



Penobscot Nation Community Flyer

Celebrating National Drug Court Awareness Month MAY 28TH

4:30pm

Gather at Tribal Court
Opening Prayer

5:00pm

Community Walk

5:30pm

BBQ Dinner
Giveaways

If you are impacted by addiction, we invite you to connect with us. With awareness creates action. Let's come together and foster a community of support for those struggling.

PENOBSCOT NATION

TRIBAL ADMINISTRATION
HUMAN RESOURCES



12 Wabanaki Way
Indian Island, ME 04468
TEL: (207) 817-7312

JOB ANNOUNCEMENT:

The Penobscot Nation is seeking applications for the following position:

OPENING DATE: May 1, 2019

CLOSING DATE: May 14, 2019

MAKWI Project Coordinator

JOB STATUS:

MAKWI Project Coordinator

Career Field: Directors

Pay Range: \$15.13 - \$20.50 per hr.

Category: E

Status/Term: Non-Exempt, Part-time (24 hrs/week)

LOCATION:

Penobscot Nation

Health Department

Classification: Part-time

12 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED: Bachelor's Degree or greater in Social Science, Public health, Nursing or other related field required. Consider 3rd/4th year in this pursuit. Travel for program activities will be necessary. Indian Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

HOW TO APPLY:

- Apply online at penobscotnation.org/departments/human-resources.
 - Submit completed applications and resume along with certifications to Human.Resources@penobscotnation.org
- For further information, call 817-7312 or email at Human.Resources@penobscotnation.org

JOB DESCRIPTION

Position Title: MAKWI Project Coordinator

Department: Health Department

Reports To: Medical Director

Rate of Pay/Category: \$15.13 - \$20.50 / E

Status/Term: Part-Time (24H/Week), Non-Exempt, Grant-Funded through 2021 subject to funding continuation

JOB SUMMARY:

Further the goals of the “MAKWI: Wabanaki Intertribal Initiative to Recovery” project, funded by the Office of Minority Health. Project Coordinator will work under direct supervision of the Program Director and will work closely with the Project Manager at EMMC’s Clinical Research Center.

The purpose of the MAKWI: Wabanaki Intertribal Initiative to Recovery project is to reduce the burden of the opioid epidemic in rural and tribal communities by incorporating a collaborative approach for screening, treatment and overdose reversal for substance abuse, including SBIRT, MAT and Naloxone intervention. It will be implemented at the Wabanaki communities located in the State of Maine, through a partnership between Tribal health, state and federal agencies, and a statewide healthcare system, using a hub-and-spoke model designed to connect existing expertise and experience in SBIRT and MAT with remote Tribal health centers where the need for these services is great. In this model, experienced substance abuse providers will guide and support the implementation of SBIRT and MAT delivery while training and supporting new MAT providers within each of five Tribal health practices, as well as working with Tribal leadership to conduct outreach to area pharmacies related to naloxone administration and access.

ESSENTIAL DUTIES/RESPONSIBILITIES:

Responsible for providing general support for the Program Director. Duties will include:

- Scheduling and attending MAKWI meetings, taking and distributing minutes
- Chart review
- Data collection
- Coordinating data transfer from all sites, and with EMMC’s Clinical Research Center
- Assist with policy building, registry building, and tracking
- Function as a point of contact for the project
- Coordinate outreach with tribal partners and community stakeholders
- Other MAKWI-related duties, as assigned

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS: (i.e., education required/preferred, skills required/preferred, years of experience required/preferred)

Bachelor's Degree or greater in Social Science, Public health, Nursing or other related field required. Consider 3rd/4th year in this pursuit. Travel for program activities will be necessary.

LICENSES/CERTIFICATES/REGISTRATIONS: (i.e., driver's license, professional licensing/certification)

Valid Driver's License and access to reliable transportation required

PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS: (i.e., physical requirements of position, job environment/conditions)

Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures

External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request

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JOB ANNOUNCEMENT:

The Penobscot Nation is seeking applications for the following position:

OPENING DATE: May 1, 2019

CLOSING DATE: May 14, 2019

MAT-PDOA CASE MANAGER

JOB STATUS:

MAT-PDOA CASE MANAGER

Career Field: Directors

Pay Range: \$15.76 – \$27.32 per hr.

Category: B

Status/Term: Exempt, Full-time, Grant-Funded 2022

LOCATION:

Penobscot Nation

Health Department

Classification: Full-time, Regular

12 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED: Associate degree in Social Work, Psychology, or similar field from an accredited college/university with (3) years of demonstrated experience in case management is required OR Bachelor's Degree in Social Work, Psychology, or similar field from an accredited college/university with (1) year of demonstrated experience in case management is required. Familiarity with principles of substance abuse recovery and treatment is required. Computer proficiency is required, including Windows, Microsoft Office (Word and Outlook) and other common programs is required. Experience working under pressure and maintaining strict confidentiality is required. Self-direction, organization, motivation and attention to detail required. The ability to work as a professional, independently, and cooperatively is imperative. Ability to occasionally work outside normal workdays and office hours to monitor client compliance is required. Access to vehicle in good working condition is required. Valid, insurable State of Maine Driver's License is required. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Ability to provide effective leadership and to maintain harmonious relationships in the department required. Ability to travel required. Indian Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

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HOW TO APPLY:

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JOB DESCRIPTION

Position Title: MAT-PDOA Case Manager

Department: Health Department

Reports To: Project Director/PNHD Medical Director

JOB SUMMARY:

The MAT-PDOA Case Manager will function as an integral part of the Penobscot Nation Health Department Medication-Assisted Treatment Program. The Case Manager will be responsible for assessing client needs as part of the care team, facilitating access to programs and services, and perform some program administrative duties.

ESSENTIAL DUTIES/RESPONSIBILITIES:

- Monitor participant's sobriety, refer participant to PNMAT provider for alcohol and drug tests, and receive and record test results.
- Assist each participant to develop an individualized healing plan informed by the recommendations of the PNMAT Team.
- Manages confidential client information on file in accordance with and in compliance with applicable tribal, federal, and/or state laws and regulations.
- Coordinate meetings and treatment recommendations with other jurisdictions, departments, service programs and organizations.
- Coordinate programs regarding employment, education, community service, etc. Prepares reports as requested.
- Arrange and monitor placement of participants in various programs as identified.
- Participates in meetings, in-service training, staff development, and other professional growth activities as required or needed.
- Assist in developing, improving and implementing PNMAT policies and procedures.
- Participate on advisory groups or task forces dedicated to the abatement of alcohol and substance abuse as directed.
- Create program educational materials for participants, the tribal community, and external audiences. Performs all related duties as required.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS: (education required/preferred, skills required/preferred, years of experience required/preferred)

Associate degree in Social Work, Psychology, or similar field from an accredited college/university with (3) years of demonstrated experience in case management is required OR Bachelor's Degree in Social Work, Psychology, or similar field from an accredited college/university with (1) year of demonstrated experience in case management is required. Familiarity with principles of substance abuse recovery and treatment is required. Computer proficiency is required, including Windows, Microsoft Office (Word and Outlook) and other common programs is required. Experience working under pressure and maintaining strict

confidentiality is required. Self-direction, organization, motivation and attention to detail required. The ability to work as a professional, independently, and cooperatively is imperative. Ability to occasionally work outside normal workdays and office hours to monitor client compliance is required. Access to vehicle in good working condition is required. Ability to travel required. Indian Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS: (physical requirements of position, job environment/conditions)

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, and pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must be able to work at a computer terminal for extended periods of time. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Although work is performed most frequently in a normal office setting, some work may occur in an outdoor setting. Some exposure to childhood and other diseases may occur. The employee may be required to work outside normal workdays and office hours to meet operational deadlines and may be required to work in emergency situation.

Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures

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HUMAN RESOURCES



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JOB ANNOUNCEMENT:

The Penobscot Nation is seeking applications for the following position:

OPENING DATE: May 1, 2019

CLOSING DATE: May 14, 2019

MAT-PDOA COUNSELOR

JOB STATUS:

MAT-PDOA COUNSELOR

Career Field: Directors

Pay Range: \$26.24 – \$35.63 per hr.

Category: B

Status/Term: Exempt, Full-time, Grant-Funded 2022

LOCATION:

Penobscot Nation

Health Department

Classification: Full-time, Regular

12 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED: Master's degree in Addiction Studies, counseling or psychology required. Minimum of 2 years of clinical experience in the field of substance abuse and family counseling required. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Indian Preference will be adhered to in accordance with Penobscot Nation's personnel Policies and Procedures.

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JOB DESCRIPTION

Position Title: MAT-PDOA Counselor

Department: Health Department

Reports To: Project Director/Medical Director

Rate of Pay/Category: \$26.24 - \$35.63

Status/Term: Full-time/Exempt/Grant Funded to 2022

JOB SUMMARY:

The MAT-PDOA Counselor will function as the primary substance abuse/mental health professional on the Penobscot Nation Health Department Medication-Assisted Treatment team. The incumbent will provide counseling services and coordinate administrative needs related to service delivery.

