

Council Agenda Item #1: Roll Call

The Caribou City Council held a regular City Council Meeting on Monday, June 30, 2025 in the Council Chambers with the following members present: Mayor Boma, Deputy Mayor Smith, Councilors Lovewell, Theriault, and Watson. Councilors Bagley and Kelley were present via zoom.

Department Managers Gary Marquis (Superintendent of Parks & Recreation), and Peter Baldwin (Library Director) were present for the meeting.

Penny Thompson, City Manager, was present at the meeting.

The meeting was covered by Paula Brewer of The County covered the meeting and it was broadcast via Spectrum and YouTube.

Council Agenda Item #2: Call Meeting to Order

Mayor Boma called the meeting to order at 6:00PM

Council Agenda Item #3: Invocation / Inspirational Thought

Deputy Mayor Smith read the invocation.

Council Agenda Item #4: Pledge of Allegiance

Mayor Boma led the Pledge of Allegiance.

Council Agenda Item #5: Declaration of any Conflict of Interest

There were no declarations made.

Council Agenda Item #6: Public Forum

There were no comments made by the public.

Council Agenda Item #7: Acceptance of Minutes

There were no minutes submitted for review.

Council Agenda Item #8: Bid Openings, Awards, and Appointments

a. Recognition of Caribou FFA State Winners

Deputy Mayor Smith stated that the Caribou Tech Center provides many opportunities for students to learn a trade and develop their critical workforce skills. Amy White, the Caribou Tech Center Director, has advanced these important fields of study by partnering with local employers, pursuing innovative programs and applying for critical grant funding. Ms. White also seeks out and retains highly skilled staff for the programs offered.

One example is the CTC agriculture instructor and FFA Chapter Advisor Scott Moir. Mr. Moir was named a 2025 Aroostook Achiever for his work in the community and his involvement with the Caribou Tech Center and FFA.

The Caribou City Council acknowledges that agriculture has been important in the founding, building and sustaining of our community. The FFA makes a positive difference in the lives of students by developing their potential for premier leadership, personal growth and career success through agricultural education. Additionally, the FFA instills the value of citizenship and patriotism in our next generation of civic leaders.

Tonight, the Caribou City Council honors the Caribou FFA, and the students who were state-level 2025 Career Development Event winners. In addition to these first-place awards, the Caribou team placed second overall in “Agricultural Sales”, “Agricultural Technology & Mechanical Systems”, “Veterinary Science” and “Forestry” and third place overall in “Environmental & Natural Resources”, “Livestock Evaluation” and “Horse Evaluation”.

Mayor Boma presented the members of the FFA and advisors with certificates from the Caribou City Council.

The First Team for “Farm Business Management”: Kayden Guerrette, Megan Martin, George Solomon and Kaleb Poitras. With Caribou members sweeping all three individual placements. The First Team for “Dairy Cattle Evaluation”: Lexi Botting, Trista Walker, Ian Russell and Eleanor Rothlauf. The First Place Team for “Nursery and Landscaping”: Joslyn Griffeth, George Solomon, Eleanor Rothlauf, Simon Disy. With Caribou taking individual first and second place. The First Place Team for “Floriculture”: Joslyn Griffeth, Lexi Botting, Trista Walker and Eleanor Rothlauf. With Caribou members sweeping all three individual placements. First Place Individual for Safe Tractor Driving: Jaden Corey.

The City Council would also like to recognize Instructor Scott Moir and Caribou Tech Center Director Amy White for their contributions to the success of these students.

b. Appointment to the Nylander Museum Board of Trustees

Motion made by Deputy Mayor Smith, seconded by Councilor Theriault to appoint Lori Knight Phair for the remainder of the term expiring on December 31, 2025.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

c. Ballot Clerk Appointments

Motion made by Councilor Theriault, seconded by Councilor Watson to appoint Steven Stubbs and Hannah Holmes as ballot clerks for the City of Caribou with a term ending on April 30, 2026.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

Council Agenda Item #9: Public Hearings and Possible Action Items

There are no items scheduled for discussion.

Council Agenda Item #10: Reports by Staff and Committees

A. City Manager’s Report

Manager Thompson reviewed the City Manager’s Report dated June 30, 2025.

