the right to discipline or discharge for just cause.

ARTICLE 11  
SUSPENSION PENDING TERMINATION

The Manager may suspend an Employee with pay pending the Manager's decision on the proposed termination.

ARTICLE 12  
GRIEVANCE PROCEDURE

Section 1. Scope. As used in this Agreement, the term “grievance” shall be construed to mean a dispute by an Employee(s) who has completed his/her probationary period, or by the Union concerning the interpretation, application, or alleged breach of a specific provision of this Agreement.

Section 2. Time Limits. If the grievance is not submitted in writing to MCSWC within the time limits set forth in this Article, or if the grievance is not submitted to the next following level of the procedure set forth in this Article, within the time limits provided herein, then in either case, the grievance shall be considered waived.

Section 3. Extension of Time Limits. By mutual agreement in writing the parties may extend the time limits in any of the levels listed in this Article.

Section 4. Grievance Procedure. Both parties agree that they will cooperate to resolve grievances informally. If this is not successful, the grievance shall be submitted in writing as follows:

Within ten (10) days of when the grievant first knew or should have known of the events or conditions giving rise to the alleged grievance the aggrieved Employee(s) and/or the Union shall reduce the grievance to writing which will include a specific reference to the section(s) of the Agreement which is in issue, sign the grievance and submit it to the Manager. The Manager shall submit a written answer to the grievance to the grievant within fourteen (14) days.

ARTICLE 13  
ARBITRATION

Section 1. Appeal. If the Union is not satisfied with MCSWC’s answer to the grievance and if the grievance has been properly processed through the grievance procedure set forth in Article 13, it may be appealed to arbitration by the Union by serving a written notice on the Manager of MCSWC within ten (10) days of the issuance of the answer in Article 13, Section 4.

Section 2. Selection of Arbitrator. Promptly after the Union’s notice of intention to appeal to arbitration, the Union shall contact MCSWC and the parties shall make a good faith effort to select an arbitrator. If the parties are unable to select an arbitrator satisfactory to both parties within a period of ten (10) days from the Manager’s receipt of the Union’s notice of appeal, then the grievance shall be submitted to the Maine Board of Arbitration and Conciliation.

Section 3. Arbitration Expenses. The fees and expenses of the arbitrator, and any facilities for the holding of arbitration proceedings shall be shared by the parties. The fees and expenses of counsel utilized by either party shall be borne by the party so employing the counsel.



Section 4. Location. All arbitrations under this Section shall take place in one of the four towns which are part of MCSWC, unless otherwise agreed by the parties.

Section 5. Expenses of Witnesses. Witnesses called by MCSWC shall be reimbursed by MCSWC for any loss of normal working time; witnesses called by the Union shall be reimbursed by the Union for any loss of normal working time.

Section 6. Proceedings to be Private. Arbitration hearings shall be conducted in private and shall include only the parties in interest and their designated representative, except that either party shall have the right to call upon witnesses and have counsel.

Section 7. Decision of Arbitrator. The parties agree to accept the decision of the arbitrator as final and binding except as subject to the right of a party to appeal under State law.

#### ARTICLE 14 MANAGEMENT RIGHTS

MCSWC retains all rights and authority to manage and direct its employees, except as otherwise specified in this Agreement.

#### ARTICLE 15 WORK RULES

MCSWC may issue and enforce reasonable work rules and safety regulations necessary for the safe, orderly and efficient operation of MCSWC. Except in case of an emergency, copies of all changes in work rules promulgated after the approval of this Agreement shall be provided to the Union and posted on the bulletin board five (5) working days before they take effect.

#### ARTICLE 16 LEAVES OF ABSENCE

Section 1. Bereavement Leave. An Employee may be excused from work for up to seven consecutive (7) days because of death of his/her spouse, child or stepchild.

An Employee may be excused from work for up to three consecutive (3) days for a death of a member of his/her immediate family as defined below.

The Employee shall be paid his/her regular rate of pay for the scheduled work hours missed.

Immediate family is defined as: parents, brothers, sisters, mother-in-law, father-in-law, grandfather, grandmother, grandchildren, stepfather, stepmother, or other relative if living in the same household as the Employee.

An Employee may request one day off to attend the services/function of a person not covered above. At the sole discretion of the Manager, this request may be granted with pay.

Section 2. Military Leave. A leave of absence without pay for military service/training obligations shall be granted in conformance with the applicable law in force at the time of the request.

Section 3. Jury Duty Leave. An Employee shall be excused from work for jury duty. Employees are encouraged to fulfill such duties. MCSWC will pay the Employee the difference between his/her regular pay and juror's pay, provided the Employee presents an official statement of jury pay received. The Employee must inform the Manager as soon as possible of such notice of jury duty and to return to work promptly after such jury duty is completed.

Section 4. Other Leave Without Pay. For circumstances not covered by other sections of this Article, an Employee may submit to the Manager a request for a leave of absence without pay for thirty (30) days. The decision whether to grant the request will be based on the reason for the leave and the operational needs of MCSWC. Requests for leave of absence without pay shall be made at least thirty (30) days prior to the requested departure date in writing to the Manager.

An unpaid leave of absence may be extended up to thirty (30) additional days upon request of the Employee and approval of the Manager. The Employee is expected to return to work upon the expiration of the leave, or to have arranged an extension of the leave two weeks prior to its expiration. Failure of the Employee to return to work upon expiration of an approved leave will be deemed to be a resignation from employment. The maximum leave of absence is sixty (60) days.

For leaves granted under this section an Employee may choose to continue health insurance and any other benefits for the duration of the leave by assuming MCSWC's contribution.

Section 5. General Provisions Regarding Leaves. An Employee is prohibited from engaging in employment with any other employer, or in self-employment, while the Employee is on any paid or unpaid leave of absence.

Vacation and sick leave will not accrue during a leave.

Holiday time will not be paid during a leave.

## ARTICLE 17 VACATION TIME

Effective on the payroll period following the signature of the Agreement by both parties, an Employee who is regularly scheduled to work 40 hours a week will accrue vacation time based on the number of hours paid subject to a yearly maximum. Employees who work 32 or more hours a week but less than 40 hours a week will accrue vacation time as "eligible part-time employees."

| <b>Years of Service in the Bargaining Unit</b> | <b>Formula</b> | <b>Hourly Accrual</b> | <b>Maximum Hours/Year</b> |
|--|----------------|-----------------------|---------------------------|
| 6 months - 4 years                             | 80/2080        | .03847                | 80                        |
| >5 - 14 years                                  | 120/2080       | .0577                 | 120                       |
| 15+ years                                      | 160/2080       | .0770                 | 160                       |
| Eligible part-time employees                   | 64/1664        | .0385                 | 64                        |

During the first 180 days of employment the Employee accrues but may not use vacation time nor will the Employee be paid out any vacation time if the Employee leaves employment. Following the completion of 180 days of employment the Employee will be eligible to use accrued vacation time as of their first day of work. An Employee cannot use vacation time until the Employee has completed six months of full-time employment.

Vacation time shall be granted at such a time or times as shall be mutually agreeable to the Employee and the Manager.

Vacation accrued in excess of 30 working days at the end of the fiscal year shall be lost.

During the first two quarters of each fiscal year an Employee who has accrued four weeks or more of vacation time may submit a request in writing to the Manager to be paid for up to two weeks of accrued vacation at a rate of 90% of its value. The Employee may only submit a request for vacation payout one time each year.

An Employee who has completed six or more months of employment will be paid out any accrued but unused vacation time at separation.

**ARTICLE 18**  
**SICK TIME**

Effective on the payroll period following the signature of the Agreement by both parties, an Employee who is regularly scheduled to work 40 hours a week will accrue sick time based on the number of hours paid subject to a yearly maximum of 96 hours. Employees who work 32 or more hours a week but less than 40 hours a week will accrue sick time based on number of hours paid subject to a yearly maximum of 80 hours.

| <b>Formula</b> | <b>Hourly Accrual</b> | <b>Maximum Hours/Year</b> |
|----------------|-----------------------|---------------------------|
| 96/2080        | .046                  | 96                        |
| 64/1664        | .0385                 | 64                        |

During an Employee's probationary period the Employee neither accrues sick time nor will the Employee be paid out any sick time if the Employee leaves employment. Following the completion of the probationary period the Employees will be treated as having accrued sick time as of their first day of work. An Employee cannot use sick time until the Employee has completed six months of full-time employment.

If an Employee is sick, the Employee must call the Manager on his cell phone or at the office no later than the start of the employee's shift.

If an Employee calls out sick on the day before or after a holiday on which MCSWC is closed, the Employee will not receive pay for that holiday. An exception will be made if the Employee provides a medical excuse from a medical provider or arrangements are made with the Manager in advance.