ESSENTIAL DUTIES/RESPONSIBILITIES:

Develop client treatment plans and case records. Crisis intervention counseling as needed. Act as the liaison between the program and outside service agencies when required. Collaborate with billing staff to maximize third-party reimbursements for counseling services. Advocate on a local, state, and regional level for substance abuse, counseling, and prevention services. Coordinate and/or provide for in-service training and professional development activities to support program delivery. Provide for the maintenance of standards required for State of Maine Substance Abuse, mental health program licensure and or co-occurring licensure. Provide direct counseling to individuals, families, and groups. Insure that all client records meet the standards of compliance for licensing. Provide referrals to clients as needed consistent with the approved priority system. Collaborate with other staff on substance abuse and mental health issues regarding community education activities. Fulfill administrative reporting requirements.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS: (i.e., education required/preferred, skills required/preferred, years of experience required/preferred)

Master's degree in Addiction Studies, counseling or psychology required. Minimum of 2 years of clinical experience in the field of substance abuse and family counseling required. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Indian Preference will be adhered to in accordance with Penobscot Nation's personnel Policies and Procedures.

LICENSES/CERTIFICATES/REGISTRATIONS: (i.e., driver's license, professional licensing/certification)

Licensed Alcohol and Drug Counselor (LADC) or Certified Alcohol and Drug Counselor (CADC) required

AND

Licensed Clinical Professional Counselor (LCPC) or Licensed Clinical Social Worker (LCSW) preferred

PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS: (i.e., physical requirements of position, job environment/conditions)

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, and pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must be able to work at a computer terminal for extended periods of time. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Although work is performed most frequently in a normal office setting, some work may occur in an outdoor setting. Some exposure to childhood and other diseases may occur. The employee may be required to work outside normal workdays and office hours to meet operational deadlines and may be required to work in emergency situations.

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HUMAN RESOURCES



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JOB ANNOUNCEMENT:

The Penobscot Nation is seeking applications for the following position:

OPENING DATE: May 1, 2019

CLOSING DATE: May 14, 2019

MAT-PDOA CULTURAL ADVISOR

JOB STATUS:

MAT-PDOA CULTURAL ADVISOR

Career Field: Directors

Pay Range: \$26.24 – \$35.63 per hr.

Category: B

Status/Term: Non-Exempt, Part-time (<10 hours/week) Indian Island, ME 04468

LOCATION:

Penobscot Nation

Health Department

Classification: Part-time

12 Wabanaki Way

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED: Candidate should demonstrate a mastery of region-specific linguistic and socio-cultural expertise as:

A native of the target AI/AN tribe
OR

Extensive study (minimum bachelor's degree) in native studies with emphasis on the target community

Candidate should demonstrate an active role in maintaining and strengthening the spiritual, traditional and cultural foundation of the target culture.

Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Indian Preference will be adhered to in accordance with Penobscot Nation's personnel Policies and Procedures.

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JOB DESCRIPTION

Position Title: MAT-PDOA Cultural Advisor

Department: Health Department

Reports To: Project Director/Medical Director

Rate of Pay/Category: \$26.24 - \$35.63

Status/Term: Non-Exempt/Part-time (<10 hours/week)/Grant Funded to 2022

JOB SUMMARY:

The MAT-PDOA Cultural Advisor will function as an integral resource for the Penobscot Nation Health Department Medication-Assisted Treatment team. The Cultural Advisor will be responsible for advocating for culturally-competent care for program participants and identifying opportunities for the incorporation of native practices and beliefs in treatment.

ESSENTIAL DUTIES/RESPONSIBILITIES:

The Cultural Advisor will fulfill various roles and work alongside the program health professionals to ensure the welfare of participants and their families. He/she will evaluate the cultural needs of such individuals and provide necessary support. The Cultural Advisor should have the ability to understand people, their cultures, and their concerns. Since the work involves constant interaction with others, it is extremely important for cultural advisors to be efficient, organized, and cooperative. Cultural advisors also need to act as positive role models, able to live and work successfully in their own multicultural communities. The Cultural Advisor should strive to promote interventions that include traditional teachings, cultural awareness, and historical accuracy of the Penobscot people.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS: (i.e., education required/preferred, skills required/preferred, years of experience required/preferred)

Candidate should demonstrate a mastery of region-specific linguistic and socio-cultural expertise as:

A native of the target AI/AN tribe
OR

Extensive study (minimum bachelor's degree) in native studies with emphasis on the target community

Candidate should demonstrate an active role in maintaining and strengthening the spiritual, traditional and cultural foundation of the target culture.

Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Indian Preference will be adhered to in accordance with Penobscot Nation's personnel Policies and Procedures.

LICENSES/CERTIFICATES/REGISTRATIONS: (i.e., driver's license, professional licensing/certification)

PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS: (i.e., physical requirements of position, job environment/conditions)

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, and pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must be able to work at a computer terminal for extended periods of time. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Although work is performed most frequently in a normal office setting, some work may occur in an outdoor setting. Some exposure to childhood and other diseases may occur. The employee may be required to work outside normal workdays and office hours to meet operational deadlines and may be required to work in emergency situations.

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HUMAN RESOURCES



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JOB ANNOUNCEMENT:

The Penobscot Nation is seeking
applications for the following position:

OPENING DATE: May 1, 2019

CLOSING DATE: May 14, 2019

MAT-PDOA MEDICAL ASSISTANT

JOB STATUS:

MAT-PDOA MEDICAL ASSISTANT

Career Field: Directors

Pay Range: \$14.53 – \$19.96 per hr.

Category: B

Status/Term: Non-Exempt, Full-time, Grant Funded

LOCATION:

Penobscot Nation

Health Department

Classification: Full-time, Regular

12 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED: Certified Medical Assistant (C.M.A.). 1-2 years of experience in a medical office setting preferred. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Indian Preference will be adhered to in accordance with Penobscot Nation's personnel Policies and Procedures.

HOW TO APPLY:

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JOB DESCRIPTION

Position Title: MAT-PDOA Medical Assistant

Department: Health Department

Reports To: Project Director/Medical Director

Rate of Pay/Category: \$14.53 - \$19.96

Status/Term: Full-time/Non-Exempt/Grant Funded 2022

JOB SUMMARY:

The MAT-PDOA will function as the primary medical support staff person for service delivery in the Penobscot Nation Health Department Medication-Assisted Treatment program.

ESSENTIAL DUTIES/RESPONSIBILITIES:

Fulfills patient care responsibilities as assigned which include checking schedules and organizing patient flow; accompanying patients to exam rooms, assisting patients as needed with walking, transfers, collecting specimens, etc. Collecting patient history; performing screening per provider guidelines, assisting physicians/nurses with various procedures; charting; relaying instructions to patients/families; answering calls and providing pertinent information. Fulfills clerical responsibilities as assigned which may include; sending/receiving patient medical records, hospital notes, referral information, etc.; completing forms/requisitions as needed; scheduling appointments; managing charts to ensure information is completed and filed appropriately. Order drugs as needed. Fulfills organization responsibilities as assigned. May include respecting/promoting patients' rights, sharing problems related to patients and/or staff with immediate supervisor quickly. Assist in receiving, logging, and collection laboratory specimens. Prepares specimens for technical testing as appropriate. Be responsible for following confidentiality procedures as outlined by HIPAA. Answer phones and return calls promptly. Prior authorizations for medications for insurance purposes.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS: (i.e., education required/preferred, skills required/preferred, years of experience required/preferred)

Certified Medical Assistant (C.M.A.). 1-2 years of experience in a medical office setting preferred. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Indian Preference will be adhered to in accordance with Penobscot Nation's personnel Policies and Procedures.

LICENSES/CERTIFICATES/REGISTRATIONS: (i.e., driver's license, professional licensing/certification)

Driver's license required
C.M.A. required

PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS: (i.e., physical requirements of position, job environment/conditions)

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JOB ANNOUNCEMENT:

The Penobscot Nation is seeking applications for the following position:

OPENING DATE: May 1, 2019

CLOSING DATE: May 14, 2019

MAT-PDOA MEDICAL PROVIDER

JOB STATUS:

MAT-PDOA MEDICAL PROVIDER

Career Field: Directors

Pay Range: \$37.23 – \$44.69 per hr.

Category: B

Status/Term: Non-Exempt, Full-time, Grant Funded

LOCATION:

Penobscot Nation

Health Department

Classification: Full-time, Regular

12 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED: Master's Degree in Nursing and 3-5 years clinical experience required. Indian Preference will be adhered to in accordance with the Penobscot Nation's Personnel Policies and Procedures. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the Penobscot Nation Policies and Procedures. Indian Preference will be adhered to in accordance with Penobscot Nation's personnel Policies and Procedures.

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JOB DESCRIPTION

Position Title: MAT-PDOA Medical Provider

Department: Health Department

Reports To: Project Director/Medical Director

Rate of Pay/Category: \$37.23-\$44.69

Status/Term: Full-time/Non-Exempt/Grant Funded 2022

JOB SUMMARY:

The MAT-PDOA Medical Provider will function as the primary medical professional delivering Medication-Assisted Treatment for the Penobscot Nation Health Department.

