



Executive Committee Meeting

November 6th at 1PM

Orono Council Chambers

Agenda

1) Call to Order

2) Public Comment

Members of the public in attendance of today's meeting have an opportunity to provide public comment on today's agenda items.

3) Approval of October 14th, 2025 BACTS Executive Committee Meeting Minutes and Strategic Plan Update Adoption (Electronic Notification) (Attachment A)

4) BACTS Merit Increase Cap

Staff Report

Discussion with the Committee regarding BACTS Staff Merit increase cap.

Proposed Action - *Select merit cap to be used for annual BACTS Staff evaluations.*

5) Upcoming Meetings

Policy Committee - November 18th, 2025

Transit Committee - November 19th, 2025

Executive Committee

- Meeting dates for 2026 (Quarterly, In Person? (Paige will reach out to coordinate locations if in person)
 - January, March, June, September
 - October (Committee Only - Executive Director Evaluation Discussion)
 - November - Executive Director Evaluation

6) Executive Session - Annual Executive Director Review



Attachment A

Executive Committee Meeting

October 14, 2025 at 2PM at Brewer Council Chambers

Minutes

Attendees: Jeremy Caron, Linda Johns, Mitch Stone, Amy Ryder-Johnson

Staff: Belle Ryder

1) Call to Order

Called to order at 2:00 by Jeremy Caron

2) Public Comment

No Public Comment

3) Approval of July 17th, 2025 BACTS Executive Committee Meeting Minutes

Moved by Amy Ryder-Johnson, seconded by Linda Johns. All in favor.

4) BACTS Discussion

BACTS staff provided information around current funding climate, MaineDOT Workplan status, and plans to continue conversations with MaineDOT around the most effective way to influence the scope projects undertaken in the BACTS region.

5) BACTS Staffing & Compensation

BACTS staff presented a payscale reflecting a 3.3% cost of living increase and asking for general approval of the increase. The Executive Committee did not take formal action but agreed that the COLA was appropriate.

6) BACTS Executive Director Review Process

The Executive Committee agreed that the process will remain the same as it was in previous years.

7) Other Business

Mitch Stone announced that he will need to step down from the Executive Committee, preferably at the end of the year. The Executive Committee asked that an announcement of a vacancy on the Executive Committee be announced at the next Policy Committee meeting in order to solicit volunteers for the role.

8) Upcoming Meetings

Policy Committee - October 21, 2025

Transit Committee - November 19, 2025

Executive Committee

- October 23 (2-3PM, Executive Director Annual Review Discussion, Committee Only)
- November 6th (1-2:30PM, including Executive Director Annual Review)

Meeting adjourned at 3:05 PM.



Strategic Plan Update Adoption - Electronic Notification

Notification to Executive Committee via Email 10/21/25 from Belle Ryder

At the October Executive Committee meeting, you reviewed the edits discussed at the July meeting. I have attached the policy with the edits incorporated to be considered for adoption via email vote.

Motion: *To adopt the updated Bangor Area Comprehensive Transportation System (BACTS) Strategic Plan as presented.*

Background:

The updated Strategic Plan establishes organizational goals and priorities to guide BACTS' activities and decision-making over the next planning period.

Action Requested:

Please reply to this email with your vote by **10/28/2025** using one of the following options:

- **Yes** – to approve the motion
- **No** – to oppose the motion
- **Abstain** – to abstain from voting

Results will be recorded and included in the minutes of the next Executive Committee meeting.

All members responded in the affirmative via email notification. Motion approved 10/22/2025.