

## CITY COUNCIL MEETING NOTICE AND AGENDA

Notice is hereby given that the City Council of Caribou will hold a Regular City Council Meeting on **Monday, December 15, 2025**, in the Council Chambers located at 25 High Street, **6:00 pm**.  
THE MEETING WILL BE BROADCAST ON CABLE CHANNELS 8 & 1301 AND THE CITY'S YOUTUBE CHANNEL.



1. **Roll Call / Determine Quorum**
2. **Call Meeting to Order**
3. **Invocation / Inspirational Thought**
4. **Pledge of Allegiance**
5. **Declaration of any Conflict of Interest**
6. **Public Forum** (PUBLIC COMMENTS SUBMITTED TO THE CITY CLERK PRIOR TO 4:30PM ON THE MEETING DATE WILL BE SHARED WITH THE COUNCIL DURING PUBLIC FORUM. Email [dbrissette@cariboumaine.org](mailto:dbrissette@cariboumaine.org))
7. **Acceptance of Minutes**
  - a. Minutes of the August 25, September 15, October 20, and November 17, Regular City Council meetings
8. **Bid Openings, Awards, and Appointments**
  - a. Appreciation to City Council member Joan Theriault for her years of service
9. **Public Hearings and Possible Action Items**
  - a. There are no public hearings for this meeting
10. **Reports by Staff and Committees**
  - a. Financial Reports for November 2025 – Finance Director Carl Grant
  - b. City Manager's Report
11. **Unfinished Business**
  - a. Library Connectivity Hub, Design Development approval – Matthew Carter, Haley-Ward
  - b. Memorandums of understanding (MOU) with IAFF 5191 (Fire Department Union)
  - c. Proposed Increase in Interlocal coverage Agreements – Fire Chief Brian Lajoie
12. **New Business, Ordinances and Resolutions**
  - a. Request regarding 2026 SnowBowl – E & C D Specialist Eric Sanderson
  - b. Abatement Request for uncollectable accounts – Finance Director Carl Grant
  - c. MainePERS request to add Dispatchers – Finance & HR Director Carl Grant
  - d. Approval of Maine Paid Family & Medical Leave program participation for 2026
  - e. Approval of 2026 COLA for employees not covered under collective bargaining agreements
  - f. Approval to close municipal offices at 12:00 pm on Wednesday December 24, 2025
13. **Reports and Discussion by Mayor and Council Members**
14. **Next Meeting:** January 2, 2026
15. **Executive Session(s)** (May be called to discuss matters identified under MRSA, Title 1, §405.6)
  - a. Executive Session for attorney consultation pursuant to 1 MRSA §405.6.E (80-B Complaint)
  - b. Executive Session for Labor Negotiations pursuant to 1 MRSA §405.6.D (Fire Department Union)
  - c. Executive Session for Labor Negotiations pursuant to 1 MRSA §405.6.D (Police Department Union)
16. **Adjournment**

If you are planning to attend this Public Meeting and due to a disability, need assistance in understanding or participating in the meeting, please notify the City Clerk ten or more hours in advance and we will, within reason, provide what assistance may be required.

### Certificate of Mailing/Posting

The undersigned duly appointed City official for the municipality of Caribou City hereby certifies that a copy of the foregoing Notice and Agenda was posted at City Offices and on-line in accordance with City noticing procedures.

BY: Danielle Brissette Danielle Brissette, City Clerk