Council Agenda Item #11: Unfinished Business

There was no unfinished business scheduled to be discussed at the meeting.

Council Agenda Item #12: New Business, Ordinances and Resolutions

a. Chamber of Commerce Annual Dinner

Gary Marquis (Superintendent of Parks & Recreation) explained that the Central Aroostook Chamber of Commerce would like to host their Annual awards banquet at the Caribou Wellness Center in March of 2026.

Mr. Marquis stated that he is bringing it to the Council because they would like to have adult beverages at the banquet using a licensed catering company. The event is by invite only and he intends on being there the entire time. The doors will be closed and monitored once everyone is in the building. Tonight, he is requesting Council permission to allow the Central Aroostook Chamber of Commerce to have their event at the Wellness Center.

Motion made by Deputy Mayor Smith, seconded by Councilor Watson to allow the Central Aroostook Chamber of Commerce to hold their annual dinner and to allow them to sell adult beverages.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

b. Countersign the RSU #39 Budget Validation Election Warrant

Motion made by Deputy Mayor Smith, seconded by Councilor Watson to countersign the warrant for the July 8, 2025 RSU #39 Budget Validation Election.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

Council Agenda Item #13: Reports and Discussion by Mayor and Council Members

Councilor Bagley stated that the Airport Committee has met, and they have been discussing different options that are available, including the possibility of having a mechanic at the airport.

Councilor Bagley explained that at the Caribou Development Committee they have been discussing options to add housing around the city, and talked about land surrounding Cary Medical Center, as well as other areas around the City and options to develop it.

Deputy Mayor Smith explained that he would like to see the City move to work on changing to a fiscal year to be in line with the State, County and RSU.

Councilor Theriault stated that it is great to see all the young people coming in and all of their accomplishments.

Mayor Boma commented on how beautiful the downtown area is with the flowers.

Council Agenda Item #14: Next Regular Meetings: July 28, 2025

Council Agenda Item #15: Executive Session(s) May be called to discuss matters identified under MRSA, Title 1, §405.6)

a. Executive Session for personnel pursuant to 1 MRSA §405.6.A(1) (City Manager Review)

Motion made by Councilor Lovewell, seconded by Councilor Theriault to enter into executive session at 6:47PM to discuss personnel matters pursuant to 1 MRSA §405.6.A(1).

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

Council exited executive session at 7:28PM

Motion made by Deputy Mayor Smith, seconded by Councilor Watson to Smith to continue the employment of City Manager Penny Thompson, sign her evaluation to be placed in her personnel folder, and increase her salary to the third year step on the pay scale approved at the June 16, 2025 City Council meeting, retroactive to her anniversary date in October 2024 when the evaluation should have been completed.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

b. Executive Session for union negotiations pursuant to 1 MRSA §405.6.D (Fire Department Union)

Motion to enter Executive Session by Deputy Mayor Smith and Seconded by Councilor Watson at 7:31 pm for union negotiations pursuant to 1 MRSA §405.6.D for Fire Department Union discussion.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

Council exited executive session at 7:58PM

Motion by Deputy Mayor Jody Smith, seconded by Councilor Watson to “present the IAFF Union 5191 with a last and final offer as presented by legal counsel to the negotiating team on June 18”.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

c. Executive Session for economic development pursuant to 1 MRSA §405.6.C (Economic Development)

Motion made by Councilor Lovewell, seconded by Councilor Watson at 8:01PM for economic development pursuant to 1 MRSA §405.6.C for a discussion of economic development activity at the Caribou Municipal Airport.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

Council exited executive session at 8:08PM

Motion by Councilor Watson, seconded by Councilor Theriault to “to proceed with the recommendation of the Airport Advisory Committee’s to offer space in the aircraft terminal to a qualified mechanic to use for the purpose of aircraft service, including maintenance and repair.”

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

Council Agenda Item #16: Adjournment

Motion made by Councilor Watson, seconded by Councilor Lovewell to adjourn the meeting at 8:09PM.

Roll Call Vote: D. Bagley – Yes, J. Kelley – Yes, T. Lovewell – Yes, J. Theriault – Yes, J. Smith – Yes, P. Watson – Yes, C. Boma– Yes (So voted)

Danielle Brissette, Secretary