ESSENTIAL DUTIES/RESPONSIBILITIES:

Provide Medication-Assisted Therapy service to both local and remote clients via in-person sessions and telehealth delivery. Meet with the Program Director on a regular basis to discuss and review medical records and treatment plans. Complete all medical reports and/or registries required by federal and state agencies, and PNMAT policies in a timely fashion. Refer clients to other staff as appropriate to provide nutrition, dental, environmental health, community health, and substance abuse/counseling services. Refer patients to off-site specialty services as necessary under supervision of Program Director. Provide counseling to clients with referral for appropriate specialists, counselors, and agencies as indicated. Prescribe medications consistent with DEA and PNMAT policies. Assist in implementation of community education and prevention programs. Meet regularly with the PNMAT Team to coordinate patient care. Order and interpret laboratory tests. Attend other meetings as requested by Program Director. Maintain documentation of all patient care activity.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS: (i.e., education required/preferred, skills required/preferred, years of experience required/preferred)

Master's Degree in Nursing and 3-5 years clinical experience required. Indian Preference will be adhered to in accordance with the Penobscot Nation's Personnel Policies and Procedures. Candidate must undergo a character investigation, including a criminal background check as required by P.L. 101-630. Must successfully pass pre-employment screenings as stated in the

Penobscot Nation Policies and Procedures. Indian Preference will be adhered to in accordance with Penobscot Nation's personnel Policies and Procedures.

LICENSES/CERTIFICATES/REGISTRATIONS: (i.e., driver's license, professional licensing/certification)

Valid State of Maine Advanced Practice Nursing License required

Valid DEA Number required

DATA-waiver for treatment of opioid use disorder required

PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS: (i.e., physical requirements of position, job environment/conditions)

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, and pull, use hands to finger, handle, or operate objects, controls, or equipment. The employee must be able to work at a computer terminal for extended periods of time. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. Although work is performed most frequently in a normal office setting, some work may occur in an outdoor setting. Some exposure to childhood and other diseases may occur. The employee may be required to work outside normal workdays and office hours to meet operational deadlines and may be required to work in emergency situations.

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HUMAN RESOURCES



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JOB ANNOUNCEMENT:

The Penobscot Nation is seeking
applications for the following position:

OPENING DATE: May 2, 2019

CLOSING DATE: May 15, 2019

SENIOR MEALS COOK

JOB STATUS:

SENIOR MEALS COOK

Career Field: Program Staff

Category: A

Pay Range: \$9.53 - \$20.33 per hour

Classification: Regular, Part-Time (20-25 hrs per week)

LOCATION:

Penobscot Nation Social Services

Human Services

9 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED: High school diploma or GED. This position requires a person with a pleasant demeanor who is willing and able to carry out duties and responsibilities within departmental guidelines and tribal policies. In order to ensure smooth program operation and service delivery, this person must also perform tasks that may not be specifically enumerated herein. In addition, this person must keep clear and organized written records, and have a valid driver's license, a clean driving record, and access to a reliable vehicle to use for travel, if necessary. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

OTHER REQUIREMENTS: In addition to the minimum qualifications described above, this individual must also: 1) have acceptable TB test results prior to work commencement; 2) satisfactorily complete a "serve safe" workshop, and 3) successfully undergo a character investigation, including a criminal background check and finger printing as required by P.L. 101-630. Generally, this person's schedule is from 8:30 a.m.-12:30 p.m.; however his/her schedule may be adjusted in order to receive deliveries and store perishable items, or for other purposes that are approved in advance by the Departmental Director.

HOW TO APPLY:

- Applications available at the Human Resources Office at the Nicholas Sapiel, Jr. building, Indian Island, Maine. Applications are also available at www.penobscotnation.org
- Submit completed applications and resume along with certifications to the Penobscot Nation Human Resources Department – 12 Wabanaki Way, Indian Island, ME 04468
- For further information, *call 817-7312 or email at* Human.Resources@penobscotnation.org

POSITION DESCRIPTION

POSITION TITLE: Senior Meals Cook

IMMEDIATE SUPERVISOR: Elder Advocate

RESPONSIBILITIES: This person is responsible for the preparation of meals for tribal elders, consultation with the Nutritionist for menu planning purposes, the ordering of food, supplies and other inventory necessary for kitchen operation, the maintenance of program records, and the cleanliness of the dining area as well as the kitchen and its facilities (e.g., dishes, pots and pans, refrigerator, stove, etc.). This person maintains first-line responsibility for ensuring that food, supplies and other inventory purchases are kept within budget limitations.

Duties include:

1. Order and properly store the food and supplies needed for congregate and home-delivered meals, ensuring budget compliance.
2. Purchase perishable items at local vendors, if necessary.
3. Participate in the development of monthly menus.
4. Maintain meal count, food/supplies listings, production records, and other appropriate meals information.
5. Submit vendor invoices and delivery slips to the Office Manager no later than one day after they are received.
6. Prepare the meals for congregate dining and home delivery on schedule.
7. Prepare the dining room for meals, including setting the tables.
8. Serve meals to eligible participants.
9. Clean the dining area after the meals.
10. Thoroughly clean the kitchen, including washing the dishes.
11. Maintain the cleanliness of storage areas and other facilities.
12. Ensure that the kitchen and dining area pass annual inspections so that licensure can be maintained.
13. Make certain that staff and volunteers maintain sanitary and safety procedures in compliance with licensure requirements.
14. Provide medical documentation demonstrating acceptable annual tuberculosis tests.
15. Comply with attendance requirements of the Department of Human Services.
16. Maintain confidentiality of program and client information.
17. Perform other duties as assigned.

MINIMUM QUALIFICATIONS: High school diploma or GED. This position requires a person with a pleasant demeanor who is willing and able to carry out duties and responsibilities within departmental guidelines and tribal policies. In order to ensure smooth program operation and service delivery, this person must also perform tasks that may not be specifically enumerated herein. In addition, this person must keep clear and organized written records, and have a valid driver's license, a clean driving record, and access to a reliable vehicle to use for travel, if necessary. Native American Preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

OTHER REQUIREMENTS: In addition to the minimum qualifications described above, this individual must also: 1) have acceptable TB test results prior to work commencement; 2) satisfactorily complete a "serve safe" workshop, and 3) successfully undergo a character investigation, including a criminal background check and finger printing as required by P.L. 101-630. Generally, this person's schedule is from 8:30 a.m.-12:30 p.m.; however his/her schedule may be adjusted in order to receive deliveries and store perishable items, or for other purposes that are approved in advance by the Departmental Director.

PENOBSCOT NATION

TRIBAL ADMINISTRATION
HUMAN RESOURCES



12 Wabanaki Way
Indian Island, ME 04468
TEL: (207) 817-7312
FAX: (207) 817-7463

JOB ANNOUNCEMENT:

The Penobscot Nation is seeking
applications for the following position:

OPENING DATE: May 3, 2019

CLOSING DATE: Until filled

POLICE OFFICER I

JOB STATUS:

POLICE OFFICER

Career Field: Police/Dispatch

Pay Range: \$16.25 -\$19.38*

Term: Permanent

Classification: Regular, Full-Time

*** (additional 16% will be added to base pay in lieu of overtime, shift
differential, week-ends and holidays worked upon Graduation of MCJA)**

LOCATION:

Penobscot Nation

Public Safety

25 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED:

- High School Diploma or equivalent **required**. Associate's Degree or Bachelor's Degree in a related area is preferred; however, an equivalent combination of education and experience that demonstrates ability and professional knowledge may be considered.
- A valid, insurable Driver's License is **required**.
- Applicants **must** complete a pre-service law enforcement training as required by the Maine Criminal Justice Academy (MCJA; outlined below). **APPLICANTS MUST HAVE COMPLETED PHASES I and II.**
- **Must** be able to demonstrate excellent interpersonal, verbal and written, communications skills.
- Ability to successfully meet and maintain adjudication and hiring requirements of both the Bureau of Indian Affairs and Penobscot Nation required. Information about these requirements are available at <https://www.law.cornell.edu/cfr/text/25/63.18>.
- **Must** successfully meet specific standards outlined in the conditional letter of employment within established timeframes.
- Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

HOW TO APPLY:

- Applications are available at the Human Resources Office located at 27 Wabanaki Way, Suite 204, Indian Island, ME 04468. Applications are available via email request at Human.Resources@penobscotnation.org, or call 207-817-7312 to request applications be sent to you. Application package includes: Tribal Application for employment, Public Safety Application for employment, and SF86.
- Submit completed application package along with certifications to:
 - Attn: Penobscot Nation Human Resources
 - mailing: 12 Wabanaki Way, Indian Island, ME 04468
 - physical location: 27 Wabanaki Way, Suite 204, Indian Island, ME 04468

For further information, call 817-7312 or email at Human.Resources@penobscotnation.org

POSITION DESCRIPTION

Position Title: Police Officer I

Department: Public Safety

Reports To: Police Sergeant

Category: Full-time

ROP: \$16.25-\$19.38 per hour (additional 16% will be added to base pay in lieu of overtime, shift differential, week-ends and holidays worked upon Graduation of MCJA)

JOB SUMMARY:

The Police Officer plays a primary role in the prevention of crime, and the protection of lives and property in the Penobscot Nation through performing a variety of police functions such as enforcing traffic laws, as well as promptly responding to distress calls via the dispatch office. Daily duties involve supporting the efficient operation of the Police department through following assigned activities, outlined departmental procedures, and implementing applicable departmental work priorities and goals. The Police Officer ensures that order is maintained, through the efficient performance of all duties in conformance with the rules, regulations, policies, procedures and orders contained in all manuals issued by the Department, taking appropriate action for the prevention of crime.