Sick time may be used only in the following cases:

1. The personal illness of the Employee or the physical incapacity of the Employee of such degree as to render the Employee unable to perform the duties of the position, unless the Employee is capable of other work and is assigned to such other work.
2. The medical or dental appointments of the Employee.

Upon request the Employee shall furnish the Manager with a certificate from his/her attending physician when sick time is used.

During the work day, an absence for a fraction or a part of a day that is chargeable to sick time shall be charged in an amount not smaller than two hours per occasion. Sick leave usage shall be recorded on the payroll slip. The Manager shall review all sick leave records periodically and investigate any cases which indicate abuse. Abuse or excessive use of sick leave (even when medically certified) may result in dismissal.

An Employee may accrue a maximum of 90 days (720 hours) of sick pay. Any time in excess of 720 hours will be lost automatically.

In December of each year, an Employee may cash out up to 96 hours of sick time, so long as the Employee retains at least 40 hours of sick time, by submitting to the Manager a written request. The Employee will be paid out their sick time at the rate of 40%.

An Employee who has completed six or more months of employment will be paid out any

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accrued but unused sick time at separation at the rate of 40%.

**ARTICLE 19**  
**EARNED PAY LEAVE**

Earned paid leave (EPL) shall accrue for all covered MCSWC employees, as defined under Maine’s Labor and Industry standards, 26 M.R.S. § 637, at a rate of one (1) hour earned for every forty hours worked in one year of employment. A “covered employee” may include a person who is employed by the facility in a full time, part time, or per diem capacity.

All MCSWC employees are eligible for EPL under MCSWC’s employment policy.

**ARTICLE 20**  
**HOLIDAYS**

Section 1. Holidays. Each year, on or before December 31<sup>st</sup>, the Manager will post a list of the holidays which MCSWC will recognize the following year. Subject to the other provision of this Agreement, the following holidays shall be paid holidays:

- New Year’s Day
- Martin Luther King Day
- President’s Day
- Patriots Day
- Memorial Day
- Juneteenth Day
- July 4th
- Labor Day
- Indigenous People’s Day
- Veteran’s Day
- Thanksgiving Day
- Christmas Day

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If a holiday falls on a day that MCSWC is regularly closed (currently Mondays) Bargaining Unit Employees will be paid for the holiday during the work week when the holiday falls.

Section 2. Holiday During Leave of Absence. An Employee on a leave of absence (with or without pay) shall not be entitled to holiday pay.

Section 3. Holiday During Vacation Periods. An Employee will be entitled to an additional day of vacation leave if a paid holiday falls within his/her vacation period or scheduled day off.

Section 4. Holiday During Work Schedule. If the holiday falls on an Employee’s regularly scheduled work day, the Employee will receive that day off.

ARTICLE 21  
INSURANCE AND RETIREMENT

Section 1. Health Insurance. MCSWC shall maintain a group health insurance plan with the same or similar benefits to the one now in effect for full time Employees.

For full time bargaining unit employees employed by MCSWC on or before June 30, 2018: MCSWC will pay 100% of the cost of the premium for the Employee and the Employee's family/other coverage will be paid 80% by MCSWC and 20% by the Employee.

For full time bargaining unit employees employed by MCSWC after the date of execution of the Agreement by both parties: MCSWC will pay 85% of the cost of the premium for the Employee and the Employee's family/other coverage will be paid 85% by MCSWC and 15% by the Employee.

For bargaining unit employees who work 32 or more hours a week but less than 40 hours a week: Beginning July 1, 2021 MCSWC will pay 85% of the cost of the premium for Employee only coverage. Employees who work 32 or more hours a week but less than 40 hours a week will not be eligible for family/other coverage.

MCSWC reserves the right to change the deductible amount on any of its group insurance policies so long as it does not exceed \$1,000 for the Employee's deductible amount and reserves the right to change any of its insurance carriers for any coverage provided under the terms of this Agreement.

A full time bargaining unit Employee who provides evidence of health insurance coverage from another entity will receive a stipend of \$600 a month for opting out of the MCSWC group insurance plan.

Section 2. Insurance Premiums Pre-Tax. With the exception of Income Protection, employees are able to pay insurance premiums under a Section 125 Premium Only Plan, which allows employees to pay the premiums on a pre-tax basis. Benefits under the Section 125 Premium Only Plan not utilized by the employee in the manner as specified shall be returned to MCSWC.

Section 3. Retirement. MCSWC offers the International City Management Association Retirement Corporation (ICMA-RC) retirement program. MCSWC will make a contribution of ~~4.56~~ % of the Employee's pay if the Employee makes a contribution of ~~56.0~~ %. Further information may be obtained from the Manager. You will be provided with a summary plan description when you become eligible to participate.

MCSWC employees are also required to participate in Social Security, with both the Employee and MCSWC making the required contributions.

ARTICLE 22  
WORK CLOTHING/SAFETY BOOTS

Section 1. Work Clothing Allowance. Following the completion of the Employee's probationary period MCSWC shall reimburse the Employee up to \$100.00 every six months for a work clothing allowance after the employee provides a receipt. Work clothing eligible for reimbursement includes only external outerwear such as jackets, sweatshirts, pants, and shirts. Thermal underwear designed for working in cold conditions is also reimbursable.

Section 2. Safety Boot Allowance.

(a) Completion of Probationary Period. Following the completion of an Employee's probationary period MCSWC will reimburse an Employee for up to \$200.00 for safety boots. The safety boots must have been purchased no earlier than six (6) months prior to the submission of the receipt for the safety boots. Thereafter, the Employee shall be eligible for reimbursement in accordance with Subsection (b) below, except that an Employee may only receive one payment for Safety Boots in a calendar year.

(b) Following the Payment in Section (a) Above. Following the payment in Section (a) above MCSWC will reimburse an Employee for up to \$2400.00 for safety boots during each calendar year.

(c) General. In order to receive payment, the Employee must submit the receipt for the purchase of the safety boots to the Manager. The monies paid for the safety boots will be treated as non-wage income.

(d) Use All safety gear necessary to a task must be properly worn.

Section 3. Raingear.

MCSWC will provide durable, repairable raingear to each employee. Raingear shall be assigned to each employee and labeled with the employee's name by the employee. Raingear shall be stored onsite and is expected to last a number of years due to limited use by employees during only working hours.

ARTICLE 23  
SAFETY

Section 1. Safety Rules and Regulations. The Union recognizes the right of MCSWC to establish and enforce reasonable rules and regulations for the safe, sanitary, and efficient conduct of MCSWC's operation.

Section 2. Safety Committee. Within three months of the execution of the Agreement, MCSWC will establish a Safety Committee that will include, at a minimum, four members: two (2) selected by the Manager and two (2) members of the bargaining unit. The bargaining unit  
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members will be selected by the Union and will serve for 12 months. The Union will attempt to rotate bargaining unit members who serve on the Safety Committee.

Section 3. Reporting Injuries. An Employee must immediately report to the Manager all accidents, no matter how minor, and complete a written report on a form for that purpose. The Manager may order the Employee to obtain a medical examination from MCSWC's preferred provider or other provider.

Section 4. Reporting Equipment. An Employee shall immediately, or at the end of his/her shift, report all defects of equipment to the Manager. Such reports shall be made in two copies: one for the Manager and one for the Employee. Upon receipt, the Manager or designee will inspect the equipment, and if corrections or repairs are necessary, shall see that these are made. The Mechanic, or person performing the repair, shall certify in writing to the Manager that the repair(s) has been made and/or that the equipment was not defective; the Manager will provide the Employee with a copy.

**ARTICLE 24**  
**SEPARABILITY**

If any term or provision of this Agreement is at any time during the life of this Agreement in conflict with any state or federal law, or regulation, such term or provision shall continue in effect only to the extent permitted by such law or regulation. If any term or provision of this Agreement is or becomes invalid or unenforceable, such invalidity or unenforceability shall not affect or impair any other term or provision of this Agreement.

**ARTICLE 25**  
**DURATION**

Except as otherwise provided herein, this Agreement shall become effective as of the first pay period following signature by the parties of the Agreement and shall continue in full force and effect until midnight on June 30, 2024. It shall be self-renewing for yearly periods unless notice of intention to terminate or modify this Agreement is given in writing by either party to the other not less than ninety (90) days nor more than one hundred and twenty (120) days prior to the expiration date.



ARTICLE 26  
WAGES

PAY PLAN IMPLEMENTATION POLICY

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**GUIDELINES**

Each job description will be assigned a pay grade which will contain steps showing the starting and maximum pay across eleven steps. The step increments

COLA will be determined annually based on Social Security (SSI) as of January and will be increased every July 1<sup>st</sup> with a minimum of a 3% increase or SSI, whichever is greater.

