

Town of Gouldsboro, ME

Regular Select Board Meeting

Thursday, September 10, 2026 at 5:00 pm

MEETING LOCATION

Gouldsboro Town Office, 59 Main Street, Prospect Harbor, ME 04669

ACCESS MEETING THROUGH ZOOM

- **Join Zoom Meeting:** [Zoom Meeting Link](#)
- **Meeting ID:** 801 872 7702
- **Passcode:** 4uFgxX

1. **Call to Order**
2. **Pledge of Allegiance**
3. **Adoption of Agenda**
4. **Approval of Minutes of August 27, 2026**
5. **Warrants**
 - a. **Payroll Warrant #13 - \$44,529.81**
 - b. **AP Warrant #14 - \$380,739.50**
6. **Reports**
 - a. **Select Board**
 - b. **Treasurer**
 - c. **Police Department**
 - d. **Fire Department**
 - e. **EMS**
 - f. **Superintendent of Infrastructure**
 - g. **RSU #24**
 - h. **Town Manager**
 - i. **Boards & Committees**
7. **Old Business**
8. **New Business**
 - a. **Recommendation to authorize new cardiac monitor for Schoodic EMS**
 - b. **Permission to add drop box for after-hours payments**
 - c. **Discussion about lobster trap Christmas Tree for upcoming season**
 - d. **Discussion about improvements to FY28 Budget Process**
 - e. **Discussion of preliminary adjusted budget figures for October Special Town Meeting**
9. **Public Comment**
10. **Executive Session in accordance with 1 M.R.S. § 405 (6)(A) personnel matters**
11. **Adjourn**

Town of Gouldsboro, ME

Regular Select Board Meeting

Minutes

Thursday, August 27, 2026 at 5:00 pm

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Gouldsboro Town Office, 59 Main St, Prospect Harbor, ME 04669

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Meeting ID: 801 872 7702

Passcode: 4uFgxX

1. Call to Order

Minutes:

Mr. Harmon called the meeting to order at 5PM.

2. Attendance

Minutes:

Select Board Attendance - Robert Harmon - Danny Mitchell Jr. - Peter McKenzie - Johnathan Renwick - Jacqueline Weaver

Staff Attendance - Town Manager Josh McIntyre - Town Clerk Brianna L. Mitchell - Police Chief Jim Malloy

Attendance Total: 11 (eleven) **Zoom Attendance Total:** 4 (four)

3. Pledge of Allegiance

4. Adoption of Agenda

Minutes:

Mr. Mitchell made a motion to approve the agenda as written; 2nd by Ms. Weaver. Passed 5/0.

5. Minutes

a. Approval of Minutes of August 13, 2026

Minutes:

Mr. Mitchell made a motion to approve the minutes of August 13, 2026; 2nd by Ms. Weaver. Passed 4 / 0 / 1 abstained - Mr. Harmon.

6. Warrants

a. Payroll Warrant #10 - \$48,186.96

Minutes:

Mr. Mitchell made a motion to approve Payroll Warrant #10; 2nd by Mr. McKenzie. Passed 5/0.

b. Accounts Payable Warrant #12 - \$254,902.59

Minutes:

Mr. Mitchell made a motion to approve Payroll Warrant #10; 2nd by Mr. Renwick. Passed 5/0.

7. Reports

a. Select Board

Minutes:

Mr. McKenzie - Nothing at this time

Mr. Mitchell - Mr. Mitchell thanks Chief Malloy for his assistance and coverage on Lobster Fest Day, as well as our Fire and EMS Departments for their continued dedication. August has been an especially busy month, and the teamwork and cohesiveness among our emergency services has been outstanding. We are especially grateful for the heroic efforts of our responders, including the team who provided 45 minutes of CPR on Monday and helped save a woman's life. The Select Board thanks everyone for their commitment and service to our community.

Mr. Renwick - Nothing at this time.

Ms. Weaver - Nothing at this time.

Mr. Harmon - Mr. Harmon mentioned the Crowley Island Road looks great with new pavement. The small parking area by the causeway is being used all the time. - Mr. Harmon mentioned Alyssa Benard is interested in running the Rec Committee. She used to seat the Rec Committee a few years back and would like to continue the events and sports that the committee runs.

Mr. Mitchell made a motion to appoint Alyssa Benard as the Rec Committee Chair; 2nd by Ms. Weaver. Passed 5/0.

b. Treasurer

c. Police Department

Minutes:

Chief Malloy reported Officer Corey is still out on leave and are short staffed but the Officers are picking up shifts where they can to help fill in empty slots.

- Aspen is doing amazing at tracking during K9 trainings.
- The Hancock County Sheriff's Office would like to sign a MOU to use the dog shelter at the Police Department. They would pay a fee per day. Chief Malloy is waiting for a load of gravel to finish the fence area.
- Chief Malloy would like to recognize the phenomenal job all of our first responders did at the call on Monday, along with Winter Harbor First Responders. Everyone worked together well and saved a woman's life.

d. Fire Department

Minutes:

Assistant Chief Roy Chandler reported the Fire Department has been very busy with calls recently. He is proud of how well both Gouldsboro and Winter Harbor first responders are working together at calls.

e. EMS

Minutes:

Absent from meeting.

f. Superintendent of Infrastructure**Minutes:**

Absent from meeting.

g. RSU #24**Minutes:**

RSU 24 Representative Mary Cowperthwaite reported at a recent RSU Board meeting it was discussed there is no obligation to form the apportionment committee that is being pushed by a petition. The Board is currently in compliance with the State Statute and meet the standard guidelines.

- Jane Shipman, a resident of Gouldsboro, mentioned Mary has done a great job representing Gouldsboro at the board meetings.

h. Town Manager**Minutes:**

*Pictures were shown of the Kids Quest Downeast Beast Lobster Boat being restore to uphold harsh weather.

- Town Manager Josh McIntyre reported about data center issues. The Select Board expressed they do not want to put a moratorium at this time for this matter.
- The commitment was completed yesterday, August 26, 2026. There was a 6% increase overall. The mill rate is 12.72 this year.

i. Boards & Committees**Minutes:**

Coastal Resilience Committee - The Committee will meet on Labor Day at the Town Office to discuss further planning and gathering data for the project in Prospect Harbor and South Gouldsboro work. Chair Bill Zoellick would like to get surveys done for both areas to see where they are at.

- The proposal to dig holes into the pier in South Gouldsboro was declined by the State. Chair Bill Zoellick does not find this as an issue and understands why it was declined.
- The Committee has received an approval to start work on Sand Cove, but have not received a contract yet. They will be getting information before proceeding.
- The Committee will hopefully know more from the State by February 2027 regarding the bridge on Crowley Island Road. They submitted the proposal earlier this year to find out if they are in the running for potential funding. They are on hold with this project until they hear back from the State about funding.

Facilities Advisory Board - Chair Mark Altvater reported the committee met with Police Chief Jim Malloy, to find out his needs for a new Police Department build. A few of the committee members viewed Station #2 where the Police

Department currently is. The Committee also viewed Station #3.

Planning Board - Chair Deirdre McArdle reported there will be a public hearing on September 15 regarding the Comprehensive Plan restructure. It is available on the Town Website and at the Town Office for viewing. Once the public hearing has been held, we will then hold a special town meeting to send back to the State for approval.

8. Old Business

a. Resigning of Municipal Release Deed for Joseph Crary Jr.

Minutes:

Town Clerk Brianna L. Mitchell reported the municipal release deed for Joseph Crary Jr. needs to be resigned as Mr. Harmon was absent from the previous meeting. The lawyer is requesting all Select Board members sign the release deed.

Mr. Mitchell made a motion to resign the municipal release deed for Joseph Crary Jr; 2nd by Mr. Renwick. Passed 5/0.

b. Vote on adoption of Policy for the Evaluation of New Municipal Initiatives

Minutes:

Mr. Mitchell made a motion to adopt the policy for the Evaluation of New Municipal Initiatives; 2nd by Mr. Renwick. Passed 5/0.

c. Further discussion on transitioning Town Office operations to 4-day week

Minutes:

After much discussion, Town Clerk Brianna L. Mitchell presented a four-day work week proposal. Employees would begin opening procedures at 7:30AM to prepare the office to open to the public Monday through Thursday 7:45AM - 5PM, closed Fridays. Lunch would remain the same 12:15PM - 1PM. Brianna reported this could be beneficial in many ways to employees but to the Town as well.

Some include: - Employee retention - Improved work-life balance - encourages employees to schedule appointments on Fridays - Less burnout rate for employees - Employee recruitment - cost savings, such as electricity, heating, cooling, and other building related expenses. - potential productivity benefits
Brianna reported the Town Office currently offers many services online to residents for registration needs, hunting and fishing licenses, online tax payments and other services, many of which do not require an in person visit. The goal is to restructure the work week in a way that improves employee retention and morale, reduces interruptions and intermittent leave during the workweek, makes town positions competitive, and potentially provides operational and cost benefits to the Town.

She also stated the Town will have a new website rolling out beginning of October, which will also allow Transfer Station purchases 365/24/7, as well as residents and contractors will be allowed to submit building permits through our website.

Mr. McKenzie made a motion to begin a four-day work week for the Town Office starting November 9, 2026, allowing employees to report to work

starting at 7:30AM to prepare opening the office and open the doors to the public Monday through Thursday from 7:45AM - 5PM and closed on Fridays; 2nd by Ms. Weaver. Passed 5/0.

d. Signing of warrant for Special Town Meeting to be held September 24, 2026

Minutes:

Mr. Mitchell made motion the sign the Special Town Meeting Warrant for September 24, 2026; 2nd by Mr. Renwick. Passed 5/0.