ESSENTIAL DUTIES/RESPONSIBILITIES:

Understands and adhered to the Standard Operation Procedures (SOP) of the Department including but not limited to the following:

- Proceed to post or assignment as directed by superior officer.
- Monitors and inspects post or sector for conditions requiring police attention.
- Reports immediately to the supervisor any unusual crime, occurrence or condition.
- Reports conditions not requiring immediate attention to the Communications Center
- Establishes and maintains ongoing familiarity with the day to day routine of people residing, doing business or frequenting post or sector.
- Maintains awareness of the development of conditions tending to cause crime, takes preventative actions to correct such conditions and informs superior(s) as soon as situation permits.
- Keep dispatch operations informed of police services rendered.
- Reports any mutual aid requests from law enforcement agency to the supervisor
- Submits police officer's activity report to the supervisor as directed.

- Submit all police reports for services rendered for assigned shift before leaving shift; enter all data into computer system before leaving shift.
- Adheres to internal directive regarding the processing of all legal paperwork.
- Cooperates with Tribal Departments and agencies to accomplish mission of Department.
- Projects professional appearance in dress and demeanor while on duty.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the SOP's and Personnel Policies and Procedures.
- Performs other related tasks as requested.

KNOWLEDGE/SKILLS/EXPERIENE REQUIREMENTS:

- High School Diploma or equivalent **required**. Associate's Degree or Bachelor's Degree in a related area is preferred; however, an equivalent combination of education and experience that demonstrates ability and professional knowledge may be considered.
- A valid, insurable Driver's License is **required**.
- Applicants **must** complete a pre-service law enforcement training as required by the Maine Criminal Justice Academy (MCJA; outlined below). Applicants **must** have completed Phases I and II.
- **Must** be able to demonstrate excellent interpersonal, verbal and written, communications skills.
- Ability to successfully meet and maintain adjudication and hiring requirements of both the Bureau of Indian Affairs and Penobscot Nation required. Information about these requirements are available at <https://www.law.cornell.edu/cfr/text/25/63.18>.
- **Must** successfully meet specific standards outlined in the conditional letter of employment within established timeframes.
- Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

CLASSIFICATION: Police/Dispatchers Career Field

Approved by Personnel Committee: December 4, 2017

Approved by Tribal Council: December 11, 2017

Law Enforcement Pre-Service Training Program

In 1989, the 114th Maine Legislature passed laws mandating the Board of Trustees of the Maine Criminal Justice Academy to establish standards for pre-service training. The purpose **of this mandate was to ensure that no person could "serve as a law enforcement officer with the power to make arrests or the authority to carry a firearm until certified as satisfying pre-service training requirements."** This resulted in the first Law Enforcement Officer Pre-Service Training Program.

In 2009 the Board of Trustees of the Maine Criminal Justice Academy proposed changes to the current Law Enforcement Pre-Service Training Program. Updates to the existing program were implemented, and the format and number of hours required to graduate was increased. Students will also have to complete a supervisory component.

In addition to the changes in the curriculum, the Maine Criminal Justice Academy has also prepared a certification process to become a part-time law enforcement officer. The elements of the certification process include weapons certification, a knowledge test, and supervision by your employing agency. These requirements are more fully explained as follows:

Phase I: Students must meet the age and education requirements to apply for this course (see application). Students must complete the 40-Hour On-line Law Enforcement Pre-Service Training Program. Students must complete the MCJA application for the MCJA LEPS Phase I and send it along with the \$250 fee, cash or check made payable to Treasurer, State of Maine to the Maine Criminal Justice Academy at 15 Oak Grove Road, Vassalboro, Maine 04989. Students will be given a Log-In and Password to complete the training.

This training must be completed before attending Phase II and there is no time limit to complete the Phase I of the training, however at the completion of the Phase I training the student will need to contact MCJA and take a final exam in Vassalboro. From the Phase I completion date, the student will have two years to start Phase II.

Phase II: Students must complete the 80-Hour Interactive, Scenario Based Classroom Program. Prior to the start of Phase II, students must complete the MCJA application for the MCJA LEPS Phase II. All students must meet the prerequisites listed below and send to the Academy all the required paperwork described below.

- Age: Students must be 21 years old, or 20 years old with at least 60 credits from an accredited college, or age 19, currently enrolled in an accredited post secondary education program, with at least 40 credit hours. *Note Copies of transcripts or current grade reports are required with the application for those under 21.
- Background Sponsorship: Students must have a MCJA Background Investigation form signed and notarized by a Police Chief, Sheriff or Law Enforcement Administrator from a full-time Maine law enforcement agency that indicates no disqualifying conduct or conviction. See MCJA Background form. Disqualifying conduct or convictions will exclude applicants from eligibility, unless given a waiver from the MCJA Board.
- ALERT Test: Students must have a minimum passing score. The test is given at the MCJA campus the first and third Wednesday of each month at 8:00 a.m. It is also available off-site in the southern area of the state. Call MCJA at: 877-8000, or 877-8020 to schedule an appointment. A fee and photo ID are required. The ALERT test is a reading comprehension and writing skills test based upon the level required to master the MCJA Basic School Curriculum. There is no time frame to pass the ALERT exam prior to the start date of the Phase II program.
- Physical Fitness Test: Students must pass a Board approved fitness test at the 40th percentile based on age and gender norms. A fee is required. The following three (3) test items constitute the physical fitness test (PFT) requirements for acceptance into the Law Enforcement Pre-Service Phase II Program (same as entry into

the BLETP): One Minute Maximum Push-Up test; One Minute Sit-Up test; and 1.5 mile run. The student will be required to pass the PFT exam within 1 year prior to the start date of the Phase II program.

- Written Test: Students will be required to pass a written test over the Phase I on-line training curriculum before being accepted into the Phase II program. You will need to call 207-877-8000 to schedule your final exam which will take place at MCJA.
- Medical Test: Students must have a medical physical by an authorized medical person. This medical person must fill out the approved MCJA Medical form. The student will be required to pass the medical physical exam within 1 year prior to the start date of the Phase II program.

Phase III: After being hired by a Law Enforcement Agency as a Law Enforcement Officer, a provisional certificate will be issued upon receipt of a MCJA Notice of Employment and a MCJA Firearms Proficiency Form signed by a Certified MCJA Firearms Instructor. The employing agency must provide 80-hours of documented supervision before certification as a Law Enforcement Officer is granted by the Criminal Justice Academy. The Chief Law Enforcement Officer will have to sign a notarized MCJA Form stating the officer has completed the 80 hours of supervision to his or her satisfaction. The part-time law enforcement officer will have one year to complete the 80 hours of supervision. An officer may receive an extension by the MCJA Board in extenuating circumstances.

For more information on how to sign up for the pre-service training courses please visit:

<http://www.maine.gov/dps/mcja/training/preservice/index.htm>

PENOBSCOT NATION

TRIBAL ADMINISTRATION
HUMAN RESOURCES



12 Wabanaki Way
Indian Island, ME 04468
TEL: (207) 817-7312

JOB ANNOUNCEMENT:

The Penobscot Nation is seeking
applicants for the following position:

OPENING DATE: May 7, 2019

CLOSING DATE: May 21, 2019

**FORESTRY FIELD WORKER
(3 Positions available)**

JOB STATUS:

FORESTRY FIELD WORKER

Career Field: Program Staff A

Pay Range: \$9.53-\$20.33 per hr.

Term: 2-3 months

**Classification: Full Time, Seasonal,
Non-Standard work week**

LOCATION:

Penobscot Nation

NATURAL RESOURCES

27 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED: High School diploma or equivalent required. Ability to identify the major tree species in Maine required. General knowledge of the Penobscot land holdings required. Interpersonal, verbal and written communications skills required. Self-direction, organization, motivation and attention to detail required. Experience with GPS units preferred. Ability to use map and compass in addition to power tools (such as a brush saw) required. Occasional travel in-State overnight required. Current State of Maine Driver's License required. Minimum of three (3) years of related experience in the forestry field is preferred. Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

-Applications are available at the Human Resources Office located at 27 Wabanaki Way, Indian Island, ME 04468. Applications are available via email request at Human.Resources@penobscotnation.org, or on line at www.penobscotnation.org or call 207-817-7312 to request applications be sent to you.