A. PAY INCREASES

1. Pay increases will be based on a step and grade pay plan which is annually the COLA increase shall be 3% or Social Security whichever is greater as explained above and provided below.
2. Step increases are based on years of employment and calculated using the employees' start date as the first day of service
3. Job Titles and the corresponding grades are provided below.
4. Job Descriptions are kept on file at MCSWC

MCSWC Job Titles and associated grades

| <b>Job Title</b>          | <b>GRADE</b> |
|---------------------------|--------------|
| <b>Hourly Positions</b>   |              |
| Transfer Station Operator | 6            |
| Gate House Attendant      | 7            |
| Light Equipment Operator  | 7            |
| Heavy Equipment Operator  | 8            |
| Facility Backup Foreman   | 9            |
| Administrative Assistant  | 12           |
| Facility Foreman          | 15           |

The step and grade plan below is for fiscal year 2026 and will increase by 3% or the Social Security cost of living increase annually whichever is greater

| 2025-2026  |          |               |               |               |               |               |                |                |                |                |
|--|----------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| COLA INCREASE 3.0% OR SOCIAL SECURITY WHICHEVER IS GREATER |          |               |               |               |               |               |                |                |                |                |
| STEP   | New Hire | AFTER 1 YEARS | AFTER 2 YEARS | AFTER 3 YEARS | AFTER 4 YEARS | AFTER 9 YEARS | AFTER 12 YEARS | AFTER 15 YEARS | AFTER 20 YEARS | AFTER 25 YEARS |
|  | A        | B             | C             | D             | E             | F             | G              | H              | I              | J              |
| <b>GRADE</b>   |          |               |               |               |               |               |                |                |                |                |
| 6  | 20.74    | 21.36         | 22.00         | 22.66         | 23.34         | 24.04         | 24.76          | 25.51          | 26.27          | 27.06          |
| 7  | 21.85    | 22.51         | 23.18         | 23.88         | 24.59         | 25.33         | 26.09          | 26.88          | 27.68          | 28.51          |
| 8  | 22.95    | 23.64         | 24.35         | 25.08         | 25.83         | 26.60         | 27.40          | 28.22          | 29.07          | 29.94          |
| 9  | 24.09    | 24.82         | 25.56         | 26.33         | 27.12         | 27.93         | 28.77          | 29.63          | 30.52          | 31.44          |
| 12   | 27.90    | 28.74         | 29.60         | 30.49         | 31.40         | 32.35         | 33.32          | 34.31          | 35.34          | 36.40          |
| 15   | 32.29    | 33.26         | 34.25         | 35.28         | 36.34         | 37.43         | 38.55          | 39.71          | 40.90          | 42.13          |

Section 1. Retroactive to July 1, 2021—the wage scale will be applied as follows:

| Job Title            | New   | 6 Mo.s | 2 YRS | 4 YRS | 6 YRS | 10 YRS |
|----------------------|-------|--------|-------|-------|-------|--------|
| Operator             | 19.00 | 20.00  | 22.50 | 23.25 | 24.50 | 25.75  |
| Mechanic/Maintenance | 21.00 | 22.00  | 24.00 | 25.25 | 26.50 | 27.75  |

Section 2. Effective July 1, 2022, employees will receive a 3% COLA adjustment Effective July 1, 2023, employees will receive a 3% COLA adjustment.

Section 3. General:

(a) When the wage rates set forth in Section 1 go into effect, an Employee whose existing wage rate is higher than what is provided in Section 1, will retain the higher of the two wage rates during the first year of the Agreement and any subsequent period.

(b) An individual hired with experience will be placed on the scale at the number of years which reflects his/her experience, as determined by the Manager, less \$1/hour. After six months the individual will be placed on the scale in accordance with the determination previously made by the Manager regarding experience.

- This provision may be waived by the Manager if both parties agree. If waived, the employee

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~~will not receive a step increase after 6 months and will retain the hiring wage until the next scheduled increase period.~~

~~(c) An individual hired on or after July 1, 2021 will be placed on the Section 1 wage scale, subject to Section 3(b) above.~~

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For: Teamsters Local 340

For: Mid-Coast Solid Waste Corporation

\_\_\_\_\_  
Brett R. Miller  
President

\_\_\_\_\_  
Dave St. Laurent  
Facility Manager

\_\_\_\_\_  
Ed Marzano  
Secretary-Treasurer

\_\_\_\_\_  
Kern Laite  
Chair, Board of Trustees

\_\_\_\_\_  
Joe Piccone  
BA/Recording Secretary

\_\_\_\_\_  
Vincent Kwiatkowski  
Union Shop Steward

**Mid-Coast Solid Waste Corporation**  
**2025-2026 Budget**

**BUDGET SUMMARY**

| Expense Summary           | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget  | FY 23<br>Actuals | FY 24<br>Budget  | FY 24<br>Actuals | FY 25<br>Budget  | FY 25<br>YTDs<br>11/30/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|---------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|---------------------------|------------------|---------------------------|--------------------------------|
| Administration            | 211,414          | 218,936          | 254,095          | 183,727          | 215,721          | 209,051          | 236,557          | 81,501                    | 242,323          | 242,323                   | -                              |
| Wages                     | 383,929          | 408,051          | 388,783          | 465,467          | 545,927          | 482,033          | 532,000          | 257,743                   | 523,817          | 523,817                   | -                              |
| Benefits                  | 290,752          | 235,033          | 285,924          | 234,076          | 298,522          | 252,302          | 261,258          | 136,569                   | 260,461          | 266,661                   | -                              |
| Insurance                 | 18,000           | 19,437           | 20,000           | 17,901           | 19,720           | 18,699           | 22,000           | 16,632                    | 22,000           | 22,000                    | -                              |
| Facility                  | 46,965           | 59,341           | 49,500           | 38,741           | 59,360           | 34,491           | 47,838           | 22,541                    | 42,638           | 42,638                    | -                              |
| Operational - MSW         | 609,009          | 745,463          | 740,520          | 687,199          | 777,467          | 704,981          | 794,923          | 394,777                   | 746,631          | 760,631                   | -                              |
| Operational - Recycling   | 95,245           | 92,088           | 96,200           | 95,927           | 116,676          | 85,878           | 115,042          | 44,803                    | 100,350          | 100,350                   | -                              |
| Operational - CD & D      | 295,066          | 381,115          | 331,200          | 493,675          | 420,380          | 518,110          | 491,190          | 226,379                   | 509,285          | 509,285                   | -                              |
| Debt Service - Principal  | -                | -                | -                | -                | -                | -                | -                | -                         | -                | -                         | -                              |
| Debt Service - Interest   | -                | -                | -                | -                | -                | -                | -                | -                         | -                | -                         | -                              |
| Capital Expenditures      | 30,000           | 50,032           | 60,000           | 36,427           | 150,000          | -                | 25,000           | 143,462                   | 217,000          | 217,000                   | -                              |
| Capital Reserves          | 100,000          | 171,730          | 168,153          | 168,153          | 181,970          | 181,970          | 102,500          | -                         | 105,000          | 305,000                   | -                              |
| <b>Total Expenditures</b> | <b>2,080,380</b> | <b>2,381,226</b> | <b>2,394,375</b> | <b>2,421,293</b> | <b>2,785,743</b> | <b>2,487,515</b> | <b>2,628,308</b> | <b>1,324,407</b>          | <b>2,769,505</b> | <b>2,989,705</b>          | <b>-</b>                       |

| Expense Summary         | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget  | FY 23<br>Actuals | FY 24<br>Budget  | FY 24<br>Actuals | FY 25<br>Budget  | FY 25<br>YTDs<br>11/30/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|-------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|---------------------------|------------------|---------------------------|--------------------------------|
| Operational Income      | 1,614,868        | 1,642,666        | 1,684,700        | 1,629,020        | 2,036,581        | 2,061,398        | 2,054,144        | 1,162,008                 | 1,951,100        | 2,093,600                 | -                              |
| Other Financing Sources | 183,155          | 115,571          | 155,511          | 168,979          | 175,000          | 222,138          | 20,000           | 13,565                    | 264,241          | 341,941                   | -                              |
| Town Assessments        | 564,958          | 554,165          | 554,164          | 554,164          | 554,164          | 554,164          | 554,164          | 300,659                   | 554,164          | 554,164                   | -                              |
| <b>Total Revenues</b>   | <b>2,362,981</b> | <b>2,312,402</b> | <b>2,394,375</b> | <b>2,352,163</b> | <b>2,765,745</b> | <b>2,837,700</b> | <b>2,628,308</b> | <b>1,476,232</b>          | <b>2,769,505</b> | <b>2,989,705</b>          | <b>-</b>                       |



**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

**101-11 Software License/Support/PCs**

|   |               |
|---|---------------|
| VOIP phones                               | 1,704         |
| Harbor Digital                            | 3,132         |
| Website Hosting/TRIO Upgrade              | 5,875         |
| SMS Trubo (annualy/\$5,160 +\$3,900 Inst) | 10,500        |
| Spectrum                                  | 1,368         |
| Quickbooks upgrade (online or desktop)    | 1,500         |
| Office 365                                | 470           |
| <b>Total</b>                              | <b>24,549</b> |

**101-12 Legal - General**

This line includes all legal services for the corporation including labor negotiations, hauling and disposal contracts, personnel matters, litigation, municipal warrant questions, etc.