9. New Business

a. Awarding of FY2027 Winter Sand contract

Minutes:

There were 5 bids accepted for the FY2027 Winter Sand:

- Harold MacQuinn \$13.50/yd
- BFP Trucking \$14.80/yd
- R.F. Jordan & Sons Construction \$16.00/yd
- TR Construction \$16.00/yd
- Ronald Sanborn \$17.00/yd

Mr. Mitchell made a motion to accept Harold MacQuinn's bid for \$13.50/yd; 2nd by Mr. Renwick. Passed 5/0.

b. Awarding of bid for purchase of Utility 1 fire truck

Minutes:

There were 3 bids submitted for the purchase of Utility 1 Fire Truck:

- Eric Bosley \$4,250.00
- Bottom Line Fisheries \$3,000.00
- Bob Harmon \$1,600.00

Ms. Weaver made a motion to accept Eric Bosley's bid for \$4,250; 2nd by Mr. Mitchell. Passed 5/0.

c. West Gouldsboro Village Improvement rental fee waiver request for use of the Prospect Harbor Women's Club facility

Minutes:

Pamela Harriman, President of the West Gouldsboro Village Improvement Association, is requesting a fee waiver for the use of the Prospect Harbor Women's Club facility to hold their annual business meeting and dinner.

Mr. McKenzie made a motion to waive the fee for the West Gouldsboro Improvement Association to use the Prospect Harbor Women's Club for their annual business meeting, but still require they have insurance coverage on the facility for the event; 2nd by Mr. Renwick. Passed 5/0.

d. Discussion of appointments to Reapportionment Committee for RSU 24

Minutes:

Hold off on this item until RSU 24 Representative Mary Cowperthwaite reports back to the Select Board about this matter.

10. Public Comment

Minutes:

Nothing at this time.

11. Adjourn

Minutes:

Mr. Mitchell made a motion to adjourn the meeting at 6:24PM; 2nd by Ms. Weaver. Passed 5/0.

12. Select Board Approval

Minutes of August 27, 2026 and Approval on September 10, 2026

Minutes:

Robert E. Harmon, Chair

Danny Mitchell, Jr., Vice Chair

Peter McKenzie II

Jacqueline Weaver

Johnathan Renwick

A / P Check Register
Bank: BAR HARBOR BANKING & TRUST

Type	Check	Amount	Date	Wrnt	Payee
P	9999	1,417.98	09/11/26	14	1755 WEX BANK
P	16759	3,356.00	09/11/26	14	0309 STATE OF MAINE
R	16761	36.00	09/11/26	14	0381 ALLEN COREY
R	16762	750.00	09/11/26	14	1034 AUTOTRONICS
R	16763	1,291.67	09/11/26	14	0351 CALDWELL MUNICIPAL ASSESSING & CONSULTING LLC
R	16764	5,083.17	09/11/26	14	1686 CARDMEMBER SERVICE
R	16765	376.32	09/11/26	14	0382 CASHLY BUILDERS
R	16766	199.17	09/11/26	14	1855 COLLEEN WALLACE
R	16767	6,236.25	09/11/26	14	0084 COLWELL DIESEL SERVICE & GARAGE
R	16768	25.00	09/11/26	14	1245 DANIELLE NELSON
R	16769	2,329.50	09/11/26	14	1218 DM&J WASTE
R	16770	236.20	09/11/26	14	0134 ELLSWORTH AMERICAN
R	16771	24.00	09/11/26	14	0195 HARMON'S
R	16772	1,360.00	09/11/26	14	0216 INLAND FISHERIES AND WILDLIFE
R	16773	50.00	09/11/26	14	0225 JAMES R. MALLOY
R	16774	1,507.53	09/11/26	14	0353 KRUPA 80 INC.
R	16775	20.00	09/11/26	14	1382 MICHAEL PINKHAM SR.
R	16776	7.39	09/11/26	14	0311 NAPA
R	16777	20.00	09/11/26	14	0316 OAK GROVE SPRING WATER
R	16778	601.42	09/11/26	14	0844 PITNEY BOWES
R	16779	540.00	09/11/26	14	0365 RAY PLUMBING COMPANY
R	16780	336,001.92	09/11/26	14	1067 REGIONAL SCHOOL UNIT #24
R	16781	89.33	09/11/26	14	0158 RH FOSTER, INC.
R	16782	14,000.00	09/11/26	14	1132 ROBERT HARMON
R	16783	54.46	09/11/26	14	0721 ROY D. GOTT - CHARYBDIS COMPUTER SERV
R	16784	71.70	09/11/26	14	0374 S&S ENTERPRISES
R	16785	1,215.00	09/11/26	14	0373 SKILLCLOUD CONSULTING GROUP,LLC
R	16786	145.47	09/11/26	14	0989 STAPLES
R	16787	458.92	09/11/26	14	0222 THE SNOWMAN GROUP
R	16788	1,795.86	09/11/26	14	0028 VERSANT POWER
R	16789	413.82	09/11/26	14	1755 WEX BANK
R	16790	506.92	09/11/26	14	0438 WHITE SIGN COMPANY
R	16791	483.50	09/11/26	14	0380 WHYNOTT CONSTRUCTION
R	16792	35.00	09/11/26	14	0966 WOW PAGES, INC
Total		380,739.50			

Count	
Checks	34
Voids	0

Warrant 14

Jrnl	Check	Month	Invoice Description	Reference	Amount	Encumbrance
Description			Account	Proj		
00381 ALLEN COREY						
0113	16761	09	08/31/2026	PD CASE		
PHONE CALL INT.			E 40-01-15-02		36.00	0.00
			PUBLICSAFETY / POLICE - UTILITIES / COMMUNICATE			
Vendor Total-					36.00	
01034 AUTOTRONICS						
0113	16762	09	08/25/2026	INV#13749		
AMB RENTAL @ \$125/DAY			E 40-03-30-04		750.00	0.00
			PUBLICSAFETY / AMBULANCE - SUPPLIES / VEH MAINT			
Vendor Total-					750.00	
00351 CALDWELL MUNICIPAL ASSESSING & CONSULTING LLC						
0113	16763	09	08/24/2026	Inv#2122026		
2 of 12 for August Servic			E 20-01-20-27		1,291.67	0.00
			SERVICES / ASSESSORS - SERVICES / CONTRACTOR			
Vendor Total-					1,291.67	
01686 CARDMEMBER SERVICE						
0113	16764	09	07/21-08/20/2026	CC Inv#1		
Pvc/Plywood			E 87-01-90-01		136.32	0.00
			HARBOR RES / HARBOR RES - RESERVES / EXPENSE			
Ammunition			E 86-01-90-01		71.96	0.00
			SHELLFISH / SHELLFISH - RESERVES / EXPENSE			
JM Workshop/HR Package			E 10-01-40-04		325.00	0.00
			ADMIN / ADMIN - STAFF / TRAINING			
Team Meeting			E 10-01-30-19		157.11	0.00
			ADMIN / ADMIN - SUPPLIES / SPECIAL PROJ			
Town Office			E 30-01-15-01		405.74	0.00
			TOWNPROPERTY / TOWN OFFICE - UTILITIES / ELECTRICITY			
Starlink Rec Center			E 20-04-15-02		55.00	0.00
			SERVICES / CEP - UTILITIES / COMMUNICATE			
Starlink Fire Station #3			E 30-06-15-02		55.00	0.00
			TOWNPROPERTY / FIRESTATION3 - UTILITIES / COMMUNICATE			
Soccer Uniforms			E 20-08-20-31		746.00	0.00
			SERVICES / RECREATION - SERVICES / EVENTS			
Prime Membership			E 10-01-30-08		14.99	0.00
			ADMIN / ADMIN - SUPPLIES / GENERAL			
Male USB			E 10-01-30-07		46.40	0.00
			ADMIN / ADMIN - SUPPLIES / HARDWARE			
Dolly/Case/Battery			E 50-01-30-08		115.97	0.00
			PUBLIC WORKS / MAINTENANCE - SUPPLIES / GENERAL			
Misc Plumbing			E 30-03-30-08		42.92	0.00
			TOWNPROPERTY / JONES POND - SUPPLIES / GENERAL			
Bar Flat			E 30-11-35-01		17.60	0.00
			TOWNPROPERTY / PW SITE - REPAIRS / BUILDINGS			
Pipe Wrenches			E 50-01-30-08		37.97	0.00
			PUBLIC WORKS / MAINTENANCE - SUPPLIES / GENERAL			
Invoice Total-					2,227.98	
0113	16764	09	07/21-08/20/26	CC Inv#2		
Tape/Ratchet Set			E 50-01-30-08		31.92	0.00
			PUBLIC WORKS / MAINTENANCE - SUPPLIES / GENERAL			
BBQ Grill/Post			E 30-03-35-01		309.99	0.00
			TOWNPROPERTY / JONES POND - REPAIRS / BUILDINGS			
PB BLASTER			E 50-01-30-08		7.50	0.00
			PUBLIC WORKS / MAINTENANCE - SUPPLIES / GENERAL			