-Submit completed application on or before closing date to:

Attn: Penobscot Nation Human Resources

mailing: 12 Wabanaki Way, Indian Island, ME 04468

physical location: 27 Wabanaki Way, Indian Island, ME 04468

For further information, call 817-7312 or email at Human.Resources@penobscotnation.org

JOB DESCRIPTION

Job Title: Forestry Field Worker

Department: Natural Resources

Reports To: Forest Manager, Department of Natural Resources

FLSA Status: Non- Exempt, Seasonal

JOB SUMMARY:

The Forestry Field Worker is responsible for assisting forestry staff in field operations, including but not limited to: boundary line maintenance, pre-sale cruising and forest development work including operating a brush saw. The Forestry Field Worker assists other Forestry staff with the proper management of the Penobscot Nation forestlands. *(This is a full-time, seasonal position that will terminate on or before December 15. This position normally works four (4) 10-hour days, Monday through Thursday.)*

- Assists in brushing out, brazing and painting boundary lines.
- Assists with pre-sale cruising including tallying, tree identification and basic tree measurements such as diameter and height.
- Assists with pre and post treatment of pre-commercial thinned stands as well as thinning block layout.
- Operates a brush saw to perform pre-commercial thinning as well as road way clearing.
- Prepares and completes a weekly activity report.
- Maintains a daily vehicle log.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the Employee Handbook.
- Performs other related tasks, as requested.

KNOWLEDGE/SKILLS/EXPERIENCE REQUIREMENTS

High School diploma or equivalent required. Ability to identify the major tree species in Maine required. General knowledge of the Penobscot land holdings required.

Interpersonal, verbal and written communications skills required. Self-direction, organization, motivation and attention to detail required. Experience with GPS units preferred. Ability to use map and compass in addition to power tools (such as a brush saw) required. Occasional travel in-State overnight required. Current State of Maine Driver's License required.

Minimum of three (3) years of related experience in the forestry field is preferred.

Indian Preference will be adhered to in accordance with Penobscot Nation Personnel Policies and Procedures.

PHYSICAL DEMANDS/CONDITIONS/REQUIREMENTS

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is frequently required to stand, walk, kneel, bend, crouch, run, reach overhead, grasp, push, climb, pull, use hands to finger, handle, or operate objects, controls, or equipment.

The employee must occasionally lift and/or move up to 100 pounds; consistent physical effort requiring good physical condition is required. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Work is performed in both an indoor and outdoor setting; exposure to adverse weather conditions may occur. Flexibility in work schedule is required.

Pre-employment physical will be conducted in accordance with the Penobscot Nation Personnel Policies and Procedures. Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures

External and internal applicants, as well as position incumbents who become disabled, must be able to perform the essential functions (as listed) either unaided or with the assistance of a reasonable accommodation to be determined by management on an individual basis upon request

PENOBSCOT NATION

TRIBAL ADMINISTRATION
HUMAN RESOURCES



12 Wabanaki Way
Indian Island, ME 04468
TEL: (207) 817-7312
FAX: (207) 817-7463

JOB ANNOUNCEMENT:

The Penobscot Nation is seeking
applications for the following position:

OPENING DATE: May 3, 2019

CLOSING DATE: Until filled

RESERVE POLICE OFFICER

JOB STATUS:

POLICE OFFICER

Career Field: Police/Dispatch Pay

Pay Range: \$18.00

Term: Permanent

Classification: On-call/Reserve

LOCATION:

Penobscot Nation

Public Safety

25 Wabanaki Way

Indian Island, ME 04468

BRIEF DESCRIPTION OF DUTIES:

SEE ATTACHED JOB DESCRIPTION

QUALIFICATIONS REQUIRED:

- High School Diploma or equivalent **required**. Associate's Degree or Bachelor's Degree in a related area is preferred; however, an equivalent combination of education and experience that demonstrates ability and professional knowledge may be considered.
- A valid, insurable Driver's License is **required**.
- Applicants **must** complete a pre-service law enforcement training as required by the Maine Criminal Justice Academy (MCJA; outlined below). **APPLICANTS MUST HAVE COMPLETED PHASES I and II.**
- **Must** be able to demonstrate excellent interpersonal, verbal and written, communications skills.
- Ability to successfully meet and maintain adjudication and hiring requirements of both the Bureau of Indian Affairs and Penobscot Nation required. Information about these requirements are available at <https://www.law.cornell.edu/cfr/text/25/63.18>.
- **Must** successfully meet specific standards outlined in the conditional letter of employment within established timeframes.
- Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

HOW TO APPLY:

- Applications are available at the Human Resources Office located at 27 Wabanaki Way, Indian Island, ME 04468. Applications are available via email request at Human.Resources@penobscotnation.org, or call 207-817-7312 to request applications be sent to you. Application package includes: Tribal Application for employment, Public Safety Application for employment, and SF86.
- Submit completed application package along with certifications to:
 - Attn: Penobscot Nation Human Resources
 - mailing: 12 Wabanaki Way, Indian Island, ME 04468
 - physical location: 27 Wabanaki Way, Suite 204, Indian Island, ME 04468

For further information, call 817-7312 or email at Human.Resources@penobscotnation.org

POSITION DESCRIPTION

Position Title: Police Officer I

Department: Public Safety

Reports To: Police Sergeant

Category: Full-time

ROP: \$16.25-\$19.38 per hour (additional 16% will be added to base pay in lieu of overtime, shift differential, week-ends and holidays worked upon Graduation of MCJA)

JOB SUMMARY:

The Police Officer plays a primary role in the prevention of crime, and the protection of lives and property in the Penobscot Nation through performing a variety of police functions such as enforcing traffic laws, as well as promptly responding to distress calls via the dispatch office. Daily duties involve supporting the efficient operation of the Police department through following assigned activities, outlined departmental procedures, and implementing applicable departmental work priorities and goals. The Police Officer ensures that order is maintained, through the efficient performance of all duties in conformance with the rules, regulations, policies, procedures and orders contained in all manuals issued by the Department, taking appropriate action for the prevention of crime.

ESSENTIAL DUTIES/RESPONSIBILITIES:

Understands and adhered to the Standard Operation Procedures (SOP) of the Department including but not limited to the following:

- Proceed to post or assignment as directed by superior officer.
- Monitors and inspects post or sector for conditions requiring police attention.
- Reports immediately to the supervisor any unusual crime, occurrence or condition.
- Reports conditions not requiring immediate attention to the Communications Center
- Establishes and maintains ongoing familiarity with the day to day routine of people residing, doing business or frequenting post or sector.
- Maintains awareness of the development of conditions tending to cause crime, takes preventative actions to correct such conditions and informs superior(s) as soon as situation permits.
- Keep dispatch operations informed of police services rendered.
- Reports any mutual aid requests from law enforcement agency to the supervisor
- Submits police officer's activity report to the supervisor as directed.

- Submit all police reports for services rendered for assigned shift before leaving shift; enter all data into computer system before leaving shift.
- Adheres to internal directive regarding the processing of all legal paperwork.
- Cooperates with Tribal Departments and agencies to accomplish mission of Department.
- Projects professional appearance in dress and demeanor while on duty.
- Interacts harmoniously and effectively with others, focusing upon the attainment of Penobscot Nation goals and objectives through a commitment to teamwork.
- Conforms to acceptable attendance/punctuality standards as expressed in the SOP's and Personnel Policies and Procedures.
- Performs other related tasks as requested.

KNOWLEDGE/SKILLS/EXPERIENE REQUIREMENTS:

- High School Diploma or equivalent **required**. Associate's Degree or Bachelor's Degree in a related area is preferred; however, an equivalent combination of education and experience that demonstrates ability and professional knowledge may be considered.
- A valid, insurable Driver's License is **required**.
- Applicants **must** complete a pre-service law enforcement training as required by the Maine Criminal Justice Academy (MCJA; outlined below). Applicants **must** have completed Phases I and II.
- **Must** be able to demonstrate excellent interpersonal, verbal and written, communications skills.
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- **Must** successfully meet specific standards outlined in the conditional letter of employment within established timeframes.
- Native American preference will be adhered to in accordance with the Penobscot Nation Personnel Policies and Procedures.

CLASSIFICATION: Police/Dispatchers Career Field

Approved by Personnel Committee: December 4, 2017

Approved by Tribal Council: December 11, 2017

Law Enforcement Pre-Service Training Program

In 1989, the 114th Maine Legislature passed laws mandating the Board of Trustees of the Maine Criminal Justice Academy to establish standards for pre-service training. The purpose **of this mandate was to ensure that no person could "serve as a law enforcement officer with the power to make arrests or the authority to carry a firearm until certified as satisfying pre-service training requirements."** This resulted in the first Law Enforcement Officer Pre-Service Training Program.

In 2009 the Board of Trustees of the Maine Criminal Justice Academy proposed changes to the current Law Enforcement Pre-Service Training Program. Updates to the existing program were implemented, and the format and number of hours required to graduate was increased. Students will also have to complete a supervisory component.

In addition to the changes in the curriculum, the Maine Criminal Justice Academy has also prepared a certification process to become a part-time law enforcement officer. The elements of the certification process include weapons certification, a knowledge test, and supervision by your employing agency. These requirements are more fully explained as follows:

Phase I: Students must meet the age and education requirements to apply for this course (see application). Students must complete the 40-Hour On-line Law Enforcement Pre-Service Training Program. Students must complete the MCJA application for the MCJA LEPS Phase I and send it along with the \$250 fee, cash or check made payable to Treasurer, State of Maine to the Maine Criminal Justice Academy at 15 Oak Grove Road, Vassalboro, Maine 04989. Students will be given a Log-In and Password to complete the training.