**101-16 Audit**

Annual financial audit Currently using Fred Brewer a slight increase is projected

**101-17 Advertising/Public Notices**

|                                |                 |
|--------------------------------|-----------------|
| Public notices advertising x 4 | 600             |
| Employment advertising         | 1,700           |
| RFP advertising                | 700             |
| <b>Total</b>                   | <b>3,000.00</b> |

**101-18 Seminars/Training**

|                             |                 |
|-----------------------------|-----------------|
| MRRRA conference (6 x \$70) | 420.00          |
| Travel                      | 1,000.00        |
| Discretionary               | 580.00          |
| <b>Total</b>                | <b>2,000.00</b> |

**101-19 Safety Training/Equipment**

Workplace hazards assessment/safety training/safety committee implementation/forklift training

|  |                 |
|--|-----------------|
| Equipment/supplies, e.g. traffic cones/PPE |                 |
| <b>Total</b>                               | <b>4,000.00</b> |

**101-20 Dues/Memberships/Reg Fees**

|                                       |                 |
|---------------------------------------|-----------------|
| Group Dynamic                         | 385.00          |
| Maine Municipal Assn                  | 625.00          |
| Maine Resource Recovery Assn          | 500.00          |
| Lily Pond Assn - 2 lots @ \$1500 each | 3,000.00        |
| Annual Report - Transfer license      | 515.00          |
| License - Scale Master                | 200.00          |
| Maine Ind. Stormwater permit          | 721.00          |
| <b>Total</b>                          | <b>5,946.00</b> |

**101-21 Payment In Lieu of Taxes**

Rockport Assessor: 'represents the municipal and county portions of the taxes, leaving out the schools. Here that would be:

4000

|              |          |
|--------------|----------|
| <b>Total</b> | <b>-</b> |
|--------------|----------|



**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

**BENEFITS**

| Account                           | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|-----------------------------------|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|---------------------------|------------------|---------------------------|--------------------------------|
| 110-01 Health Insurance           | 168,468          | 116,578          | 160,000         | 96,232           | 151,157         | 105,498          | 111,000         | 54,963                    | 123,668          | 123,668                   |                                |
| 110-02 FICA & Medicare            | 37,733           | 41,619           | 40,071          | 45,705           | 50,498          | 47,068           | 49,000          | 25,120                    | 48,793           | 48,793                    |                                |
| 110-03 Unemployment               | 1,140            | 2,029            | 1,200           | 2,629            | 3,200           | 2,221            | 3,378           | 1,420                     | 3,000            | 3,000                     |                                |
| 110-04 Workers' Compensation Ins. | 39,051           | 44,286           | 40,000          | 45,503           | 46,417          | 53,676           | 53,280          | 32,360                    | 35,500           | 35,500                    |                                |
| 110-05 MissionSquare Retirement   | 19,858           | 19,047           | 19,253          | 19,698           | 21,100          | 21,387           | 20,500          | 11,646                    | 25,000           | 31,200                    |                                |
| 110-06 Income Protection          | 3,774            | 3,436            | 4,500           | 4,251            | 5,150           | 4,289            | 4,100           | 2,259                     | 4,100            | 4,100                     |                                |
| 110-07 Clothing/Boot Allowance    | 4,003            | 3,838            | 6,500           | 4,458            | 6,600           | 3,763            | 5,600           | 1,601                     | 6,000            | 6,000                     |                                |
| 110-08 Health Insurance Buyout    | 16,725           | 4,200            | 14,400          | 15,600           | 14,400          | 14,400           | 14,400          | 7,200                     | 14,400           | 14,400                    |                                |
| <b>Department Totals</b>          | <b>290,752</b>   | <b>235,033</b>   | <b>285,924</b>  | <b>234,076</b>   | <b>298,522</b>  | <b>252,302</b>   | <b>261,258</b>  | <b>136,569</b>            | <b>260,461</b>   | <b>266,661</b>            | <b>-</b>                       |

*Change Over FY 2025*

-0.31%      2.07%      -100.00%

**110-01 Health Insurance**

Employees are offered health insurance benefits thru Maine Municipal Employees Health Trust. Depending on participant plan selected and years of service, employees pay a percentage of the monthly premium thru payroll deductions.

**110-02 FICA & Medicare**

Required 7.65% employer contribution of wages to Social Security and Medicare

**110-03 Unemployment**

Unemployment is calculated on the first \$12,000 of wages per employee

**110-04 Workers' Compensation Ins.**

MCSWC is insured thru Maine Municipal Association's Workers Compensation Fund  
The premium level is established based on MCSWC's workplace injury rate, lost time and classification rate

**110-05 MissionSquare Retirement**

Employees enrolled in MissionSquare Retirement (formally ICMA) received up to a 4.5% match from MCSWC  
This has been updated to 6% as part of the union negotiations

**110-06 Income Protection**

Income protection/short term disability insurance is offered to employees pays 25% of the premium

**110-07 Clothing/Boot Allowance**

Full time employees receive up to \$200 for clothing and \$400 for boots annually as a reimbursement  
Part time employees reimbursements are prorated

**110-08 Health Insurance Buyout**

Eligible employees who elect not to enroll in health insurance coverage receive a \$600 monthly stipend

**INSURANCE**

| Account                                 | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|---|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|---------------------------|------------------|---------------------------|--------------------------------|
| 115-01 Pub. Officials/Property/Casualty | 18,000           | 19,437           | 20,000          | 17,901           | 19,720          | 18,699           | 22,000          | 16,632                    | 22,000           | 22,000                    |                                |
| <b>Department Totals</b>                | <b>18,000</b>    | <b>19,437</b>    | <b>20,000</b>   | <b>17,901</b>    | <b>19,720</b>   | <b>18,699</b>    | <b>22,000</b>   | <b>16,632</b>             | <b>22,000</b>    | <b>22,000</b>             | <b>-</b>                       |

*Change Over FY 2025*

0.00%      0.00%      -100.00%

**115-01 Public Official/Property/Casualty Insurance**

Liability insurance coverage for property and equipment, elected/appointed officials, etc.





**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

**OPERATIONAL - MUNICIPAL SOLID WASTE**

| Account                              | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24  | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|--------------------------------------|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|----------------------------|------------------|---------------------------|--------------------------------|
| 125-05 Equipment Maint/Supplies      | 12,504           | 27,962           | 15,000          | 27,106           | 19,000          | 35,332           | 19,000          | 1,612                      | 19,000           | 19,000                    |                                |
| 125-07 Food Waste Coll/Compost Prog. | 189              | 216              | 200             | -                | 200             | -                | 200             | 524                        | 200              | 200                       |                                |
| 125-08 Waste Oil                     | 953              | 743              | 2,000           | 2,494            | 2,000           | 1,435            | 3,000           | 389                        | 3,000            | 3,000                     |                                |
| 125-10 Purchase of Bags              | 29,198           | 105,895          | 50,000          | 49,324           | 50,000          | 49,626           | 50,000          | 39,050                     | 50,000           | 50,000                    |                                |
| 125-12 Universal Household Waste     | 396              | 1,640            | 1,000           | 3,073            | 2,000           | 2,208            | 2,000           | 1,150                      | 2,000            | 2,000                     |                                |
| 125-13 HHW Day Cost                  | 10,716           | 12,265           | 10,000          | 10,914           | 12,500          | 13,213           | 12,500          | -                          | 14,000           | 28,000                    |                                |
| 125-14 Roll-Off Truck Maint. Repairs | 3,423            | 5,157            | 10,000          | 3,053            | 3,000           | 2,767            | 4,000           | 15,851                     | 5,000            | 5,000                     |                                |
| 125-15 Scale Calibration & Maint.    | 514              | 3,227            | 1,000           | 55               | 2,000           | 2,710            | 3,000           | -                          | 3,000            | 3,000                     |                                |
| 125-16 MSW Hauling Fees              | 199,492          | 195,769          | 231,000         | 194,636          | 235,745         | 188,182          | 181,723         | 85,273                     | 184,741          | 184,741                   |                                |
| 125-17 MSW Tipping Fees              | 345,831          | 383,809          | 413,820         | 388,691          | 437,940         | 398,865          | 511,500         | 247,086                    | 457,090          | 457,090                   |                                |
| 125-18 Electricity                   | 5,793            | 8,780            | 6,500           | 7,853            | 13,082          | 10,643           | 8,000           | 3,842                      | 8,600            | 8,600                     |                                |
| <b>Department Totals</b>             | <b>609,009</b>   | <b>745,463</b>   | <b>740,520</b>  | <b>687,199</b>   | <b>777,467</b>  | <b>704,981</b>   | <b>794,923</b>  | <b>394,777</b>             | <b>746,631</b>   | <b>760,631</b>            | <b>-</b>                       |
|                                      |                  |                  |                 |                  |                 |                  |                 | <i>Change Over FY 2025</i> |                  |                           |                                |
|                                      |                  |                  |                 |                  |                 |                  |                 |                            | -6.08%           | -4.31%                    | -100.00%                       |