Warrant 14

Jrnl	Check	Month	Invoice Description	Reference	Amount	Encumbrance
Description			Account	Proj		
Mike Cell Phone			E 50-01-15-02		90.68	0.00
			PUBLIC WORKS / MAINTENANCE - UTILITIES / COMMUNICATE			
Paint Supplies			E 30-03-35-01		280.58	0.00
			TOWNPROPERTY / JONES POND - REPAIRS / BUILDINGS			
Saw Attachment			E 50-01-30-08		179.00	0.00
			PUBLIC WORKS / MAINTENANCE - SUPPLIES / GENERAL			
Office supplies			E 10-01-30-08		101.19	0.00
			ADMIN / ADMIN - SUPPLIES / GENERAL			
B Hotel Cert			E 10-01-40-04		170.30	0.00
			ADMIN / ADMIN - STAFF / TRAINING			
Disconnect Switch			E 50-01-30-08		7.98	0.00
			PUBLIC WORKS / MAINTENANCE - SUPPLIES / GENERAL			
Keyboard/Mouse			E 50-01-30-07		27.62	0.00
			PUBLIC WORKS / MAINTENANCE - SUPPLIES / HARDWARE			
Yearly Subscription	FoxIT		E 10-01-30-06		137.14	0.00
			ADMIN / ADMIN - SUPPLIES / SOFTWARE			
Duster Kit			E 30-02-30-08		56.69	0.00
			TOWNPROPERTY / COMMUNITYCTR - SUPPLIES / GENERAL			
EZ Pass PD			E 40-01-40-03		17.00	0.00
			PUBLICSAFETY / POLICE - STAFF / TRAVEL			
Webcam			E 10-01-30-07		29.99	0.00
			ADMIN / ADMIN - SUPPLIES / HARDWARE			
Invoice Total-					1,447.58	
0113	16764	09	07/21-08/20/2026	CC Inv #3		
Paper Towels PD			E 30-05-30-08		43.49	0.00
			TOWNPROPERTY / FIRESTATION2 - SUPPLIES / GENERAL			
Wrist Rest Keyboards			E 10-01-30-08		63.72	0.00
			ADMIN / ADMIN - SUPPLIES / GENERAL			
AT&T EMS			E 40-03-15-02		121.44	0.00
			PUBLICSAFETY / AMBULANCE - UTILITIES / COMMUNICATE			
AT&T Fire Chief			E 40-02-15-02		45.44	0.00
			PUBLICSAFETY / FIRE DEPT. - UTILITIES / COMMUNICATE			
CANVA			E 40-03-30-06		18.00	0.00
			PUBLICSAFETY / AMBULANCE - SUPPLIES / SOFTWARE			
Short Sleeve Shirts PD			E 40-01-30-17		179.94	0.00
			PUBLICSAFETY / POLICE - SUPPLIES / UNIFORMS			
AT&T PD Phones			E 40-01-15-02		211.57	0.00
			PUBLICSAFETY / POLICE - UTILITIES / COMMUNICATE			
Dog Ins Kia/Aspen			E 53-01-25-17		228.39	0.00
			INSURANCE / INSURANCE - INSURANCE / K9			
AT&T UniData 1 yr			E 40-01-15-02		225.00	0.00
			PUBLICSAFETY / POLICE - UTILITIES / COMMUNICATE			
ADT Security			E 30-05-15-02		138.63	0.00
			TOWNPROPERTY / FIRESTATION2 - UTILITIES / COMMUNICATE			
Nextiva CCloud			E 30-05-15-02		107.61	0.00
			TOWNPROPERTY / FIRESTATION2 - UTILITIES / COMMUNICATE			
Invoice Total-					1,383.23	
0113	16764	09	07/21-08/20/2026	CC Inv #4		
Plumbing Supplies			E 30-03-30-08		64.76	0.00
			TOWNPROPERTY / JONES POND - SUPPLIES / GENERAL			
Icloud			E 50-01-15-02		0.99	0.00
			PUBLIC WORKS / MAINTENANCE - UTILITIES / COMMUNICATE			
Invoice Total-					65.75	
0113	16764	09	Credit Memo	07/23/2026		
Credit Memo			G 1-001-00		-41.37	0.00
			GENERAL FUND / GEN FUND CM			
Invoice Total-					-41.37	

Warrant 14

Jrnl	Check	Month	Invoice Description	Reference	Amount	Encumbrance
Description			Account	Proj		
Vendor Total-					5,083.17	
00382 CASHLY BUILDERS						
0113	16765	09	08/21/2026	INV#4052		
COUPLING/LABOR			E 30-07-35-01		376.32	0.00
			TOWNPROPERTY / PHWC - REPAIRS / BUILDINGS			
Vendor Total-					376.32	
01855 COLLEEN WALLACE						
0113	16766	09	08/26/2026	EMS		
EMS FUNDRAISER SUPP			E 81-01-90-01		199.17	0.00
			AMBULANCE / AMBULANCE - RESERVES / EXPENSE			
Vendor Total-					199.17	
00084 COLWELL DIESEL SERVICE & GARAGE						
0113	16767	09	08/19/2026 FD Tanker 1	Inv#R100015242		
1991 Ford			E 40-02-35-02		6,236.25	0.00
			PUBLICSAFETY / FIRE DEPT. - REPAIRS / EQUIPMENT			
Vendor Total-					6,236.25	
01245 DANIELLE NELSON						
0113	16768	09	08/28/2026	OVERCHARGE		
OVERCHARGE CLAM LICENS			R 02-09		25.00	0.00
			LICENSES - SHELLFISH			
Vendor Total-					25.00	
01218 DM&J WASTE						
0113	16769	09	08/31/2026	INV#164902		
RENTAL			E 50-07-20-25		465.00	0.00
			PUBLIC WORKS / TRANSFER STA - SERVICES / DISPOSAL			
Invoice Total-					465.00	
0113	16769	09	08/24/2026	Inv#164741		
4.08 T @ \$125.00			E 50-07-20-25		510.00	0.00
			PUBLIC WORKS / TRANSFER STA - SERVICES / DISPOSAL			
ROLLOFF transport fee			E 50-07-20-25		436.00	0.00
			PUBLIC WORKS / TRANSFER STA - SERVICES / DISPOSAL			
3.86 T X \$125.00			E 50-07-20-25		482.50	0.00
			PUBLIC WORKS / TRANSFER STA - SERVICES / DISPOSAL			
ROLLOFF transport fee			E 50-07-20-25		436.00	0.00
			PUBLIC WORKS / TRANSFER STA - SERVICES / DISPOSAL			
Invoice Total-					1,864.50	
Vendor Total-					2,329.50	
00134 ELLSWORTH AMERICAN						
0113	16770	09	Acct#: 1582	08/01-08/31/26		
Invitation for Bid			E 10-01-20-02		62.60	0.00
			ADMIN / ADMIN - SERVICES / ADVERTISING			
Subdivision Amendment			R 02-13		173.60	0.00
			LICENSES - APP. FEES			
Vendor Total-					236.20	
00195 HARMON'S						
0113	16771	09	08/28/2026 PD	Inv#216917		
2 Car Washes			E 40-01-30-04		24.00	0.00
			PUBLICSAFETY / POLICE - SUPPLIES / VEH MAINT			
Vendor Total-					24.00	

Warrant 14

Jrnl	Check	Month	Invoice Description	Reference		
Description			Account	Proj	Amount	Encumbrance
00216 INLAND FISHERIES AND WILDLIFE						
0113	16772	09	IF&W REPORT	AUGUST		
IFW LICENSES			G 1-240-01		90.00	0.00
			GENERAL FUND / IFW			
RV REGISTRATION/MILFOIL			G 1-240-05		962.00	0.00
			GENERAL FUND / RV REG FEE			
RV SALES TAX			G 1-240-06		308.00	0.00
			GENERAL FUND / RV SALES TAX			
Vendor Total-					1,360.00	
00225 JAMES R. MALLOY						
0113	16773	09	09/03/2026 Reimbursement	Plate#1080		
Mount & Balance			E 40-01-30-04		50.00	0.00
			PUBLICSAFETY / POLICE - SUPPLIES / VEH MAINT			
Vendor Total-					50.00	
00353 KRUPA 80 INC.						
0113	16774	09	August	Fuel		
POLICE DEPT FUEL			E 40-01-30-03		347.71	0.00
			PUBLICSAFETY / POLICE - SUPPLIES / VEHICLE FUEL			
FIRE DEPT FUEL			E 40-02-30-03		330.66	0.00
			PUBLICSAFETY / FIRE DEPT. - SUPPLIES / VEHICLE FUEL			
EMS FUEL			E 40-03-30-03		617.77	0.00
			PUBLICSAFETY / AMBULANCE - SUPPLIES / VEHICLE FUEL			
SHELLFISH FUEL			E 20-12-30-03		175.09	0.00
			SERVICES / SHELL - SUPPLIES / VEHICLE FUEL			
PD SUPPLIES			E 40-01-30-08		36.30	0.00
			PUBLICSAFETY / POLICE - SUPPLIES / GENERAL			
Vendor Total-					1,507.53	
01382 MICHAEL PINKHAM SR.						
0113	16775	09	AUGUST 2026	PHONE		
phone reimbursement			E 20-12-15-02		20.00	0.00
			SERVICES / SHELL - UTILITIES / COMMUNICATE			
Vendor Total-					20.00	
00311 NAPA						
0113	16776	09	ACCT# 3483 FD	08/31/2026		
Wiper Blade			E 40-03-30-04		7.39	0.00
			PUBLICSAFETY / AMBULANCE - SUPPLIES / VEH MAINT			
Vendor Total-					7.39	
00316 OAK GROVE SPRING WATER						
0113	16777	09	08/04/2026	INV#120998		
5 GAL BOTTLE WATER			E 30-01-30-08		20.00	0.00
			TOWNPROPERTY / TOWN OFFICE - SUPPLIES / GENERAL			
Vendor Total-					20.00	
00844 PITNEY BOWES						
0113	16778	09	08/18/2026	REFILL		
POSTAGE MACHINE REFILL			E 10-01-30-02		601.42	0.00
			ADMIN / ADMIN - SUPPLIES / POSTAGE			
Vendor Total-					601.42	
00365 RAY PLUMBING COMPANY						
0113	16779	09	09/02/2026	INV#116442880		