This training must be completed before attending Phase II and there is no time limit to complete the Phase I of the training, however at the completion of the Phase I training the student will need to contact MCJA and take a final exam in Vassalboro. From the Phase I completion date, the student will have two years to start Phase II.

Phase II: Students must complete the 80-Hour Interactive, Scenario Based Classroom Program. Prior to the start of Phase II, students must complete the MCJA application for the MCJA LEPS Phase II. All students must meet the prerequisites listed below and send to the Academy all the required paperwork described below.

- Age: Students must be 21 years old, or 20 years old with at least 60 credits from an accredited college, or age 19, currently enrolled in an accredited post secondary education program, with at least 40 credit hours. *Note Copies of transcripts or current grade reports are required with the application for those under 21.
- Background Sponsorship: Students must have a MCJA Background Investigation form signed and notarized by a Police Chief, Sheriff or Law Enforcement Administrator from a full-time Maine law enforcement agency that indicates no disqualifying conduct or conviction. See MCJA Background form. Disqualifying conduct or convictions will exclude applicants from eligibility, unless given a waiver from the MCJA Board.
- ALERT Test: Students must have a minimum passing score. The test is given at the MCJA campus the first and third Wednesday of each month at 8:00 a.m. It is also available off-site in the southern area of the state. Call MCJA at: 877-8000, or 877-8020 to schedule an appointment. A fee and photo ID are required. The ALERT test is a reading comprehension and writing skills test based upon the level required to master the MCJA Basic School Curriculum. There is no time frame to pass the ALERT exam prior to the start date of the Phase II program.
- Physical Fitness Test: Students must pass a Board approved fitness test at the 40th percentile based on age and gender norms. A fee is required. The following three (3) test items constitute the physical fitness test (PFT) requirements for acceptance into the Law Enforcement Pre-Service Phase II Program (same as entry into

the BLETP): One Minute Maximum Push-Up test; One Minute Sit-Up test; and 1.5 mile run. The student will be required to pass the PFT exam within 1 year prior to the start date of the Phase II program.

- Written Test: Students will be required to pass a written test over the Phase I on-line training curriculum before being accepted into the Phase II program. You will need to call 207-877-8000 to schedule your final exam which will take place at MCJA.
- Medical Test: Students must have a medical physical by an authorized medical person. This medical person must fill out the approved MCJA Medical form. The student will be required to pass the medical physical exam within 1 year prior to the start date of the Phase II program.

Phase III: After being hired by a Law Enforcement Agency as a Law Enforcement Officer, a provisional certificate will be issued upon receipt of a MCJA Notice of Employment and a MCJA Firearms Proficiency Form signed by a Certified MCJA Firearms Instructor. The employing agency must provide 80-hours of documented supervision before certification as a Law Enforcement Officer is granted by the Criminal Justice Academy. The Chief Law Enforcement Officer will have to sign a notarized MCJA Form stating the officer has completed the 80 hours of supervision to his or her satisfaction. The part-time law enforcement officer will have one year to complete the 80 hours of supervision. An officer may receive an extension by the MCJA Board in extenuating circumstances.

For more information on how to sign up for the pre-service training courses please visit:

<http://www.maine.gov/dps/mcja/training/preservice/index.htm>

PENOBSCOT NATION

CENSUS COMMITTEE



COMMUNITY BUILDING
12 WABANAKI WAY
INDIAN ISLAND, ME 04468
TEL.: (207) 817-7378

April 25, 2019

At the annual meeting of the Census Committee held at the Nicholas H. Sapiel, Jr. building on April 24, 2019, the following persons were approved for tribal membership. In accordance with Section 1.12, Chapter XVI - Penobscot Nation (Tribal Census Maintenance Procedure) the names of the people approved by the Census Committee must be posted for two (2) weeks for public inspection and comment.

DATE OF POSTING – MAY 3, 2019

<u>NAME</u>	<u>D.O.B.</u>	<u>CLAIMING THROUGH</u>
Maya Tihtiyas Attean	05/02/94	Phillip C. Attean (00757) & Esther Altvater (Passamaquoddy)
Tiberius Joseph Bassett	03/01/19	Martha Newell Bassett (02793) & Victor Bassett (Passamaquoddy)
Rylan Jayce Comeau	01/19/14	Tanisha Sacobie-Gruben (02992)
Soren Gregory Comeau	08/31/18	Tanisha Sacobie-Gruben (02992)
Kendall Yvonne King	08/23/18	Marcus C. King (02371) & Adrienne Tomah-Gabriel (Passam.)
Artemis Mary Moon Peters	11/08/18	Shirley L. Sacobie (02991)
Korleen Louise Sacobie Peters	01/24/94	Shirley L. Sacobie (02991)
Dante Charles James Sacobie	10/06/12	Shirley L. Sacobie (02991)
Jorja Sarah Sacobie	08/14/05	Shirley L. Sacobie (02991)
Ember Reign Soctomah	11/30/18	David F. Soctomah (01866)
Asher Simon Solomon	09/11/16	Anthony Solomon (02710) & Torey S. Solomon (Maliseet)
Demi Norah Solomon	05/24/18	Anthony Solomon (02710) & Torey S. Solomon (Maliseet)
Keanu Anthony Solomon	07/25/14	Anthony Solomon (02710) & Torey S. Solomon (Maliseet)

01 00 K 00

PENOBSCOT NATION

CENSUS COMMITTEE



COMMUNITY BUILDING
12 WABANAKI WAY
INDIAN ISLAND, ME 04468
TEL.: (207) 817-7378

*** MEMO ***

TO: Chief, Vice-Chief and Council
Finance, Angie Brown
All Departments
Flyer

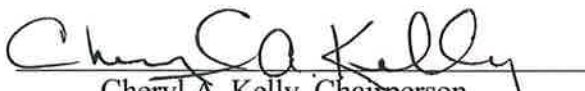
FROM: Census Committee

RE: NEW MEMBER LISTING

DATE: April 25, 2019

EFFECTIVE DATE OF MEMBERSHIP APRIL 01, 2019

<u>NAME</u>	<u>D.O.B.</u>	<u>SEX</u>	<u>QUANTUM</u>	<u>CENSUS NUMBER</u>
Sarah Vivian Guimond	09/18/17	F	025.00%	(03002)
Owen Robert Perry	04/26/18	F	025.00%	(03003)


Cheryl A. Kelly, Chairperson
Penobscot Nation Census Committee

PENOBSCOT NATION

CENSUS COMMITTEE



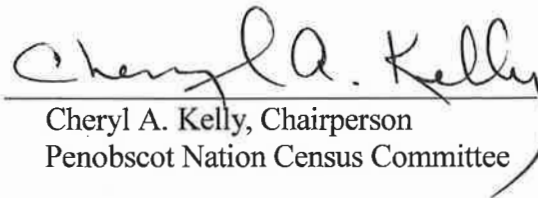
COMMUNITY BUILDING
12 WABANAKI WAY
INDIAN ISLAND, ME 04468
TEL.: (207) 817-7378

April 25, 2019

Pursuant to law, the Penobscot Nation Census Committee will be holding a **REGULAR MEETING** on **MONDAY, JULY 1st, 2019** at **4:30 PM.** This meeting will be held in the Main Conference Room at the Nicholas H. Sapiel, Jr. building, Wabanaki Way, Indian Island.

* * * AGENDA * * *

- * Approval of MINUTES
- * Final approval for Tentatively Approved Applicants
- * Tentative approval for New Member Applicants
- * Other business
- * Set date for next meeting


Cheryl A. Kelly, Chairperson
Penobscot Nation Census Committee

CAK:cwb

PENOBSCOT NATION
Office of the Tribal Clerk

Community Building
12 Wabanaki Way
Indian Island
Old town, ME 04468
FAX: (207) 827-1136



Linda Socoby
Tribal Clerk
(207) 817-7351
Email: linda.socoby@penobscotnation.org

Faye Lawson
Deputy Tribal Clerk
(207) 817-7319
Email: faye.lawson@penobscotnation.org

The Annual General Meeting will be held on **Saturday, June 01, 2019** at 9:00 AM, Sockalexis Arena, this meeting will also include an informational session dealing with tribal annual financial audits, budgets and statements.

On May 07, 2019 Tribal Council finalized the agenda for the Annual General Meeting, the agenda items going forward are:

1. Drug Testing for Elected Officials
2. Election Law Amendments
3. Fish & Game Amendments, Chapter 1, Section 100
4. Rights of the Penobscot River
5. Other

The Annual General Meeting will be held on **Saturday, June 01, 2019** at 9:00 AM, Sockalexis Arena, this meeting will also include an informational session dealing with tribal annual financial audits, budgets and statements.

If you like to review the documents before the meeting the information will be available at the Tribal Clerk's office.

MUD SEASON GATES

As of

April 24, 2019

It's that time of year again; we will be closing mud-season gates over the next several weeks. We expect to have all the gates open prior to Memorial Day.