|  |                  |
|--|------------------|
| 125-05 <b>Equipment Maint/Supplies</b>                                     |                  |
| Compactor area & repair/supplies   | 7,500.00         |
| UHW building maint. & repairs  | 2,500.00         |
| Jetting & pump out services  | 2,000.00         |
| WWFS pressure washing  | 3,000.00         |
| Metal recycling improvements   | 4,000.00         |
| <b>Total</b>   | <b>19,000.00</b> |
| 125-07 <b>Food Waste Coll/Compost Program</b>                              | 200.00           |
| 125-08 <b>Waste Oil</b>  |                  |
| 2 pump outs of 1,000 gallon tank   | 3000.00          |
| 125-10 <b>Purchase of Bags</b>   | 50000.00         |
| **Need to explore the use of tags or stickers as a cost saving measure     |                  |
| Based on historic usage  |                  |
| 125-12 <b>Universal Household Waste</b>                                    | 2000.00          |
| A mix of CPUs and TVs to fluorescent tubes. CPUs and TVs generate a rebate |                  |

**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

|        |   |                   |
|--------|---|-------------------|
| 125-13 | <b>HHW Day Cost</b>                                   |                   |
|        | EPI Setup   | 1,500.00          |
|        | Unit Cost   |                   |
|        | Units   | 12,500.00         |
|        | <b>Total with an expected increase</b>                | <b>14,000.00</b>  |
| 125-14 | <b>Roll-Off Truck Maint. Repairs</b>                  | 5000.00           |
| 125-15 | <b>Scale Calibration &amp; Maintenance</b>            | 3000.00           |
| 125-16 | <b>MSW Hauling Fees (contract ends Oct 1,2025)</b>    |                   |
|        | MSW generation trends                                 |                   |
|        | Haul trips (17.45/ per load ave)                      | 310.00            |
|        | Haul cost   | 518.94            |
|        | Fuel surcharge 154 miles/norridgwock x \$.5           | 77.00             |
|        | <b>Total</b>  | <b>184,741.00</b> |
| 125-17 | <b>MSW Tipping Fees</b>                               |                   |
|        | Estimated tons based on FY 25's tonnage               | 5315              |
|        | \$84/ton 5% increase over FY 2025                     | 446,460.00        |
|        | \$2.00/ton  | 10,630.00         |
|        | <b>Total</b>  | <b>457,090.00</b> |
| 125-18 | <b>Electricity</b>                                    | 8,600.00          |
|        | Slight increase with new pump based on historic usage |                   |



Mid-Coast Solid Waste Corporation  
2025-2026 Budget

|        |  |                 |
|--------|--|-----------------|
| 130-10 | <b>Building Maintenance &amp; Repair</b> |                 |
|        | Sprinkler inspection                     | 850.00          |
|        | Building maintenance                     | 2,000.00        |
|        | Furnace maintenance                      | 1,000.00        |
|        | <b>Total</b>                             | <u>3,850.00</u> |
| 130-18 | <b>Electricity</b>                       | 13,000.00       |
|        | Based on historic use                    |                 |
| 130-19 | <b>Heating Fuel/Oil Products</b>         |                 |
|        | Heating oil                              | 5,620.00        |
|        | Propane                                  | 5,998.00        |
|        | Lubricants/grease/filters, etc.          | 200.00          |
|        |  | <u>200.00</u>   |

**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

Total 11,818.00

**OPERATIONAL - CD & D**

| Account                                   | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24  | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|---|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|----------------------------|------------------|---------------------------|--------------------------------|
| 135-01 Jacob's Quarry Leachate            | 127,511          | 174,204          | 130,000         | 231,283          | 188,500         | 267,854          | 280,000         | 157,390                    | 300,000          | 300,000                   |                                |
| 135-03 JQS & N Water - Analytical         | 27,205           | 44,779           | 40,800          | 48,507           | 40,700          | 36,700           | 45,000          | 12,100                     | 50,000           | 50,000                    |                                |
| 135-04 Landfill Development               | 38,016           | 40,208           | 45,000          | 46,054           | 45,000          | 50,473           | 25,000          | 1,517                      | 25,000           | 25,000                    |                                |
| 135-05 Hydro Geological Consultation      | 6,366            | -                | -               | -                | 6,000           | 132              | 6,000           | -                          | 2,000            | 2,000                     |                                |
| 135-07 Engineering Consultation           | 14,405           | 12,841           | 10,000          | 29,991           | 17,350          | 24,519           | 17,350          | -                          | 17,380           | 17,380                    |                                |
| 135-08 Equipment Fuel/Maintenance         | 7,007            | 8,745            | 17,500          | 15,989           | 19,475          | 13,494           | 14,350          | 4,924                      | 14,350           | 14,350                    |                                |
| 135-09 Landfill Equipment                 | 16,803           | 15,033           | 20,000          | 27,528           | 7,500           | 13,506           | 7,500           | 8,251                      | 7,500            | 7,500                     |                                |
| 135-10 Odor Control                       | -                | -                | -               | -                | -               | -                | -               | -                          | -                | -                         |                                |
| 135-11 OCB Maintenance & Repairs          | 1,068            | -                | 500             | 594              | 500             | -                | 500             | -                          | 500              | 500                       |                                |
| 135-12 Sheetrock Diversion                | 46,864           | 48,917           | 50,000          | 59,006           | 55,000          | 62,002           | 50,000          | 24,526                     | 45,000           | 45,000                    |                                |
| 135-13 Brush Grinding and Hauling Expense | 4,500            | 6,687            | 5,000           | 6,630            | 6,630           | 7,241            | 7,000           | -                          | 8,000            | 8,000                     |                                |
| 135-14 Gut Closure/Remediation            | -                | -                | -               | -                | -               | -                | -               | -                          | -                | -                         |                                |
| 135-15 DEP Landfill Fee                   | 4,252            | 3,354            | 4,500           | 5,711            | 10,000          | 7,986            | 8,990           | 2,323                      | 8,055            | 8,055                     |                                |
| 135-16 Fire Related Expenses-Landfill     | -                | -                | -               | -                | -               | -                | -               | -                          | -                | -                         |                                |
| 135-18 Electricity - JQS Pump             | 1,069            | 2,483            | 1,900           | 4,599            | 3,725           | 4,969            | 4,500           | 1,710                      | 6,500            | 6,500                     |                                |
| 135-19 Mattress Diversion                 | -                | 23,864           | 6,000           | 17,783           | 20,000          | 29,234           | 25,000          | 13,638                     | 25,000           | 25,000                    |                                |
| <b>Department Totals</b>                  | <b>295,066</b>   | <b>381,115</b>   | <b>331,200</b>  | <b>493,675</b>   | <b>420,380</b>  | <b>518,110</b>   | <b>491,190</b>  | <b>226,379</b>             | <b>509,285</b>   | <b>509,285</b>            | <b>-</b>                       |
|   |                  |                  |                 |                  |                 |                  |                 | <i>Change Over FY 2025</i> |                  |                           |                                |
|   |                  |                  |                 |                  |                 |                  |                 |                            | 3.68%            | 3.68%                     | -100.00%                       |

**135-01 Jacob's Quarry Leachate**

Cost from the Camden Wastewater treatment plant to process the leachate have been increasing every year and are projected to continue to increase

| CY Total                |         |
|-------------------------|---------|
| 2020                    | 118,176 |
| 2021                    | 127,511 |
| 2022                    | 174,204 |
| 2023                    | 231,283 |
| 2024                    | 267,854 |
| (July to December) 2025 | 157,390 |

**135-03 JQS & N Water - Analytical**

Annual water quality, sampling/analyses/re 50,000

**135-04 Landfill Development**

|                                    |                  |
|------------------------------------|------------------|
| Mowing 3x per year @ \$500         | 1,500.00         |
| Shaping landfill slope and seeding | 23,500.00        |
| <b>Total</b>                       | <b>25,000.00</b> |