Warrant 14

Jrnl	Check	Month	Invoice Description	Reference		
Description			Account	Proj	Amount	Encumbrance
REC. CTR. PORTA POT			E 83-01-90-01		180.00	0.00
RECREATION /			RECREATION - RESERVES / EXPENSE			
Invoice Total-					180.00	
0113	16779	09	09/02/2026	INV#116442922		
TRANS. STATION PORTAPOT			E 30-10-35-01		180.00	0.00
TOWNPROPERTY / T STATION - REPAIRS / BUILDINGS						
Invoice Total-					180.00	
0113	16779	09	09/02/2026	INV#116442899		
TOWN PARK PORTA POT			E 96-01-90-01		180.00	0.00
J STRATER RE / J STRATER RE - RESERVES / EXPENSE						
Invoice Total-					180.00	
Vendor Total-					540.00	
01067 REGIONAL SCHOOL UNIT #24						
0113	16780	09	09/10/2026	SCHOOL APPRO.		
School - Gouldsboro			E 80-02-50-07		336,001.92	0.00
EDUCATION / RSU#24 - MISC. / EDUCATION						
Vendor Total-					336,001.92	
00158 RH FOSTER, INC.						
0113	16781	09	ACCT#650102	CP-003559		
PUBLIC WORKS FUEL			E 50-01-30-03		89.33	0.00
PUBLIC WORKS / MAINTENANCE - SUPPLIES / VEHICLE FUEL						
Vendor Total-					89.33	
01132 ROBERT HARMON						
0113	16782	09	09/10/2026	TRANSFER/TRASH		
Transfer Station			E 50-07-20-24		2,500.00	0.00
PUBLIC WORKS / TRANSFER STA - SERVICES / TS OPERATOR						
Trash Pickup			E 50-05-20-16		11,500.00	0.00
PUBLIC WORKS / SW & RECYCLE - SERVICES / WASTE PICKUP						
Vendor Total-					14,000.00	
00721 ROY D. GOTT - CHARYBDIS COMPUTER SERV						
0113	16783	09	08/30/2026	INV#6618		
ADMIN			E 10-01-30-07		27.23	0.00
ADMIN / ADMIN - SUPPLIES / HARDWARE						
EMS			E 40-03-30-07		27.23	0.00
PUBLICSAFETY / AMBULANCE - SUPPLIES / HARDWARE						
Vendor Total-					54.46	
00374 S&S ENTERPRISES						
0113	16784	09	08/21/2026 LIC#1081	INV#36792		
PD VEHICLE MAINT			E 40-01-30-04		71.70	0.00
PUBLICSAFETY / POLICE - SUPPLIES / VEH MAINT						
Vendor Total-					71.70	
00373 SKILLCLOUD CONSULTING GROUP,LLC						
0113	16785	09	08/31/2026	INV#4601		
6.75 HOURS HOURLY SUPPORT			E 95-01-90-01		1,215.00	0.00
LEGAL & EXEC / LEGAL RES - RESERVES / EXPENSE						
Vendor Total-					1,215.00	
00989 STAPLES						
0113	16786	09	ACCT# ATL10181243	Inv#7011121585		

Warrant 14

Jrnl	Check	Month	Invoice Description	Reference		
Description			Account	Proj	Amount	Encumbrance
Office Chair			E 30-01-30-08		145.47	0.00
			TOWNPROPERTY / TOWN OFFICE - SUPPLIES / GENERAL			
Vendor Total-					145.47	
00309 STATE OF MAINE						
0113	16759	09	09/08/2026	08/24-08/28/26		
REGISTRATION FEES			G 1-240-02		2,113.00	0.00
			GENERAL FUND / MV REG FEE			
SALES TAX			G 1-240-03		1,045.00	0.00
			GENERAL FUND / MV SALES TAX			
TITLE FEES			G 1-240-04		198.00	0.00
			GENERAL FUND / MV TITLE			
Vendor Total-					3,356.00	
00222 THE SNOWMAN GROUP						
0113	16787	09	09/04/2026	INV#23341		
#10 WINDOW ENVELOPES			E 10-01-30-08		458.92	0.00
			ADMIN / ADMIN - SUPPLIES / GENERAL			
Vendor Total-					458.92	
00028 VERSANT POWER						
0113	16788	09	7/24-8/24/26	iNV#21212821		
WOMEN'S CLUB BLDG			E 30-07-15-01		65.91	0.00
			TOWNPROPERTY / PHWC - UTILITIES / ELECTRICITY			
Invoice Total-					65.91	
0113	16788	09	07/24-08/24/26	Inv#21212816		
TOWN OFF BLDG			E 30-01-15-01		293.83	0.00
			TOWNPROPERTY / TOWN OFFICE - UTILITIES / ELECTRICITY			
Invoice Total-					293.83	
0113	16788	09	07/27-08/25/26	Inv#21217673		
PH PIER			E 30-08-15-01		66.95	0.00
			TOWNPROPERTY / PIER - UTILITIES / ELECTRICITY			
Invoice Total-					66.95	
0113	16788	09	07/22-08/20/26	Inv#21191433		
TR STATION			E 30-10-15-01		47.70	0.00
			TOWNPROPERTY / T STATION - UTILITIES / ELECTRICITY			
Invoice Total-					47.70	
0113	16788	09	07/22/26-08/20/26	Inv#21191426		
FIRE ST#2			E 30-05-15-01		346.63	0.00
			TOWNPROPERTY / FIRESTATION2 - UTILITIES / ELECTRICITY			
Invoice Total-					346.63	
0113	16788	09	07/22-08/20/26	Inv#21191418		
FIRE ST#3			E 30-06-15-01		76.06	0.00
			TOWNPROPERTY / FIRESTATION3 - UTILITIES / ELECTRICITY			
Invoice Total-					76.06	
0113	16788	09	07/24-08/24/26	Inv#21212810		
FIRE ST #1			E 30-04-15-01		197.30	0.00
			TOWNPROPERTY / FIRESTATION1 - UTILITIES / ELECTRICITY			
Invoice Total-					197.30	
0113	16788	09	07/24-08/24/26	Inv#21212844		
TOWN PARK			E 96-01-90-01		22.60	0.00
			J STRATER RE / J STRATER RE - RESERVES / EXPENSE			
Invoice Total-					22.60	

Warrant 14

Jrnl	Check	Month	Invoice Description	Reference		
Description			Account	Proj	Amount	Encumbrance
0113	16788	09	07/29-08/26/26		Inv#21212836	
STREET LIGHTS			E 50-03-15-04		678.88	0.00
			PUBLIC WORKS / STREETLIGHTS - UTILITIES / STREETLIGHTS			
			Invoice Total-		678.88	
			Vendor Total-		1,795.86	
01755 WEX BANK						
0113	16789	09	ACCT:0496-00-677073-9		Inv#114846781	
EMS FUEL PURCHASES			E 40-03-30-03		413.82	0.00
			PUBLICSAFETY / AMBULANCE - SUPPLIES / VEHICLE FUEL			
			Invoice Total-		413.82	
0113	9999	09	ACCT:0460-00-242368-9 PD		Inv#114687389	
PD FUEL PURCHASES			E 40-01-30-03		1,417.98	0.00
			PUBLICSAFETY / POLICE - SUPPLIES / VEHICLE FUEL			
			Invoice Total-		1,417.98	
			Vendor Total-		1,831.80	
00438 WHITE SIGN COMPANY						
0113	16790	09	08/26/2026		INV#IVC143110	
2 SIGNS & POSTS			E 50-01-30-11		506.92	0.00
			PUBLIC WORKS / MAINTENANCE - SUPPLIES / SIGNS			
			Vendor Total-		506.92	
00380 WHYNOTT CONSTRUCTION						
0113	16791	09	08/28/2026		PIER	
50% DEPOSIT			E 87-01-90-01		483.50	0.00
			HARBOR RES / HARBOR RES - RESERVES / EXPENSE			
			Vendor Total-		483.50	
00966 WOW PAGES, INC						
0113	16792	09	09/04/2026		INV#20110	
SEPT HOSTING			E 10-01-30-06		35.00	0.00
			ADMIN / ADMIN - SUPPLIES / SOFTWARE			
			Vendor Total-		35.00	
			Prepaid Total-		4,773.98	
			Current Total-		375,965.52	
			EFT Total-		0.00	
			Warrant Total-		380,739.50	

TO THE TREASURER OF THE TOWN OF GOULDSBORO:
THIS IS TO CERTIFY THAT THERE IS DUE AND CHARGEABLE TO THE APPROPRIATIONS
LISTED ABOVE THE SUM SET AGAINST EACH NAME AND YOU ARE DIRECTED TO PAY UNTO
THE PARTIES NAMED IN THIS SCHEDULE.

ROBERT HARMON

JACQUELINE WEAVER

PETER MCKENZIE II

DANNY MITCHELL JR

JOHNATHAN RENWICK

Treasurer's Report

09/10/2026

Bank: 1 - BAR HARBOR BANKING & TRUST

STATEMENT DATE 08/31/2026

		AMOUNT	COUNT
BEGINNING BALANCE		2,013,989.68	
DEPOSITS ON STATEMENT	+	122,318.36	56
RETURNED CHECKS	-	0.00	0
INTEREST	+	0.00	0
OTHER CREDITS	+	329,706.27	16
CASHED CHECKS	-	627,996.53	87
OTHER DEBITS	-	85,591.12	8
STATEMENT BALANCE		1,752,426.66	
OUTSTANDING DEPOSITS	+	6,854.35	5
OUTSTANDING CHECKS	-	278,767.67	40
OUTSTANDING OTHER	+	-21,265.96	13
CHECKBOOK AT STATEMENT		1,459,247.38	
OTHER DEPOSITS	+	58,440.71	11
ISSUED CHECKS	-	425,269.31	41
ISSUED OTHER	+	0.00	0
CURRENT CHECKBOOK		1,092,418.78	



GOULDSBORO POLICE DEPARTMENT

4 Williams Brook Road • PO Box 68 • Prospect Harbor, ME 04669

Dispatch: (207) 667- 8866

Office: (207) 963-5566

Fax: (207) 963-7046

August Reports

STATIONARY RADAR

DATE	LOCATION	POSTED SPEED	TOTAL	AVG/SPEED
08/04/26	Main Street PH	30	19	26.84
08/08/26	Main Street BH	25	23	26.86
08/24/26	Main Street PH	30	6	26.6
08/31/26	School Zone	15	16	17.37
08/31/26	South Gouldsboro Road	35	13	34.30
08/31//26	US Route One	55	10	63.6

Motor Vehicle Stops- 33

Summons- 1

Warnings- 32

Accidents- 3 with 1 resulting in a fatal

Parking Violations 3

Property Checks- 2

Arrests- 0

K9 requests 3, 2 were for missing lady in Sullivan

Select Board Report

Reporting Period: August 25 – September 4, 2026

Call Summary

The Fire Department responded to 9 calls for service during this reporting period. A summary by call type and by town is provided below, followed by the full call log.