Alder Stream

- North Road Gate – Closed
- South Road Gate – Closed

Mattamiscontis & T2R8 (South Branch Lake Area) –

- The IP Gate at the Lincoln exit - Closed
- Chain at the Railroad Track – Closed
- Gate at the end of Seboeis Road – Unknown was buried in snow

Matagamon The Boy Scout Road Gate - To be Closed April 27

T1R6 (Grindstone) – Gate on Route 11 – Closed

Carrabassett Valley

- Both gates on the Carriage Road – Closed
- Huston Brook Gate - Closed
- Poplar Mtn Road – Closed

Williamsburg (KI Tract New Gate) - Closed

We update this information on the Natural Resources Web page under announcements <https://www.penobscotnation.org/departments/natural-resources/dnr-announcements>

CHIEF/COUNCIL

**Fax 817-7482 or
827-6042**

7350-Kirk Francis
Tribal Chief

7308-Mark Sockbeson
Vice Chief

860-912-4249

7349-Mary Settles, Exec Sec

Tribal Ambassador

7306- Maulian Dana

TRIBAL CLERK'S OFFICE

Fax 827-1136

817-7351 - Linda Socoby

817-7319 -Faye Lawson

Child Support/SocServ

Must Dial 817

Fax 817-3166

3165x1-

Director

3165x3-Nastassja Francis

3165x3-Mali Dana

3165x5-Rhonda London,
Business Mgr

**CULTURAL HISTORIC
PRESERVATION**

7472-James Francis,
Director/Historian

7470-Gabe Paul

7471-Chris Sockalexis, THPO

7476-Carol Dana

DAYCARE CENTER

7461/7462- Naomi Neptune

Family Support Specialist

Renee Thibodeau

**DOMESTIC VIOLENCE
PROGRAM**

817-3165x2-Jennifer Galipeau
DV/SA Advocate

x2- Patricia Graffam
DV/SA Service Coord.

x2- Aline Michaud
Shelter/Housing Coordinator
24 Hour Crisis Hot Line

631-4886

ECONOMIC DEV.

7396-

**EDUCATION / CAREER
SERVICES**

Fax 817-7369

7348-Candi Ewer, Director

7345-Carlene Miller, Lrn. Ctr.

FINANCE DEPARTMENT

Fax: 817-7309

7317-Director-Andrew Dana

7311-Angie Brown, Trust Fund

7313-Cindi Marley-Acct. Tech

7314-Edwina Mitchell – A/P

7315-Vivian Barlow, Payroll

7318-Michelle Rockwell-Staff
Accountant

FIRE DEPARTMENT

Dispatch- 817-7358

FITNESS CENTER

827-8012 – Paul Dow

GRANTS & CONTRACTS

Fax 827-1139

7301-Diana Love-Secretary

HOUSING DEPARTMENT

Fax 817-7384

7372- Mike Bush, Director

7370-Lisa Pardilla, Recpt.

7371-Sonya Easley

7375-Andy Sockbeson
Maintenance

HUMAN RESOURCES

Fax 817-7463

7312-Lloyd Bryant

Human Resources Specialist

7343-Catha Lewey-Admin.Asst.II

**HUMAN SERVICES/SOCIAL
SERVICES**

Fax 817-3166

817-3165x1-

-Director

817-3165x7-Natasha Fields

817-3165x6-Michael Augustine-
Child Welfare Case Manager

817-3165x7Clarice Chavaree, G.A
745-6644-Christine Paul, Family
Advocate & Prevention Coord.

817-3165x4 Megan Shorey
Community Support Specialist

7402-Tami Conolly Sr Kitchen

**INDIAN HEALTH
SERVICES**

Fax 817-7459

(Medical Records 817-7453)

7440-Candy Henderly-Director

7404-Nicole Hines

7430-Elisha Sockbeson-
Front Desk

7401-Tricia Stewart

7403-Patty Martin

7406-Conference Room

7412-Sue Neptune, Records

7415-April Ewer/Julie Dow

7416-Patrick Almenas, Med Asst

7417-Karen Vargas-Lab Tech

7435-Dave Butler, Pharmacy

7420-Becky O'Neil, Med.Asst.

7439-Brenda Fogler Med. Asst.

7426-Abbey McCarthy

7400-Carter Cates Front Desk

7433-Margo Downing, Nurse

7441-Shannon Sapiel

(Fax 817-7459)

I.H.S. BILLING

7410-

7428-Lisa Mitchell

I.H.S. COUNSELORS

7469-Brooke Loring

7411-Velena Lamson-

Admin Secretary

7422-Marie Mitchell

7424-Elizabeth McConnon

7425-Dale Lolar

I.H.S. DENTAL

7429- Jessica Sockbeson

Dental Assistant

LEGAL DEPARTMENT

Fax-817-7463

7324-Mark Chavaree - Legal

**MAINTENANCE
PUBLIC WORKS**

7320-David Pardilla, Director

7321- Chris "Charlie" Francis

7323 -Frank Loring Jr.

Michael Jackson

Mark Fields

David Loring

Mike Neptune

Calvin Francis

Justin Francis

MUSEUM

827-4153 Jennifer Neptune

NATURAL RESOURCES

FAX 817-7466

7330-John Banks, Director

7331-Faye Lawson

7326-Rhonda Daigle-Water

7335-Charles Loring, Forester

7337-Dennis Stevens-Forester

7338- Sean O'Brien

7339-Russ Roy-Forest Mgr.

7340-Bill Thompson – Air Prog.

7341-Binke Wang, GIS

7360-Angela Reed, Water

7361-Dan Kusnierz, Wtr Mgr.

7363-Ben Simpson, Biologist

7377-Dan McCaw-Fish Passage

7381-Jason Mitchell, Water

7382-Jan Paul - Water

7395-Tim Gould, Warden Supv.

7392-Logan Pardilla Warden

7365-Nick Sapiel Conference Room

PUBLIC SAFETY

Fax: 817-7485

DISPATCH 817-7358

7358- Bob Bryant, Police Chief

7390/91/99-Patrol Rooms

7394-Michael Socoby

7396-Reserve Officers

TREATMENT PLANT

Fax: 827-7609

7385-Jason Sockbeson

7385-

TRIBAL ADMINISTRATOR

Fax 827-6042

7302-Nick Francis-I.T.

7332-Sonya Dana-Grants

7477-Josh Woodbury

TRIBAL COURT

Fax 827-3430

827-3415 Rhonda Decontie
Clerk of Courts

827-3415 Shannon Smith,
Deputy Court Clerk

951-6261- Brianna Tipping
Case Manager

827-3415- Roy Bickford
Court Bailiff

TRUST SERVICES

Fax 827-6322

7378 Carole Binette-Director

7383-Millie Paul-Exec. Sec.

7379-Sparky Clark Land Coor.

YOUTH PROGRAM

659-3490-John Neptune

Penobscot Support Services

817-6045 Eric Nicolar

951-4029 Eric Nicolar(cell)

Penobscot Health Services

817-0367 Eve Dunham

356-9456 Eve Dunham (cell)

INDIAN ISLAND SCHOOL

Fax 827-3599

827-4285

**EUNICE BAUMANN
ASSISTED LIVING CTR**

827-0968



2019 FIRE PERMIT PROCESS

OPEN BURNING PERMITS: Permits are issued by the **Penobscot Nation Department of Public Safety** for all Trust Territories. Permits must be issued in accordance with all applicable fire regulations. A permit may be revoked: A-during a period of high forest fire danger. B- Where a nuisance condition is created. C- When permit conditions are not followed. **Open Burning Permit** Terms 1- Burning must proceed with all necessary precautions to prevent the spread of fire and must not create any nuisance* conditions. 2-Burning must follow all criteria listed on the permit. Public Safety Personnel are legally responsible to ensure all safety criteria are followed. Permits are for recreational fire pits and are not intended for the burning of construction materials. Permittees are responsible to check the fire danger level for day and the area they will be burning and proceed accordingly. Any person who engages in outdoor burning that is prohibited by statute or who fails to comply with the conditions of the permit shall have their permit revoked and could be subject to a criminal offense.

PERMITS WILL BE ISSUED ON THE FOLLOWING DATES:

<u>Date</u>	<u>Time</u>
May 3 rd -5 th	8 AM – 5 PM
May 13 th -16 th	8 AM – 2 PM
May 23 rd	8 AM – 2PM
May 29 th	2 PM – 6 PM
May 31 st	8 AM – 2 PM
June 1 st & 2 nd	8 AM – 5 PM
June 10 th -11 th	8 AM – 5 PM
June 12 th & 13 th	8 AM- 2 PM
June 20 th	8 Am – 2 PM
June 26 th	2 PM – 6 PM
June 28 th	8 AM – 5 PM
June 29 th -30 th	8 AM – 5 PM
July 8 th 9 th	8 AM – 5 PM
July 10 th 11 th	8 AM – 2 PM
July 18 th	2 PM – 6 PM
July 24 th	2 PM – 6 PM
July 26 th	8 AM – 5 PM
July 27 th 28th	8 AM – 5 PM
August 5 th 6 th	8 AM – 5 PM
August 7 th 8 th	8 AM – 2 PM
August 15 th	8 AM – 2 PM
August 23 rd	6 AM – 2 PM
August 24 th 25 th	8 AM – 5 PM

MILES FRANCIS MEMORIAL GOLF SCRAMBLE



WHEN: SUNDAY June 22nd AT 1PM

WHERE: HIDDEN MEADOWS GOLF COURSE

CONTESTS INCLUDE:

- (4) HOLE-IN-ONE WITH PRIZES INCLUDING:
 - \$25,000.00
 - Callaway Irons
 - LED Flat Screen TV
 - Round-trip (Domestic Airfare) FOR TWO!
- 60 FOOT PUTTING CONTEST FOR: \$5,000.00
- CLOSEST TO PIN, STRAIGHTEST DRIVE, & LONGEST DRIVE

This will be a 4 person scramble with awards for 1st, 2nd, and 3rd place!