**135-05 Hydro Geological Consultation**

**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

|        |  |           |              |           |
|--------|--|-----------|--------------|-----------|
|        | For potential well work  | 2000.00   |              |           |
| 135-07 | <b>Engineering Consultation</b>                                |           | 10% Increase |           |
|        | Aerial Topographic Mapping                                     | 4000      | 400.00       | 4,400.00  |
|        | Volume Calculations  | 2000      | 200.00       | 2,200.00  |
|        | Stability and Settlement Analysis (& survey)                   | 4000      | 400.00       | 4,400.00  |
|        | Estimate Closure and Post-Closure Costs                        | 2200      | 220.00       | 2,420.00  |
|        | Update Figures for Operating Manual                            | 3600      | 360.00       | 3,960.00  |
|        | <b>Total</b>   | 15800     | 1,580.00     | 17,380.00 |
| 135-08 | <b>Equipment Fuel (off-road diesel)</b>                        |           |              |           |
|        | 4,100 gallons @ \$3.50/gallon                                  | 14,350.00 |              |           |
| 135-09 | <b>Landfill Equipment</b>                                      |           |              |           |
|        | Bulldozer  | 3,000.00  |              |           |
|        | Loader   | 4,500.00  |              |           |
|        | <b>Total</b>   | 7,500.00  |              |           |
| 135-11 | <b>OCB Maintenance &amp; Repair</b>                            |           |              |           |
|        | For annual totalizer calibration                               | 500.00    |              |           |
| 135-12 | <b>Sheetrock Diversion</b>                                     |           |              |           |
|        | \$625/haul estimated 28 hauls                                  | 45,000    |              |           |
|        | 142.81 tons (July1 to Dec 14) @\$145                           |           |              |           |
| 135-13 | <b>Grinding and Hauling Expense</b>                            | 8,000.00  |              |           |
|        | Annual brush grinding  |           |              |           |
|        | Maine Custom Woodlands is the contractor that did the grinding |           |              |           |
| 135-15 | <b>DEP Landfill Fee</b>  | 8,055.00  |              |           |
|        | FY 24 = 1611 tons @ \$5.00/ton                                 |           |              |           |
| 135-18 | <b>Electricity - JQS Pump</b>                                  | 6,500.00  |              |           |
|        | Based on actuals & increase for J2S pump                       |           |              |           |

**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

(J2S pump \$200/10 months=\$2000)

135-19 **Mattress Diversion** 25,000.00  
FY 23 YTD = 12,473  
Mattress sent off for disposal

**DEBT SERVICE - PRINCIPAL**

| Account                                    | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |         |
|--|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|---------------------------|------------------|---------------------------|--------------------------------|---------|
| 140-14 Equipment Lease/Purchase (5 yr)     | 35,972           | 36,754           | -               | -                | -               | -                | -               | -                         | -                | -                         | -                              |         |
| New Equipment Lease/Purchase (5 yr) loader | -                | -                | -               | -                | -               | -                | -               | -                         | -                | -                         | -                              |         |
| <b>Department Totals</b>                   | -                | -                | -               | -                | -               | -                | -               | -                         | -                | -                         | -                              |         |
| <i>Change Over FY 2025</i>                 |                  |                  |                 |                  |                 |                  |                 |                           |                  | #DIV/0!                   | #DIV/0!                        | #DIV/0! |

**DEBT SERVICE - INTEREST**

| Account                                | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |         |
|--|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|---------------------------|------------------|---------------------------|--------------------------------|---------|
| 142-14 Equipment Least/Purchase (5 yr) | 1,597            | 779              | -               | -                | -               | -                | -               | -                         | -                | -                         | -                              |         |
| New Equipment Least/Purchase (5 yr)    | -                | -                | -               | -                | -               | -                | -               | -                         | -                | -                         | -                              |         |
| <b>Department Totals</b>               | -                | -                | -               | -                | -               | -                | -               | -                         | -                | -                         | -                              |         |
| <i>Change Over FY 2025</i>             |                  |                  |                 |                  |                 |                  |                 |                           |                  | #DIV/0!                   | #DIV/0!                        | #DIV/0! |

**CAPITAL EXPENDITURES**

| Account                                      | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |         |
|--|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|---------------------------|------------------|---------------------------|--------------------------------|---------|
| 145-15 Roll-Off Containers                   | 30,000           | 50,032           | -               | -                | -               | -                | -               | -                         | -                | -                         | -                              |         |
| 145-14 Loader-Case 321G                      | -                | -                | -               | -                | -               | -                | -               | -                         | 194,000          | 194,000                   | -                              |         |
| 145-26 Baler Rebuild                         | -                | -                | 60,000          | 36,427           | -               | -                | -               | -                         | -                | -                         | -                              |         |
| 145-05 Production Well & Piez. Repl.         | -                | -                | -               | -                | 150,000         | -                | -               | 134,435                   | -                | -                         | -                              |         |
| 145-06 Culvert/Pump From JQN to Stormwater   | -                | -                | -               | -                | -               | -                | 15,000          | 9,027                     | -                | -                         | -                              |         |
| 145-08 Waterline installation to hopper      | -                | -                | -               | -                | -               | -                | 10,000          | -                         | -                | -                         | -                              |         |
| New Replacement of track on Case 1650M Dozer | -                | -                | -               | -                | -               | -                | -               | -                         | 23,000           | 23,000                    | -                              |         |
| <b>Department Totals</b>                     | 30,000           | 50,032           | 60,000          | 36,427           | 150,000         | -                | 25,000          | 143,462                   | 217,000          | 217,000                   | -                              |         |
| <i>Change Over FY 2025</i>                   |                  |                  |                 |                  |                 |                  |                 |                           |                  | 768.0%                    | 768.0%                         | -100.0% |



**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

**145-05 Production Well & Piezometer Replacement**

The production/extraction well allows for the pumping of leachate from Jacobs Quarry South landfill to the Camden Wastewater Treatment Plant and is in need of replacement. Maine DEP will reimburse MCSWC for 90% of the cost but we will have to fund it initially. Manager recommends budgeting \$140,000 based on estimates. The piezometer is used to measure the level of water in the quarry in order to prevent contamination of Lily Pond and groundwater. No DEP reimbursement. Estimate \$10,000.

**CAPITAL RESERVE**

| Account                                  | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|--|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|---------------------------|------------------|---------------------------|--------------------------------|
| 148-01 Jacob's Quarry Closure Reserve    | 100,000          | 100,000          | 100,000         | 100,000          | 50,000          | 50,000           | 85,000          | -                         | 85,000           | 120,000                   |                                |
| 148-05 Accrued Benefit Liability Reserve | -                | -                | 68,153          | 68,153           | -               | -                | -               | -                         | -                | -                         |                                |
| 148-07 Equipment Replacement Reserve     | -                | 1,730            | -               | -                | 61,970          | 61,970           | -               | -                         | -                | 50,000                    |                                |
| 148-08 Bag Fee Stabilization Reserve     | -                | -                | -               | -                | -               | -                | -               | -                         | -                | -                         |                                |
| 148-09 Facility Improvement Reserve      | -                | 70,000           | -               | -                | -               | -                | -               | -                         | -                | 100,000                   |                                |
| 148-10 Waste Reduction Reserve           | -                | -                | -               | -                | 20,000          | 20,000           | 17,500          | -                         | 20,000           | -                         |                                |
| 148-11 Leachate/Storm Water Rem. Reserve | -                | -                | -               | -                | 50,000          | 50,000           | -               | -                         | -                | 35,000                    |                                |
| <b>Department Totals</b>                 | <b>100,000</b>   | <b>171,730</b>   | <b>168,153</b>  | <b>168,153</b>   | <b>181,970</b>  | <b>181,970</b>   | <b>102,500</b>  | <b>-</b>                  | <b>105,000</b>   | <b>305,000</b>            | <b>-</b>                       |

*Change Over FY 2025*  

|      |        |         |
|------|--------|---------|
| 2.4% | 197.6% | -100.0% |
|------|--------|---------|

**148-01 Jacob's Quarry Closure Reserve**

|   |           |
|---|-----------|
| Latest closure estimate                 | 2,450,000 |
| Estimated post-closure costs (30 years) | 6,420,000 |
| Audited balance at 6/30/25              | -         |

Restricted Landfill Closure Funds Held by Towns

|                                    |                  |
|------------------------------------|------------------|
| Camden                             | 654,179          |
| Rockport                           | 403,914          |
| Lincolntonville                    | 248,070          |
| Hope                               | 141,721          |
| Restricted funds held by towns     | <u>1,447,884</u> |
| Total Funds Restricted for Closure | 1,447,884        |

**148-05 Accrued Benefit Liability Reserve**

|                                       |         |
|---------------------------------------|---------|
| Audited liability as of June 30, 2023 | 131,306 |
| Recommended minimum balance per audit | 40,000  |
| Audited balance as of June 30, 2024   | 132,356 |

**148-07 Equipment Replacement Reserve**

|                                     |         |
|-------------------------------------|---------|
| Audited balance as of June 30, 2024 | 61,970  |
| Addition of reserve in FY 25        | 62,093  |
|                                     | 124,063 |