Statistic	Count
Total calls received	9
Calls responded	9
Fire Alarm	6
Fire, Power Line	1
EMS Lift Assist	1
Fire, Building	1

Town	Calls
Gouldsboro	4
Winter Harbor	4
Mariaville	1

Call Log

Date	Nature of Call	Town	Incident #
8/25/26	Fire Alarm	Gouldsboro	26GB-0082
8/25/26	Fire Alarm	Winter Harbor	26GB-0083
8/27/26	Fire Alarm	Gouldsboro	26GB-0084
8/28/26	Fire, Power Line	Gouldsboro	26GB-0085
8/28/26	Fire Alarm	Winter Harbor	26GB-0086
8/28/26	Fire Alarm	Gouldsboro	26GB-0087
8/30/26	Fire Alarm	Winter Harbor	26GB-0088
8/31/26	EMS Lift Assist	Winter Harbor	26GB-0089
8/31/26	Fire, Building	Mariaville	26GB-0090

Operational Updates

- Monthly Meetings: The department has resumed its regular monthly meeting schedule.
- Fire Prevention Week / School Coordination: Working closely with Peninsula School Principal Chris Beals on Fire Prevention Week activities, and coordinating attendance at school fire drills so the department can become familiar with the school's evacuation plan and student accountability system.
- Station Open House: Planning is underway for a station open house before the end of October, potentially timed around Halloween.
- AFG Grant: The department is still awaiting official confirmation on the Assistance to Firefighters Grant (AFG), though indications suggest it is likely to be awarded. If awarded, the grant would fund new air packs, RIT packs, and a compressor/bottle filling station to be housed at Winter Harbor Fire Department (WHFD).

Respectfully,

Benjamin Souders
Fire Chief



town manager <town.manager@gouldsborotown.com>

Cardiac Monitor Failure

1 message

Ben Souders <bsouders@gouldsborotown.com>

Wed, Sep 2, 2026 at 8:31 AM

To: town manager <town.manager@gouldsborotown.com>

The Lifepak cardiac monitor on Truck 24 had to be pulled out of service. It's not working correctly at all. Pulse-ox port is damaged and inoperable, and now the blood pressure function also won't work. It no longer inflates the cuff and can't read the pressure once it does. I think that monitor is done, so we are utilizing the monitor from truck 52. The monitor from 52 has similar issues, though it is still operable at this time. It does not wirelessly connect to Bluetooth, so we are unable to transmit our ECGs. This will require personnel to take photos of the ECG strips to upload to their patient care reports.

The monitor problem is now critical because we are using a monitor we have tried to avoid due to its age and condition; this is why it was on the secondary truck. Because we lack a monitor, truck 52 can only operate as a Basic Life Support (BLS) unit. If anything happens to the monitor we now have on Truck 24, our entire service will be unable to function at the AEMT or paramedic license level. Unfortunately, it's one of the few equipment items absolutely required to provide AEMT or paramedic level service.

Please let me know when you have time today or tomorrow to discuss this so we can develop an action plan.

--

Benjamin Souders, Fire Chief

Town of Gouldsboro

[59 Main Street, Prospect Harbor, ME 04669](#)

Phone: (207) 546-6020

Municipal Office: (207) 963-5589

MEMORANDUM

To: Gouldsboro Select Board
From: Josh McIntyre, Town Manager
Date: September 8, 2026
Re: Emergency Replacement of EMS Cardiac Monitor/Defibrillator

Recommendation

I recommend that the Select Board authorize the Town Manager to expend up to \$65,000 from the Ambulance Reserve for the purchase of one new cardiac monitor/defibrillator for Schoodic EMS, subject to completion of the procurement and due-diligence steps outlined below.

I further recommend that the Town defer the Type II ambulance purchase currently contemplated in the Capital Improvement Plan until a permanent EMS Director is hired and has completed a broader assessment of the service's ambulance fleet and future capital needs.

Current Situation

The FY27 Capital Improvement Plan contemplated purchase of a Type II ambulance during the current fiscal year, followed by replacement of cardiac monitors in subsequent years. Circumstances have changed sufficiently to warrant reconsideration of those priorities.

In particular:

- The cardiac monitor assigned to Truck 24 has experienced multiple failures and has been removed from service. Its pulse-ox port is damaged and inoperable, and its non-invasive blood-pressure function has also failed.
- Schoodic EMS has temporarily moved the older cardiac monitor from Truck 52 to Truck 24.
- The remaining monitor is operational but has known deficiencies, including inability to transmit ECGs wirelessly.
- Because its monitor was transferred to Truck 24, Truck 52 currently can operate only as a Basic Life Support unit.
- If the remaining operational monitor fails, Schoodic EMS would be unable to function at the AEMT or paramedic level until another suitable monitor could be obtained.
- The Town presently has approximately **\$130,000 in the Ambulance Reserve**, from which the Select Board has authority to authorize expenditures.

The equipment failure therefore creates an immediate operational vulnerability that did not exist when the current CIP schedule was developed.

Interim EMS Director's Evaluation

Interim EMS Director Ben Souders has prepared a detailed comparison of two current-generation monitor/defibrillator platforms: the Stryker LIFEPAK 35 and ZOLL Zenix (attached).

His analysis finds advantages and disadvantages to each platform and does not suggest that either option is clearly superior in all respects. Because both platforms are relatively new, the report recommends additional due diligence before making a final selection, including equipment demonstrations, formal pricing, total-cost-of-ownership analysis and consultation with comparable EMS agencies.

I agree with that approach. However, given the failure of one monitor and the condition of the remaining unit, I do not recommend delaying replacement until the year contemplated in the existing CIP.

Proposed Procurement Conditions

Authorization of up to \$65,000 would not constitute authorization to purchase a particular manufacturer's product immediately. Before a purchase is finalized, the Interim EMS Director should:

- Obtain configuration-specific written pricing from Stryker and ZOLL, including the monitor itself, batteries, mounting equipment, accessories, software/connectivity requirements, warranties and available service plans.
- Determine the exact model, age, service/support status and condition of both existing cardiac monitors.
- Obtain a repair evaluation and cost estimate for the failed Truck 24 monitor, if reasonably available, to determine whether it could economically be restored for use as a backup.
- Determine the anticipated remaining useful life and supportability of the older monitor currently being used on Truck 24.
- Consult with the service's medical director regarding the clinical requirements of the replacement unit and the relative merits of the two proposed platforms.
- Determine the configuration and features Schoodic EMS actually requires, rather than assuming purchase of every available feature on either manufacturer's flagship configuration.
- Determine what equipment is used by relevant neighboring EMS agencies and principal receiving hospitals and identify any meaningful interoperability, training or standardization considerations.
- Conduct demonstrations or hands-on evaluations of both units to the extent this can be accomplished promptly without unnecessarily delaying procurement.

- Contact comparable EMS agencies using the equipment regarding reliability, service and vendor support.
- Evaluate warranty, service, consumable, software and other anticipated costs rather than relying solely on initial acquisition price.
- Document the resulting recommendation for the Town Manager before a purchase order is issued.

If the recommended procurement cannot be completed within the \$65,000 authorization, the matter would return to the Select Board before any commitment is made.

CIP Implications

I also recommend that staff revise the EMS portion of the CIP for subsequent Select Board consideration.

Rather than proceeding immediately with the planned Type II ambulance purchase, the Town should consider:

- **FY27:** Purchase one replacement cardiac monitor/defibrillator.
- **FY27:** Pursue the LUCAS automated compression device if anticipated grant assistance is received and the required Town contribution is reasonable.
- **FY28:** Retain the planned second cardiac-monitor replacement, subject to reassessment after experience with the first new unit.
- **FY28:** Retain the stair-chair replacement unless its condition warrants earlier action.
- **Ambulance replacement:** Defer a decision until the permanent EMS Director evaluates the condition and expected useful life of the existing fleet and recommends an appropriate long-term replacement schedule and vehicle configuration.

The Town purchased its current primary ambulance new in December 2024. Deferring the next ambulance purchase would allow the incoming permanent Director to assess the appropriate long-term fleet configuration before the Town makes another significant vehicle investment.

A cardiac monitor presents a different consideration. It is critical clinical equipment that can be transferred to a future ambulance and therefore can be purchased now without committing the Town to a particular future ambulance configuration.

Requested Board Action

Authorize the Town Manager to expend an amount not to exceed \$65,000 from the Ambulance Reserve for the purchase of one cardiac monitor/defibrillator for Schoodic EMS, subject to completion of the due-diligence and procurement steps.

Cardiac Monitor/Defibrillator Replacement Proposal

A Comparative Evaluation of the Stryker LIFEPAK 35 and the ZOLL Zenix Monitor/Defibrillator

Prepared for: Town of Gouldsboro

Prepared by: Benjamin Souders, Fire Chief/EMS Director

Date: September 7, 2026

Confidential — Internal Procurement Document

Executive Summary

This proposal compares the two leading candidates under consideration to replace our agency's current cardiac monitor/defibrillator fleet: the Stryker (Physio-Control) LIFEPAK 35 and the ZOLL Zenix, ZOLL's newest and most advanced monitor/defibrillator platform. Both devices represent the current flagship offering from each manufacturer and are meaningful upgrades over legacy units such as the LIFEPAK 15 and ZOLL X Series in terms of touchscreen usability, connectivity, and CPR-quality technology.

Because both platforms are new to market — the LIFEPAK 35 launched in 2024 and the Zenix received FDA approval in September 2025 — neither has an extensive multi-year field record, and no head-to-head clinical outcomes study exists comparing these two specific models. This proposal therefore draws on the manufacturers' published specifications, the closest available comparative clinical literature (which involves the prior-generation LIFEPAK 15 and ZOLL X Series), FDA/Health Canada regulatory records, and unfiltered field commentary from EMS provider forums to give the most balanced picture currently available.