COST: \$250.00 per team (fee includes: green fee, cart, & meal!)

Every player receives a coupon for TWO FREE golf clubs!

ALL Proceeds go to the Penobscot Nation Youth Program!!

18 team maximum, so call early!

To SIGN-UP or need more info, please contact:

John Neptune at 659-3490 or email: john.neptune@penobscotnation.org

"There is nothing more meaningful than investing in our youth."



PENOBSCOT NATION YOUTH PROGRAM

Miles Francis MEMORIAL GOLF SCRAMBLE Hidden Meadows



Saturday June 22nd at 1pm

Join us for a day of fun and golf at Hidden Meadows in Old Town! This four-person scramble is open to everyone and will create a truly spectacular golf experience. It will also present the opportunity to support the Penobscot Nation Youth Program in honor of Miles Francis who loved golf and supporting the youth and community!

Registration will open at 11am

\$250 per team! This includes 18 Holes of golf with a cart and a BBQ lunch following the event. This will be a Fundraiser to help programming for the youth!

Prizes will be awarded following the event.

Golfers will play a "Scramble" and can sign up to a specific three/foursome.

Company/Name _____

Address _____ City _____ State _____ Zip _____

Phone _____ Email _____

Please list the other players in your three/foursome here:

Names: _____

Payment Information:

GOLFER PARTICIPATION

\$250 PER TEAM

\$200 Sponsor-A-Hole (Includes Tee box sign with sponsor name/logo)

Make Payment to: Penobscot Nation Youth Program

Mail Payment to: Penobscot Nation Youth Program
Golf Scramble Committee
12 Wabanaki Way
Indian Island, ME 04468

Contact: John Neptune at (207) 659-3490 or email: john.neptune@penobscotnation.org for more information about the Golf Scramble.

St. Ann's/Penobscot Food Pantry

OPEN

TWICE a month. Food also available on an EMERGENCY basis.

9:00 am – 10:00 am Senior's ONLY

10:00 am – 12:00 pm General Public

SENIORS: If you need a ride to the

Pantry, please leave a message for

David @ 817-3165 x7

April 26, 2019

May 6, 2019

May 24, 2019

June 3, 2019

June 21, 2019

July 8, 2019

July 26, 2019

You must meet the income guidelines
to be eligible to receive food and you
will need to sign a eligibility form.

Call 817-3165x7 for more information

Please bring your own bags

(Please use left side door)

CAN YOU
HELP US DELIVER
HOPE FOR THOSE
IN NEED?



LETTER CARRIERS'
FOOD DRIVE
SAT., MAY 11, 2019

What do food pantries need?

canned vegetables
rice and pasta
tuna & canned meats
cooking oils

canned fruits
peanut butter & jelly
soups & canned meals

cereals
flour & sugar
dried & canned beans
condiments

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

Volunteers Needed

Letter Carriers

Food Drive

Saturday, May 11, 2019

*Meet at the Orono Post
Office*

*Carrier Annex Building
on right side*

21 Godfrey Drive Orono

Time: 11:00 am to 5:00 pm

Contact: Natasha @ 817-3165 x7



What is Kinship Care?

Kinship care refers to the care of children by relatives. Family is the preferred choice of care for children are not able to live with their parents, particularly in native communities because it allows the child to keep their emotional connections with their families and oftentimes cultural connections to the tribe in which they belong to.

Kinship care is additionally important because support and childcare from family is a critical piece of native culture. Sometimes extended family members care for children within the family without Child Welfare being involved. Though kinship care is naturally present in the community it is also required by law through the Indian Child Welfare ACT (ICWA). ICWA requires state lead cases involving native children to first try to find homes with extended family members, further encouraging kinship care for children.

Kinship
-noun-
blood relation
a sharing of characteristics
or origins



Come to the Kinship Dinner (May 22) to learn more about kinship care and what it means to be a caregiver.

HEALTH DEPARTMENT PATIENT SURVEY



Have comments or concerns about your visit?
Recommendations for how we can improve our care?

Please complete our patient satisfaction survey online
using the QR code or at:

<https://www.surveymonkey.com/r/FRWD7VJ>

Prefer paper? Simply pick up a paper survey copy at the
front desk or call (207) 817-7400 to have one sent.



Received a Bill from Affiliated Labs?

Please contact the Health Department!

The Penobscot Nation Health Department is currently experiencing technical difficulties with the system that communicates between our facility and the off-site laboratory.

This malfunction may result in patients receiving bills from Affiliated Laboratory for their lab services.

If you receive a bill for your services, please contact the Health Department at (207) 817-7400 to let us know. We can resolve the bill with Affiliated Laboratory for you.

TROUBLE IN OZ: The Emerald Ash Borer Invasion

Maine isn't Oz, but there's an escapee from Emerald City in our midst, and it's definitely not welcome!

The Emerald Ash Borer is a green jewel beetle native to north-eastern Asia that feeds on ash trees. Females lay eggs in the bark, and larvae feed underneath it to emerge as adults in one to two years. In its native range, it is typically found in low numbers and does not cause significant damage to trees native to the area. Outside its native range, however, **it is an invasive species**. It is highly destructive to ash trees native to northwest Europe and North America, and has found its way to Maine.



The ash borer and the trails its larvae leave under the tree bark.

What happens to trees once these insects bore in to them? Once infected, a tree will die in three to five years. **There is no effective treatment.** It is a mobile insect, and widespread cutting and destroying of affected trees has proven fruitless. Spraying does not work. It has no natural enemies to help keep the population in check. Cold will not significantly limit its spread, since it occurs naturally in cold climates.

Why should we be worried? This non-native insect is a huge threat to all true ash trees – white, green and black (brown). Many of our traditional crafts are made with brown ash, and the supply of raw materials will be greatly depleted if the infestation continues unchecked.



*Evidence of "blonding"
Woodpeckers flick the outer bark looking for EAB larvae.*

What can you do to help?

****Do not to bring any firewood into the state!****

For more information on the ash borer in Maine, visit www.maine.gov/eab or call the Penobscot Nation Department of Natural Resources.

Water Aerobics is back!



Mark your calendars! Swimming and water aerobics are happening now at the YMCA in Old Town.



Mondays: Open Swim 5:15-6:15 pm

Wednesdays: Aqua Aerobics 5:15-6:15pm



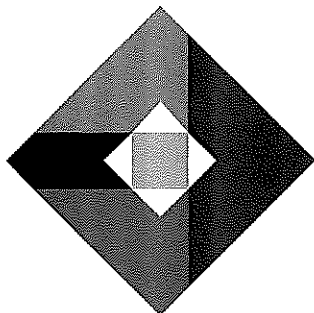
Come unwind, move, mingle, float, and have fun! Everyone is welcome to come and it is FREE! For more information contact Abbey McCarthy at 817-7426.

FOUR DIRECTIONS WILL BE ON INDIAN ISLAND

WEDNESDAY MARCH 20TH
3P TO 6P - HOUSING AUTHORITY

**FREE
CREDIT
REPORTS**

**FINANCIAL
HELP!**



207-866-6545

FOUR DIRECTIONS
DEVELOPMENT CORPORATION



FOUR DIRECTIONS ON INDIAN ISLAND
MAY 22ND - 3-6P - HOUSING AUTHORITY

SETTING UP A BUDGET WORKSHOP

WALK-INS AND APPOINTMENTS FROM 3-5P
WORKSHOP FROM 5-6

CALL 207-866-6545 TO RESERVE YOUR SPACE



FOUR DIRECTIONS
DEVELOPMENT CORPORATION

INTERESTED CONTRACTORS

DNR has several projects scheduled for the 2019 construction season

1. Alder Stream – Road work
2. South Branch – Road work
3. Matagamon – Stream Crossings and road work

If you are interested in any of these projects, please contact Russ Roy 817-7339 or Jason Mitchell. We will provide more information as it becomes available.

Joseph Reinzo Excavating and Recycling

Cell: 207-631-8609
Home: 207-827-4723
jandmrn6@aol.com
P.O. Box 105 Milford, ME 04461

Free Estimating

Concrete Slabs
All Types of Gravel and Sand
Quality Earth and Site Work at Reasonable Prices

Owners: Joseph and Melissa
Over 30 years experience serving your Ccommunity