**148-09 Facility Improvement Reserve**

26,953

**148-11 Leachate/Storm Water Rem. Reserve**

Intended to be used for Leachate Management 50,000

**TOTAL EXPENDITURES**

**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

| <b>EXPENDITURES</b> | <b>FY 21<br/>Actuals</b> | <b>FY 22<br/>Actuals</b> | <b>FY 23<br/>Budget</b> | <b>FY 23<br/>Actuals</b> | <b>FY 24<br/>Budget</b> | <b>FY 24<br/>Actuals</b> | <b>FY 25<br/>Budget</b> | <b>FY 25<br/>YTDs<br/>11/30/24</b> | <b>FY 26<br/>Manager</b>   | <b>FY 26<br/>Finance<br/>Comm.</b> | <b>FY 26<br/>Board of<br/>Directors</b> |
|---------------------|--------------------------|--------------------------|-------------------------|--------------------------|-------------------------|--------------------------|-------------------------|------------------------------------|----------------------------|------------------------------------|---|
|                     | 2,080,380                | 2,381,226                | 2,394,375               | 2,421,293                | 2,785,743               | 2,487,515                | 2,628,308               | 1,324,407                          | 2,769,505                  | 2,989,705                          | -                                       |
|                     |                          |                          |                         |                          |                         |                          |                         |                                    | <i>Change Over FY 2025</i> |                                    |   |
|                     |                          |                          |                         |                          |                         |                          |                         |                                    | 5.37%                      | 13.75%                             | -100.00%                                |

**Mid-Coast Solid Waste Corporation**  
**2025-2026 Budget**

**REVENUES - OPERATIONAL INCOME**

| Account                         |                          | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget  | FY 23<br>Actuals | FY 24<br>Budget  | FY 24<br>Actuals | FY 25<br>Budget          | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|---------------------------------|--------------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------------------|---------------------------|------------------|---------------------------|--------------------------------|
| MSW Related Income              |                          |                  |                  |                  |                  |                  |                  |                          |                           |                  |                           |                                |
| 1-01                            | Pay Per Bag              | 559,729          | 480,084          | 540,000          | 469,139          | 585,700          | 555,515          | 555,000                  | 359,012                   | 612,000          | 650,000                   |                                |
| 1-02                            | Per Ton Fee              | 470,885          | 545,440          | 475,000          | 558,098          | 675,000          | 768,018          | 810,000                  | 433,625                   | 750,000          | 810,000                   |                                |
| 1-11                            | Universal Waste Fee      | 6,638            | 7,787            | 6,000            | 8,943            | 6,000            | 12,247           | 12,500                   | 8,122                     | 12,200           | 12,200                    |                                |
| 1-12                            | Freon Removal Fee        | 5,706            | 7,287            | 6,000            | 7,696            | 6,000            | 9,554            | 10,600                   | 6,751                     | 11,700           | 11,700                    |                                |
| 1-14                            | HHW Day - Unit Fees      | 2,630            | 4,106            | 2,500            | 4,153            | 4,000            | 5,424            | 4,500                    | 10                        | 4,500            | 9,000                     |                                |
| Recycling Income                |                          |                  |                  |                  |                  |                  |                  |                          |                           |                  |                           |                                |
| 1-07                            | Baled Sales              | 55,364           | 131,530          | 55,000           | 55,112           | 55,000           | 52,273           | 45,000                   | 39,043                    | 60,000           | 60,000                    |                                |
| 1-09                            | Bulky Metal Sales/Gate   | 68,066           | 83,411           | 65,000           | 59,210           | 85,000           | 68,353           | 80,000                   | 40,292                    | 67,000           | 67,000                    |                                |
| CDD & Related Income            |                          |                  |                  |                  |                  |                  |                  |                          |                           |                  |                           |                                |
| 1-17                            | Landfill Revenue         | 260,005          | 222,896          | 420,000          | 301,926          | 400,000          | 337,614          | 359,644                  | 161,590                   | 260,000          | 300,000                   |                                |
| 1-18                            | Regional Demo Tip Fee    | 86,419           | -                | -                | -                | -                | -                | -                        | -                         | -                | -                         |                                |
| 1-06                            | Sheetrock                | 39,331           | 36,026           | 50,000           | 55,360           | 87,000           | 62,344           | 55,000                   | 35,706                    | 50,000           | 50,000                    |                                |
| 1-19                            | Brush Tip Fee            | 27,434           | 22,871           | 30,000           | 28,063           | 48,160           | 39,206           | 40,000                   | 17,090                    | 30,500           | 30,500                    |                                |
| 1-05                            | Sorted Demo Wood Tip Fee | 2                | -                | -                | -                | -                | -                | -                        | -                         | -                | -                         |                                |
| 1-20                            | Brush Chip Sales         | 5,890            | -                | -                | -                | -                | -                | -                        | -                         | -                | -                         |                                |
| 1-21                            | Demo Chip Sales          | -                | -                | -                | -                | -                | -                | -                        | -                         | -                | -                         |                                |
| 1-23                            | Mixed Load               | 8,279            | 40,573           | 8,500            | 22,334           | 30,000           | 19,113           | 12,000                   | 17,195                    | 27,000           | 27,000                    |                                |
| 1-24                            | Yard Waste               | -                | 2,711            | -                | 6,369            | -                | 7,062            | 8,000                    | 9,025                     | 14,400           | 14,400                    |                                |
| Other Income                    |                          |                  |                  |                  |                  |                  |                  |                          |                           |                  |                           |                                |
| 1-04                            | Miscellaneous Income     | 5,997            | 13,746           | 6,000            | 4,010            | 6,000            | 67,477           | 3,200                    | 3,139                     | 3,200            | 3,200                     |                                |
| 1-03                            | Scale Fees               | 1,210            | 2,437            | 1,200            | 1,743            | 3,000            | 2,815            | 1,700                    | 1,505                     | 2,200            | 2,200                     |                                |
| 1-10                            | Bottle Returns           | 11,283           | 14,570           | 12,000           | 14,449           | 15,000           | 18,160           | 20,000                   | 11,537                    | 16,200           | 16,200                    |                                |
| 1-15                            | Diversion Income (regen) | -                | 1,857            | -                | 4,334            | 4,000            | 6,295            | 6,000                    | 2,771                     | 5,300            | 5,300                     |                                |
| 1-22                            | Mattress Diversion       | -                | 22,690           | 7,500            | 23,364           | 24,000           | 24,354           | 25,000                   | 11,919                    | 20,000           | 20,000                    |                                |
| 1-25                            | Swap Shop                | -                | 423              | -                | 592              | 500              | 542              | 500                      | 571                       | 600              | 600                       |                                |
| 1-26                            | Tire Diversion           | -                | 2,221            | -                | 4,125            | 2,221            | 5,032            | 5,500                    | 3,105                     | 4,300            | 4,300                     |                                |
| <b>Operational Income Total</b> |                          | <b>1,614,868</b> | <b>1,642,666</b> | <b>1,684,700</b> | <b>1,629,020</b> | <b>2,036,581</b> | <b>2,061,398</b> | <b>2,054,144</b>         | <b>1,162,008</b>          | <b>1,951,100</b> | <b>2,093,600</b>          | <b>-</b>                       |
|                                 |                          |                  |                  |                  |                  |                  |                  | <i>Change over FY 24</i> |                           |                  |                           |                                |
|                                 |                          |                  |                  |                  |                  |                  |                  | 0.86%                    | -42.94%                   | -4.20%           | 1.56%                     | -100.00%                       |

1-01 **Pay Per Bag**  
 Current bag fee is \$3.00 Lg  
 Current bag fee is \$2.00 Sm  
 FY 22 annual tonnage 5,796.  
 FY 23 annual tonnage 5,582.  
 FY 24 annual tonnage 5,431  
 FY 25 is thru December 2,879

Mid-Coast Solid Waste Corporation  
2025-2026 Budget

- 1-02 **Per Ton Fee**  
Current per ton fee \$225/ton  
FY 22 annual tonnage 5,796.  
FY 23 annual tonnage 5,582.  
FY 24 annual tonnage 5,431  
FY 25 is thru December 2,879
- 1-11 **Universal Waste Fee**  
YTD at \$6,092 x 2
- 1-12 **Freon Removal Fee**  
YTD at \$5,868 x 2
- 1-14 **HHW Day - Unit Fees**  
1/2 cost \$15 x 300=
- 1-07 **Baled Sales**  
FY 25 YTD = \$31,907
- 1-09 **Bulky Metal Sales/Gate**  
FY 25 YTD = \$33,554
- 1-17 **Landfill Revenue**  
FY 2025 YTD TONS = 805.76  
Tip fee = \$200/ton  
FY 2022 Tons 1,581.09  
FY 2023 Tons 1,732.01  
FY 2024 Tons 1,610.48
- 1-06 **Sheetrock**  
FY 25 YTD = \$24,624
- 1-19 **Brush Tip Fee**  
FY 25 YTD = \$15,248
- 1-23 **Mixed Load**  
FY 25 YTD = \$13,644
- 1-24 **Yard Waste**  
FY 25 YTD = \$7,200
- 1-04 **Miscellaneous Income**  
FY 24 YTD = \$3,036  
Finance charges, wk comp...
- 1-03 **Scale Fees**  
Fee for use of scale \$20