Recommendation, in brief: If our agency needs to select a primary direction today, the LIFEPAK 35 is the marginally safer recommendation, principally on the strength of cprINSIGHT — a uniquely validated, published capability that shortens pre-shock pauses and raises chest compression fraction — combined with the absence of any current FDA quality-system warning letter against Stryker's emergency-care manufacturing operations. However, the ZOLL Zenix is a strong and in some respects more forward-looking alternative, particularly for agencies that value its unique real-time BVM ventilation feedback, its modular field-serviceable design, and (based on informal pricing reports) a potentially lower acquisition cost. Given how new both devices are, we recommend a structured demo/field-trial period with both units, formal five-year total-cost-of-ownership quotes, and reference calls to peer agencies before final commitment. Full detail and citations follow below.

Purpose and Background

Our agency's current monitor/defibrillator fleet is approaching end of service life and manufacturer support, requiring replacement. This proposal evaluates the two top-tier candidates identified for consideration and provides the pros, cons, exclusive features, supporting evidence, and cost/regulatory considerations needed to support a purchasing decision and, where applicable, a capital budget request or grant application.

Scope note: "the newest series of ZOLL cardiac monitor" is interpreted here as the ZOLL Zenix, which ZOLL describes as its most clinically advanced and easy-to-use professional monitor/defibrillator to date, and which received FDA premarket approval on September 30, 2025 and EU MDR approval on February 10, 2026. If our agency intended to evaluate the ZOLL X Series Advanced instead (ZOLL's prior flagship, with a longer field track record), that comparison can be produced as a supplement.

Device Overviews

Stryker LIFEPAK 35 Monitor/Defibrillator

Released in June 2024 after what Stryker describes as more than ten years of research and customer feedback, the LIFEPAK 35 is built around a large 10.4-inch touchscreen with chemically reinforced, double-glove-friendly glass, an IP55 dust/water rating, and drop/impact testing under Stryker's "LIFEPAK TOUGH" durability program. Its signature clinical feature is cprINSIGHT, an FDA-cleared algorithm that analyzes the ECG during ongoing chest compressions to render a shock/no-shock decision — the only such algorithm currently cleared for this purpose. The unit also offers

STJ Insight, a graphical live 12/15-lead ECG tool aimed at faster ST-elevation MI recognition, a pediatric AED mode with escalating energy from 1J to 360J, and WiFi/Bluetooth connectivity into Stryker's LIFENET Care ecosystem.

ZOLL Zenix Monitor/Defibrillator

The Zenix is ZOLL's newest monitor/defibrillator, receiving FDA premarket approval on September 30, 2025 and EU MDR approval on February 10, 2026. ZOLL positions it as the successor generation to the long-running X Series and R Series, built from years of customer feedback — most visibly, the reintroduction of a physical trim knob alongside an 8.4-inch touchscreen, after clinicians reportedly pushed back on the X Series' touchscreen-only control scheme. ZOLL states that virtually all Zenix functions are reachable within three screen touches. Its headline capabilities are Real CPR Help (compression rate/depth/release feedback and See-Thru CPR to visualize the underlying rhythm through compression artifact) and Real BVM Help, which ZOLL states is the only real-time ventilation rate and volume feedback available on a monitor/defibrillator display. The Zenix also introduces a modular "pod" architecture that allows field service technicians to swap parameter hardware on-site rather than shipping the unit to a depot for repair or upgrade.

Side-by-Side Feature and Specification Comparison

Figures below are drawn from each manufacturer's published product pages and spec sheets as of September 2026. Several EMS-configuration figures for Zenix (weight, memory, battery life, warranty) were not published in the sources reviewed and should be requested directly from the ZOLL representative during the RFP/quote process.

Specification	Stryker LIFEPAK 35	ZOLL Zenix
Display	10.4" HD chemically-reinforced touchscreen; double-glove friendly; drop/impact tested	8.4" color LCD touchscreen plus a physical trim knob for non-touch control
Primary CPR-quality technology	cprINSIGHT — analyzes ECG during ongoing chest compressions to render a shock/no-shock decision without stopping CPR	Real CPR Help with CPR Dashboard (rate, depth, release) and See-Thru CPR to view underlying rhythm through compression artifact
Ventilation feedback	EtCO ₂ -based physiological/trend feedback; no dedicated real-time ventilation rate/volume coaching identified	Real BVM Help — real-time bag-valve-mask ventilation rate and volume feedback with on-screen and airway-stack indicators
ECG / diagnostics	Live 12/15-lead view with STJ Insight graphical ST-segment analysis for MI detection	12-lead ECG acquisition and transmission; case data feeds RescueNet CaseReview for QA/QI
Durability	IP55 rated; chemically strengthened glass; tested to withstand severe impact/vibration ("LIFEPAK TOUGH")	Rugged overmold (EMS configuration); durable touchscreen; modular design reduces exposure during field service
Serviceability	Standard depot/field service model	Swappable parameter "pods" let field techs replace hardware on-site, cutting depot downtime
Pediatric care	Pediatric AED mode with escalating energy, 1J–360J	Auto-adjusting pediatric energy/alarms; dual-sensor pediatric electrodes to counter mattress effect; constant-current pacing

Connectivity	WiFi and Bluetooth; integrates with LIFENET Care	WiFi/Bluetooth/USB (EMS config.); Zenix Viewer wireless tablet for remote, real-time data viewing
Weight (fully configured)	15.75 lb with paper and two batteries	Not confirmed in public spec sheets — request from ZOLL rep (predecessor X Series is under 12 lb)
Memory / records	50 patient records, 12-hour duration each	Not confirmed in public spec sheets — request from ZOLL rep
Battery	FLEX lithium-ion dual-battery system; ~9 hrs monitoring; ~5 hr recharge	Not confirmed in public spec sheets — request from ZOLL rep
Warranty / expected life	1 year (EMS) / 5 years (hospital); 8-year expected device life	Not published — confirm current EMS warranty terms directly with ZOLL
Market status	Launched June 2024; established but still a relatively new platform	FDA PMA approval Sept. 30, 2025; EU MDR approval Feb. 10, 2026 — newest monitor/defibrillator on the market

Pros and Cons: Stryker LIFEPAK 35

Strengths

- **Unique, validated CPR-quality technology.** cprINSIGHT is the only FDA-cleared algorithm able to make a shock/no-shock decision during ongoing compressions. Published data (de Graaf et al., Resuscitation, 2021) found it analyzed rhythm during compressions in 70% of cases with 96% sensitivity and 98% specificity, cutting average pre-shock pause from about 22 seconds to about 8 seconds and raising chest compression fraction from roughly 80% to 86% versus a conventional AED.
- **Diagnostic-grade ECG tools.** STJ Insight overlays a graphical ST-segment analysis onto the live 12/15-lead view, aimed at speeding recognition of myocardial injury — useful for chest-pain-heavy call volumes and STEMI-alert workflows with receiving hospitals.
- **Documented ruggedness.** IP55 rating, chemically strengthened impact-tested glass, and a stated 8-year expected service life give a clear, quantified durability profile for a device that will live on a jump bag or cot for years.
- **Familiarity and installed base.** LIFEPAK has historically held a large share of the US EMS monitor market, which can ease field-training transitions for laterally hired medics and simplify interoperability with hospital code carts that already standardize on LIFEPAK.

Weaknesses

- **Acquisition cost and warranty terms flagged by users.** EMS professionals on EMTLife forums reported a fully configured ALS LIFEPAK 35 quoted around \$70,000 by one vendor rep, versus roughly \$40,000 for a current-generation LIFEPAK 15 — alongside pointed criticism that only a 1-year EMS warranty is offered against an 8-year expected device life. These are informal, single-source figures, not official pricing, and should be confirmed through a formal quote.

- **Recent hardware recall.** Health Canada issued a Type II recall in August 2025 after Stryker received reports of the LIFEPAK 35's carrying handles detaching from the device — a field-durability issue worth raising directly with the Stryker representative regarding root cause and remediation status.
- **No dedicated ventilation-feedback technology identified.** Published LIFEPAK 35 materials describe EtCO₂ monitoring and trending but no real-time bag-valve-mask rate/volume coaching comparable to ZOLL's Real BVM Help.
- **Newer, touchscreen-first workflow.** The shift away from most physical buttons toward a touchscreen-led interface is a significant workflow change for crews accustomed to the LIFEPAK 12/15 button layout, and may add training time during transition.

Pros and Cons: ZOLL Zenix

Strengths

- **Unique real-time ventilation feedback.** Real BVM Help provides live bag-valve-mask ventilation rate and volume feedback, which ZOLL states no competing monitor/defibrillator currently offers. Independent manikin and clinical literature on real-time ventilation feedback devices generally, while not Zenix-specific, supports the underlying premise that such feedback measurably improves adherence to guideline tidal volume and ventilation rate.
- **Field-serviceable modular design.** Swappable parameter "pods" let biomedical or ExpertCare field technicians repair or upgrade hardware on-site, which can meaningfully reduce fleet downtime and depot shipping costs for a busy agency compared with a traditional whole-unit service model.
- **Responsive interface redesign.** The reintroduction of a physical trim knob alongside the touchscreen directly answers a long-running field complaint about the X Series' touchscreen-only control scheme, which may shorten the training curve for medics already experienced on ZOLL equipment.
- **Directionally favorable outcomes literature (prior generation).** A Danish Cardiac Arrest Registry cohort study of 6,516 out-of-hospital cardiac arrest patients (2016–2021) found an adjusted odds ratio for ROSC of 1.22 (95% CI 1.04–1.43) favoring ZOLL defibrillators over LIFEPAK, with no significant difference in 30-day mortality. This compared the LIFEPAK 15 and ZOLL X Series specifically — not the LIFEPAK 35 or Zenix — so it should be read as indirect, brand-level evidence rather than a direct test of the current units.

