

Ordinance Introduced by Deputy Mayor Smith
on June 15, 2026

**Ordinance No. 5, 2026 Series
City of Caribou
County of Aroostook
State of Maine**

**AN ORDINANCE TO AMEND CHAPTER 2, ADMINISTRATION ORDINANCE OF
THE CITY OF CARIBOU, RETIREMENT**

Short Title: Amend Chapter 2 Retirement

WHEREAS the City of Caribou is a Local Unit of Government under the State of Maine and is granted home rule authority under Maine Revised Statutes, Title 30-A, §3001; and

WHEREAS the City of Caribou has adopted Retirement; and

WHEREAS the Caribou Finance/HR Director has forwarded a positive recommendation to the City Council for the proposed amendment to Retirement as discussed on March 16th, 2026, council meeting under executive session; and

NOW THEREFORE, the City Council of the City of Caribou, County of Aroostook, State of Maine, pursuant to the requirements of the City of Caribou Charter, Section 2.11, does ordain the following:

Chapter 2 Administration; Revision to Retirement

The Caribou Administrative code, in Chapter 2, Retirement, is hereby amended as indicated in the attached Exhibit A.

Section III. Posting and Effective Date

This ordinance, being introduced on June 15, 2026, and a public hearing being held on July 20, 2026, was duly passed by the City Council of the City of Caribou, Maine, this _____ day of _____ 2026. This ordinance shall become effective 30 days after adoption by the City Council.

Courtney Boma, Mayor

Jody Smith, Deputy Mayor

Dan Bagley, Councilor

Jennifer Kelley, Councilor

Tamara Lovewell, Councilor

Paul Watson, Councilor

Lori Knight - Phair, Councilor

POLITICAL ACTIVITY

While working for the City, all employees shall refrain from using their influence publicly in any way for or against any candidate for elective office in the City government. City employees shall not circulate petitions or campaign literature for elective City officials, or be in any way concerned with soliciting or receiving subscriptions, contributions, or political service for any person for any political purpose pertaining to the City government. This rule is not to be construed to prevent City employees from beginning, or continuing to be, members of any political organization, from attending political meetings, from expressing their views of political matters, from voting with complete freedom in any local state or national election, or exclude them from forming a union or joining one. City employees who accept any official position within the City's municipal organization are expected to resign from positions where there may be a conflict of interest or an incompatibility of offices.

RETIREMENT

The City offers a qualified pension plan designed to supplement Social Security benefits that will help attain a measure of security and financial independence after you have left active employment with the City due to retirement.

ELIGIBILITY - In order to be eligible you must be a regular full-time or regular part-time employee and make a weekly contribution to the qualified plan. The City will make a weekly contribution after the completion of six (6) months of employment. The maximum amount that the City will contribute is \$1.00 on every \$1.00 up to $3\frac{1}{2}\%$ (3.4%), **City will contribute 7% on contributions over 3.5% to maximum of 7%, City will also contribute 14% on contributions over 7.1% with maximum up to 14%** of the employee's gross weekly earnings. (Amended 10/07) (Amended 7/26)

Fire and Police are eligible to join the Maine State Retirement System. The City of Caribou will only contribute to one qualified plan per employee. (Amended 2/96)

HOLIDAYS

Twelve (12) holidays are observed throughout the calendar year. They are:

1. New Years Day
2. Martin Luther King Jr. Day
3. Presidents Day
4. Patriot's Day
5. Memorial Day
6. Juneteenth
7. Independence Day
8. Labor Day
9. Columbus Day
10. Veteran's Day
11. Thanksgiving
12. Christmas