**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

1-10 **Bottle Returns**

**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

FY 25 YTD = \$8,022

**1-15 Diversion Income (Regeneration)**

FY 25 YTD = \$2,657

Sale of Bikes & Lawnmowers

**1-22 Mattress Diversion**

FY 24 YTD = \$9,649

Disposal is \$110/ton

Hauling is \$500/haul

**1-25 Swap Shop**

FY 25 YTD = \$569

Misc revenue from sales

**1-26 Tire Diversion**

FY 25 YTD = \$2,155

-20" = \$5, +20" \$20

**REVENUES - OTHER FINANCING SOURCES**

| Account                              | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|--------------------------------------|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|---------------------------|------------------|---------------------------|--------------------------------|
| 1-61 Interest Income                 | 5,538            | 2,571            | 5,000           | 18,468           | 5,000           | 28,255           | 10,000          | 13,565                    | 20,000           | 20,000                    |                                |
| 1-63 Fund Balance                    | 35,000           | 45,000           | 150,511         | 150,511          | -               | -                | -               | -                         | 27,241           | 104,941                   |                                |
| 1-67 Use of Carry Forwards           | -                | -                | -               | -                | -               | 23,883           | -               | -                         | -                | -                         |                                |
| 1-68 Equip. Replacement Fund         | 63,000           | 68,000           | -               | -                | -               | -                | -               | -                         | 23,000           | 23,000                    |                                |
| 1-71 Use of Bag Fee Stblz Fund       | 40,617           | -                | -               | -                | -               | -                | -               | -                         | -                | -                         |                                |
| 1-72 Use of Facility Reserve Fund    | 12,000           | -                | -               | -                | -               | -                | 10,000          | -                         | -                | -                         |                                |
| 1-76 Use of Accr. Liability Res      | 27,000           | -                | -               | -                | -               | -                | -               | -                         | -                | -                         |                                |
| 1-77 Use of Waste Reduction Res      | -                | -                | -               | -                | 20,000          | 20,000           | -               | -                         | -                | -                         |                                |
| NEW Loan Proceeds                    | -                | -                | -               | -                | -               | -                | -               | -                         | 194,000          | 194,000                   |                                |
| 1-78 Use of Closure Fund             | -                | -                | -               | -                | 150,000         | 150,000          | -               | -                         | -                | -                         |                                |
| <b>Other Financing Sources Total</b> | <b>183,155</b>   | <b>115,571</b>   | <b>155,511</b>  | <b>168,979</b>   | <b>175,000</b>  | <b>222,138</b>   | <b>20,000</b>   | <b>13,565</b>             | <b>264,241</b>   | <b>341,941</b>            | <b>-</b>                       |
|                                      |                  |                  |                 |                  |                 |                  |                 | <i>Change over FY 24</i>  |                  |                           |                                |
|                                      |                  |                  |                 |                  |                 |                  | <b>-88.57%</b>  | <b>-92.25%</b>            | <b>50.99%</b>    | <b>53.93%</b>             | <b>-100.00%</b>                |

**1-61 Interest Income**

Interest on cash accounts, excludes Closure Fund which is maintained withing the fund

**1-63 Use of Unassigned Fund Balance**

The unassigned fund balance is uncommitted cash on hand. The board policy is to keep the fund balance at a minimum of 12% of the

**Mid-Coast Solid Waste Corporation  
2025-2026 Budget**

annual operating budget. Audited unassigned fund balance June 30, 2024 is \$468,227

1-77 **Use of Waste Reduction Reserve**

1-78 **Use of Closure Fund**

| Account                | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget  | FY 23<br>Actuals | FY 24<br>Budget  | FY 24<br>Actuals | FY 25<br>Budget  | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|---------------------------|------------------|---------------------------|--------------------------------|
| Total Non-Assessment   | 1,798,023        | 1,758,237        | 1,840,211        | 1,797,999        | 2,211,581        | 2,283,536        | 2,074,144        | 1,175,573                 | 2,215,341        | 2,435,541                 | -                              |
| Total Town Assessments | 564,958          | 554,165          | 554,164          | 554,164          | 554,164          | 554,164          | 554,164          | 300,659                   | 554,164          | 554,164                   | -                              |
| <b>Total Revenues</b>  | <b>2,362,981</b> | <b>2,312,402</b> | <b>2,394,375</b> | <b>2,352,163</b> | <b>2,765,745</b> | <b>2,837,700</b> | <b>2,628,308</b> | <b>1,476,232</b>          | <b>2,769,505</b> | <b>2,989,705</b>          | <b>-</b>                       |
| <b>Total Expenses</b>  | <b>2,080,380</b> | <b>2,381,226</b> | <b>2,394,375</b> | <b>2,421,293</b> | <b>2,785,743</b> | <b>2,487,515</b> | <b>2,628,308</b> | <b>1,324,407</b>          | <b>2,769,505</b> | <b>2,989,705</b>          | <b>-</b>                       |

**TOWN ASSESSMENTS - Net to be raised by towns (Expenditures minus Operation Income & Other Financing Sources)**

| Account                         | FY 21<br>Actuals | FY 22<br>Actuals | FY 23<br>Budget | FY 23<br>Actuals | FY 24<br>Budget | FY 24<br>Actuals | FY 25<br>Budget | FY 25<br>YTDs<br>12/31/24 | FY 26<br>Manager | FY 26<br>Finance<br>Comm. | FY 26<br>Board of<br>Directors |
|---------------------------------|------------------|------------------|-----------------|------------------|-----------------|------------------|-----------------|---------------------------|------------------|---------------------------|--------------------------------|
| 1-91 Camden                     | 242,150          | 237,298          | 237,007         | 237,007          | 234,797         | 234,797          | 239,025         | 119,513                   | 239,025          | 253,276                   |                                |
| 1-94 Hope                       | 56,843           | 55,210           | 56,343          | 56,343           | 56,124          | 56,124           | 57,539          | 28,771                    | 57,539           | 61,149                    |                                |
| 1-93 Lincolnville               | 96,781           | 96,268           | 95,802          | 95,802           | 95,554          | 95,554           | 94,300          | 70,725                    | 94,300           | 101,209                   |                                |
| 1-92 Rockport                   | 169,184          | 165,389          | 165,012         | 165,012          | 167,689         | 167,689          | 163,300         | 81,650                    | 163,300          | 173,529                   |                                |
| <b>Total Assessment Revenue</b> | <b>564,958</b>   | <b>554,165</b>   | <b>554,164</b>  | <b>554,164</b>   | <b>554,164</b>  | <b>554,164</b>   | <b>554,164</b>  | <b>300,659</b>            | <b>554,164</b>   | <b>589,163</b>            | <b>-</b>                       |

**Mid-Coast Solid Waste Corporation  
Town Assessment Calculations**

**Town Assessment Calculations**

|                    | <b>2025 Proposed<br/>State Valuation</b> | <b>Percentage of<br/>Valuation</b> | <b>2020 Census<br/>Population</b> | <b>Percentage Total<br/>of Population</b> | <b>Average of<br/>Valuation<br/>and Population</b> | <b>Assessment<br/>to be Raised from<br/>towns</b> | <b>Town Share Based<br/>on Avg. Percentage</b> |
|--------------------|--|------------------------------------|-----------------------------------|---|--|---|--|
| <b>Camden</b>      | <b>2,329,900,000</b>                     | <b>45.38%</b>                      | <b>5,232</b>                      | <b>40.60%</b>                             | <b>42.99%</b>                                      |   | <b>238,230</b>                                 |
| <b>Hope</b>        | <b>389,250,000</b>                       | <b>7.58%</b>                       | <b>1,698</b>                      | <b>13.18%</b>                             | <b>10.38%</b>                                      |   | <b>57,517</b>                                  |
| <b>Lincolnvile</b> | <b>842,850,000</b>                       | <b>16.41%</b>                      | <b>2,312</b>                      | <b>17.94%</b>                             | <b>17.18%</b>                                      |   | <b>95,197</b>                                  |
| <b>Rockport</b>    | <b>1,572,650,000</b>                     | <b>30.63%</b>                      | <b>3,644</b>                      | <b>28.28%</b>                             | <b>29.45%</b>                                      |   | <b>163,221</b>                                 |
|                    | <b>5,134,650,000</b>                     | <b>100%</b>                        | <b>12,886</b>                     | <b>100%</b>                               | <b>100%</b>  | <b>554,164</b>                                    | <b>554,164</b>                                 |