Weaknesses

- **Very limited field track record.** With FDA approval in September 2025, the Zenix has only a few months of real-world deployment history at the time of this proposal — meaningfully less than the LIFEPAK 35's roughly two-year history — so long-term reliability data is still accumulating.
- **Active FDA quality-system warning letter.** The FDA issued a warning letter to ZOLL Medical dated April 30, 2026 citing quality-system and manufacturing-control violations at its Chelmsford, Massachusetts facility, which produces defibrillators, ventilators, sensors, and electrodes. The letter followed a 2025 facility inspection and referenced an inadequately managed corrective-action process; a related 2024 Class I recall affected ZOLL's 731 Series ventilators (not its defibrillator line). This does not indicate a defect in the Zenix specifically, but it is a live regulatory compliance flag that should be discussed directly with the ZOLL representative and monitored through resolution.
- **Mixed early field reception.** Discussion on EMS provider forums following the Zenix's announcement was split — several posters welcomed the trim-knob redesign, while others criticized the device's appearance and interface as "toy-like," underscoring that user-interface opinions remain unsettled this early in deployment.

- **Incomplete public specifications.** Several EMS-configuration figures (exact weight, memory capacity, battery runtime, warranty length) were not available in the manufacturer materials reviewed for this proposal and must be obtained directly from ZOLL before a cost/benefit comparison can be finalized.

Features Exclusive to Each Device

Found on the LIFEPAK 35 but not confirmed on the Zenix

- cprINSIGHT — analysis of ECG rhythm during ongoing chest compressions to render an autonomous shock/no-shock decision without pausing CPR.
- STJ Insight — graphical ST-segment overlay on the live 12/15-lead view for faster myocardial-injury recognition.
- A publicly quantified IP55 ingress-protection rating and chemically strengthened, impact-tested display glass.
- A stated 8-year expected device service life (published by the manufacturer).

Found on the Zenix but not confirmed on the LIFEPAK 35

- Real BVM Help — real-time bag-valve-mask ventilation rate and volume feedback displayed on-screen and on a color-coded airway-stack indicator.
- Modular, field-swappable parameter "pods" enabling on-site hardware repairs/upgrades without sending the unit to a depot.
- A physical trim knob paired with the touchscreen for non-touch parameter control.
- Zenix Viewer — a wireless companion tablet allowing a second clinician to view real-time ventilation, compression, and vital-sign data from a connected unit (of particular interest for multi-provider or hospital-handoff workflows).
- Dual-sensor pediatric electrodes engineered specifically to counter the "mattress effect" during compressions, plus constant-current pacing for pediatric bradycardia.

Supporting Clinical Literature

Direct, head-to-head outcome studies of the LIFEPAK 35 versus the Zenix do not yet exist, given how recently both launched. The most relevant available evidence is summarized below.

Brand-level outcomes in out-of-hospital cardiac arrest

Meilandt et al. (Journal of the American Heart Association, 2024) analyzed 6,516 adult out-of-hospital cardiac arrest patients in the Danish Cardiac Arrest Registry (2016–2021) who received at least one EMS defibrillation. Of these, 85% were defibrillated with a LIFEPAK device (56% achieved ROSC) and 15% with a ZOLL device (63% achieved ROSC). After adjustment, ZOLL defibrillation was associated with higher odds of ROSC (aOR 1.22, 95% CI 1.04–1.43) but no statistically significant difference in 30-day mortality (aOR 1.11, 95% CI 0.95–1.30). This study used the LIFEPAK 15 and ZOLL X Series generation of devices, predating cprINSIGHT and Real BVM Help, so it should be treated as background context on each manufacturer's defibrillation platform rather than direct evidence about the LIFEPAK 35 or Zenix.

cprINSIGHT-specific evidence

de Graaf et al. (Resuscitation, 2021) validated the cprINSIGHT algorithm against expert physician rhythm review, finding 96% sensitivity and 98% specificity for shockable/non-shockable determinations made during ongoing compressions, and reported that using the algorithm shortened pre-shock pause (about 8 vs. 22 seconds) and

increased chest compression fraction (about 86% vs. 80%) relative to a conventional AED. Chest compression fraction and pre-shock pause duration are both established, guideline-referenced correlates of survival in cardiac arrest, which lends this feature real clinical weight.

Real-time CPR and ventilation feedback, general evidence base

A Danish EMS cohort study (Association of Real-Time Feedback and CPR Quality, published in the Journal of the American Heart Association) found ambulance crews using real-time compression feedback achieved a significantly higher proportion of correct compression depth (28.7% vs. 16.6%, $P < 0.001$) than crews without it. Separately, manikin-based research on real-time ventilation feedback devices (the technology category underlying ZOLL's Real BVM Help / AccuVent) found significantly improved adherence to guideline-recommended tidal volume and ventilation interval versus unassisted bag-valve-mask ventilation. Neither study evaluated the Zenix by name, but both support the physiological rationale behind each manufacturer's flagship feedback technology.

EMS Provider Feedback (Field Commentary)

Because both devices are too new for peer-reviewed usability studies, the most current "in the field" perspective comes from EMS professional discussion boards (notably EMTLife) and industry press. This commentary is informal and anecdotal, but it reflects the practical concerns purchasing committees typically raise.

- **Pricing and value:** Multiple posters flagged the LIFEPAK 35's reported list pricing (quoted around \$70,000 fully configured for ALS by one vendor rep) as high relative to a current-generation LIFEPAK 15 (roughly \$40,000) and relative to refurbished ZOLL X Series units (roughly \$19,000). These are anecdotal, single-agency figures and not authoritative pricing.
- **Warranty concerns:** Several LIFEPAK 35 forum commenters specifically questioned why a device with an 8-year expected life carries only a 1-year EMS warranty, and recommended pressing the Stryker rep to extend or bundle warranty coverage into the purchase agreement.
- **Feature trade-offs noted by users:** One widely discussed thread noted that the LIFEPAK 35, in some configurations, may ship without full CPR feedback in certain builds — commenters flagged this as disqualifying for agencies (or counties) that mandate CPR feedback capability on all frontline monitors. This should be explicitly confirmed in any LIFEPAK 35 configuration our agency requests a quote for.
- **Reception of the Zenix redesign:** Field reaction to the Zenix's return of a physical knob was mixed — some experienced medics welcomed it as a direct response to complaints about the X Series' touchscreen-only design, while others described the new industrial design as "toy-like," indicating opinions on ergonomics have not yet converged.
- **Historical brand loyalty:** Older forum threads show that some agencies form strong brand preferences based on years-old experience with legacy M/E Series ZOLL units or early LIFEPAK 12/15 units — this legacy sentiment appears in current discussions but is of limited relevance to the current-generation LIFEPAK 35/Zenix hardware, which are substantially redesigned platforms.

Recommendation: before finalizing a decision, consider posting a specific, agency-branded question to EMS provider communities (or contacting agencies of comparable size/call volume already running each unit) to gather feedback specific to the LIFEPAK 35 and Zenix rather than relying solely on secondhand forum commentary.

Regulatory and Quality Considerations

LIFEPAK 35

- Health Canada Type II recall (started August 15, 2025): reports of the LIFEPAK 35's carrying handles detaching from the device. Contact Stryker for confirmation of resolution status and whether affected serial number ranges overlap with any units proposed for our fleet.
- No current (2025–2026) FDA warning letter was identified against Stryker's Physio-Control/emergency-care manufacturing operations in the sources reviewed for this proposal; a 2010 warning letter involving Stryker's orthopaedic-implant division was resolved and is unrelated to this product line.

ZOLL Zenix

- FDA warning letter dated April 30, 2026, citing quality-system and manufacturing-control violations at ZOLL's Chelmsford, Massachusetts facility (which manufactures defibrillators, ventilators, sensors, and electrodes), following a 2025 facility inspection. This is a facility-level compliance finding, not a Zenix-specific product recall, but it should be raised directly with the ZOLL sales/quality team and tracked through resolution.
- A small number of Zenix-specific "product problem" reports appear in the FDA's MAUDE database from January–February 2026; these were logged as product-problem reports rather than adverse patient-injury events, which is unremarkable for a device in its first months of distribution, but worth monitoring as the installed base grows.

Neither finding above is disqualifying on its own, but both warrant direct questions to each vendor as part of formal due diligence, and should be documented in the purchasing file regardless of which unit is ultimately selected.

Cost and Total Cost of Ownership Considerations

Reliable, current list pricing for either device was not available from public sources and must be obtained through a formal quote from each manufacturer or authorized distributor. The following should be requested from both vendors before comparing costs:

- Per-unit price for the exact configuration our agency needs (parameters, battery configuration, CO2 type, connectivity/cellular options, mounting hardware).
- Warranty length and what it covers, including whether an extended warranty or service contract can be bundled into the purchase price — this is a particular point to negotiate on the LIFEPAK 35 given its comparatively short 1-year EMS warranty against an 8-year expected life.
- Trade-in or buy-back value for our agency's existing monitor fleet.
- Training costs and included e-learning access (both manufacturers offer online training platforms).
- Consumables pricing (electrodes/pads, batteries, printer paper) over a 5-year projected replacement cycle, since consumable cost differences compound significantly across a multi-unit fleet.
- Software/data platform subscription costs (LIFENET Care for LIFEPAK; RescueNet CaseReview / Zenix Viewer for ZOLL), if applicable to our agency's QA/QI workflow.

Anecdotal, non-authoritative pricing reported by EMS forum users suggested the LIFEPAK 35 may carry a meaningfully higher acquisition price than the LIFEPAK 15 it replaces, and that ZOLL equipment (based on refurbished X Series listings) has historically been available at a lower price point than comparable LIFEPAK hardware — but current Zenix new-unit pricing was not available in the sources reviewed and should not be assumed to follow the same pattern.

Recommendation

Both the LIFEPAK 35 and the Zenix are credible, current-generation flagship monitor/defibrillators, and either would represent a substantial upgrade over most legacy fleets. Based on the literature and field feedback gathered for this proposal:

- If our priority is the strongest published clinical evidence behind a single differentiating feature, the LIFEPAK 35's cprINSIGHT technology has the most direct, quantified support (reduced pre-shock pause, increased chest compression fraction) of any single feature discussed in this proposal, and Stryker's emergency-care division currently carries no known active FDA quality warning.
- If our priority is ventilation quality (relevant for a service with a high respiratory-arrest or prolonged-BVM call profile), fleet uptime/serviceability, or a device engineered from the most recent round of frontline user feedback, the Zenix's Real BVM Help and modular pod-service architecture are compelling and currently unmatched by the LIFEPAK 35 — but our agency should weigh this against ZOLL's active FDA warning letter and the Zenix's very short field history.
- Neither device has a long enough deployment history, nor is there head-to-head outcomes literature between these two specific models, to declare a clear across-the-board winner today.

Given this, the recommended path forward is a structured, time-boxed field evaluation of both units (most vendors will provide demo units for a 2–4 week trial), formal RFP-based five-year total-cost-of-ownership quotes from both manufacturers, direct reference calls to two or three agencies of comparable size/call volume currently running each device, and written confirmation from each vendor on the recall/warning-letter items noted above. This proposal, together with the outcomes of that evaluation, should support a defensible final recommendation to leadership and, if applicable, to a grant-funding or capital-purchase review board.

Suggested Next Steps

- Request formal, configuration-specific quotes (including warranty and service-plan options) from Stryker/Physio-Control and ZOLL.
- Schedule on-truck demo trials of both units with a representative sample of field crews, and collect structured feedback (usability, training time, ergonomics) rather than informal impressions alone.
- Contact 2–3 comparably sized agencies currently running each device for reference feedback on reliability and vendor support.
- Confirm current status/resolution of the LIFEPAK 35 handle recall and the ZOLL FDA warning letter directly with each manufacturer, in writing.
- Confirm CPR-feedback and ventilation-feedback configuration on any quoted LIFEPAK 35 units, given forum reports that some configurations may omit CPR feedback.
- Build a 5-year total-cost-of-ownership model (unit cost, consumables, service, software subscriptions, training) for both options before final selection.

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Schoodic EMS FY27 Supplemental Budget Model

Annualized 24/7 staffing model; health insurance excluded and budgeted elsewhere.

Metric	Approved FY27	Proposed Annualized	Change	Change %	Notes
Personnel	\$433,689	\$665,668	\$231,979		7 FT staff + per-diem/relief pool; detailed formula
Insurance	\$52,920	\$123,480	\$70,560		53.5% build on Staffing sheet
Utilities	\$7,700	\$7,700	-		133.3% 3 FT staff in approved budget + 4 new proposed*
Independent Contractors	\$14,500	\$14,500	-		- No change
Supplies & Equipment	\$49,090	\$51,000	\$1,910		- No change
Equipment Maintenance	\$1,000	\$5,000	\$4,000		3.9% Modest increase for larger FT staff
Training	\$11,000	\$15,000	\$4,000		400.0% Restores maintenance contingency
TOTAL EMS OPERATING BUDGET	\$569,899	\$882,348	\$312,449	54.8%	36.4% Supports larger clinical staff *Note: insurance includes only individual health

Indicative FY27 Supplemental Appropriation by Effective Date

Effective Date	Months Remaining in FY27	Annual Increment	Indicative Supplemental	Comment
November 1, 2026	8	\$312,449	\$208,299	Directional; actual appropriation should use expenditures-to-date.
December 1, 2026	7	\$312,449	\$182,262	Useful planning case.
January 1, 2027	6	\$312,449	\$156,224	Later implementation case.

TOWN OF GOULDSBORO
MEMORANDUM

TO: Select Board
FROM: Josh McIntyre, Town Manager
DATE: September 8, 2026
RE: Preliminary FY27 Supplemental EMS Budget and 24/7 staffing model

Purpose.

This memorandum provides a preliminary framework for the supplemental EMS budget that will be brought to voters at a Special Town Meeting at the end of October. The central change is to move Schoodic EMS away from the current nighttime on-call/stipend model and toward a reliably staffed two-person ambulance crew available around the clock.

Key Direction

- Build the service around seven full-time employees, including the EMS Director, while retaining a meaningful per-diem pool for relief coverage, vacancies, leave, and schedule gaps.
- Use a working full-time mix of: EMS Director/Paramedic; two Paramedics; two Advanced EMTs; and two EMT-Basics.
- Budget the EMS Director at \$105,000 annually.
- Continue to use Drivers primarily as per-diem employees rather than dedicating scarce full-time positions to a non-clinical classification.
- Eliminate the current \$44,000 nighttime stipend model as 24-hour paid staffing is implemented.

Why This Model

The approved FY27 Ambulance budget totals approximately \$570k. It was developed around a materially different staffing structure, including \$335,000 in salaries, \$44,000 in night-shift stipends, \$53,000 of health care costs for three employees, and retirement costs based on only three full-time employees. The new model assumes that the Town will pay for a two-person crew to be immediately available 24 hours per day rather than relying on nighttime activation of per-diem staff.

The University of Southern Maine Consensus Panel study is useful as a reasonableness

benchmark. Schoodic EMS falls within the study's Tier 1 category of fewer than 800 responses per year. The panel's minimum-access model calls for one fully staffed ambulance available 24/7, a reserve/on-call unit, and a chief. Its estimated Tier 1 annual cost was approximately \$1.04 million in 2023 dollars. Gouldsboro's proposed model is not identical: the Town already owns facilities, ambulances, and equipment and is not proposing to duplicate the panel's fully paid on-call second crew. The study nevertheless supports the conclusion that dependable rural 24-hour EMS coverage requires substantially more personnel funding than the current model.

Preliminary Annualized Cost

Category	Approved FY27	Proposed Annualized	Change
Personnel	\$433,689	\$665,668	\$231,979
Insurance	\$52,920	\$123,480	\$70,560
Utilities	\$7,700	\$7,700	-
Independent Contractors	\$14,500	\$14,500	-
Supplies & Equipment	\$49,090	\$51,000	\$1,910
Equipment Maintenance	\$1,000	\$5,000	\$4,000
Training	\$11,000	\$15,000	\$4,000
TOTAL	\$569,899	\$882,348	\$312,449

Personnel assumptions behind the \$665,668 annualized estimate:

- Full-time payroll of approximately \$421,160: Director \$105,000; two Paramedics at \$29.50/hour; two AEMTs at \$24.00/hour; and two EMT-Basics at \$22.50/hour.
- \$150,000 annual planning allowance for per-diem relief, overtime, vacancies, leave coverage, and other schedule gaps.
- FICA at 6.2 percent and Medicare at 1.45 percent of salary costs.
- Town retirement contribution of 10.2 percent on full-time payroll, approximately \$42,958.
- Maine Paid Family and Medical Leave at 0.5 percent of salaries and a \$5,000 allowance for earned paid leave applicable to part-time/per-diem employees.

Why Retain a Significant Per-Diem Pool

- A two-person ambulance staffed continuously requires 17,520 person-hours of coverage each year before accounting for vacations, sick leave, training, vacancies, or administrative responsibilities.
- Six non-director full-time field employees provide 12,480 nominal hours before leave and training.
- Even if the Director averages approximately 24 hours per week on the ambulance, a substantial coverage gap remains; therefore, the \$150,000 relief allowance should be treated as a deliberate reliability reserve rather than as continuation of the old staffing model.
- Actual per-diem and overtime use should decline if recruitment is successful and the Director develops an efficient schedule, but the budget should not assume perfect staffing.

FY27 Supplemental Appropriation

The \$882k figure is an annualized operating budget, not the amount that voters will necessarily be asked to appropriate in October. The actual supplemental request should be based on the effective date of new hires and EMS expenditures incurred through the date the Town Meeting warrant is finalized.

- If the higher-cost model were effective November 1, the simple prorated incremental cost would be approximately \$208k.
- If effective December 1, the simple prorated incremental cost would be approximately \$182k.
- If effective January 1, the simple prorated incremental cost would be approximately \$156k.

Select Board Discussion Points

- Does the Board support a target staffing structure of seven full-time employees plus per-diem relief?
- Does the Board support budgeting three paramedic-level employees, including the Director, rather than attempting to staff every full-time position at the paramedic level?
- Is a \$150,000 annual relief/coverage allowance an appropriate initial reserve while the new staffing system is established?
- What implementation date should staff assume when preparing the final warrant article?

Schoodic EMS Staffing & Personnel Cost

Position	FT Count	Hourly Rate	Annual Hours	Annual Pay / Position	Total FT Pay	Notes
EMS Director / Paramedic	1			\$105,000	\$105,000	Annual salary
Paramedic	2	\$29.50	2,080	\$61,360	\$122,720	Budgeted at 5–9 years rate
Advanced EMT	2	\$24.00	2,080	\$49,920	\$99,840	Budgeted at 5–9 years rate
EMT-B	2	\$22.50	2,080	\$46,800	\$93,600	Budgeted at 5–9 years rate
TOTAL FULL-TIME PAYROLL					\$421,160	

Personnel Budget Build			
Line	Basis	Rate	Amount
FT salaries	From staffing mix above		\$421,160
Per-diem / relief / OT coverage	Planning allowance		\$150,000
10-01 SALARIES	FT + relief coverage		\$571,160
10-03 FICA	All salaries	6.2%	\$35,412
10-04 Medicare	All salaries	1.5%	\$8,282
10-05 Retirement	FT salaries only	10.2%	\$42,958
10-08 Maine PFML	All salaries	0.5%	\$2,856
10-11 Earned Paid Leave	PT/per-diem allowance		\$5,000
TOTAL PERSONNEL			\$665,668

Coverage Context		
Measure	Hours	Notes
Two-person ambulance coverage required annually	17,520	2 people × 24 hours × 365 days
Six non-director FT employees	12,480	Before leave, training, vacancies, and administration
Illustrative Director field coverage	1,248	Assumes 24 field hours/week; adjustable planning assumption
Illustrative gap before leave/training	3,792	Supports retaining a meaningful per-diem pool