



**Joint Meeting of the  
Budget-Finance Committee  
and Select Board  
Minutes**

February 26, 2019 at 6:30pm

Broadcast Studio

423 Webbs Mills Road

Committee Members Present: Robert Gosselin, Brian Walker, Dana DesJardins, Diana Picavet, Sheila Bourque, Crystal Rogers, Barry Moores, Kevin Oliver

Committee Members Absent: none

Select Board Present: Teresa Sadak, Rolf Olsen, Marshall Bullock, Sam Gifford

Select Board Absent: Lonnie Taylor

Town Staff Present:

Don Willard – Town Manager  
Cathy Ricker – Finance Director  
Bruce Tupper – Fire Chief  
Cathy Gosselin – Deputy Fire Chief  
Scott Dvorak – Code Enforcement Officer  
Sue Look – Town Clerk

1. Called to order at 6:30pm by Chairman Gosselin
  
2. Approval of Minutes
  - a) November 27, 2018  
**Motion** to approve as previously amended by Mr Walker. Seconded by Ms Bourque.  
**Unanimously approved.**
  
3. New Business – Department Head Review #1
  - a) Consideration of Maine Municipal Association (MMA) Membership – Stephen W Gove, Executive Director of MMA, and Eric Conrad, MMA’s Director of Communication and Educational Services  
Mr Gove – Our mission is to provide services to Maine cities and towns and to be advocates for them. MMA is mission driven and Member driven. We have 6 attorneys on staff who assist members with legal questions. They publish

manuals and information packets (for example marijuana). They answer 5,000 legal inquiries per year from Members from Title 30-A. MMA helps with labor negotiations, labor law questions, and personnel issues. We have a 70 member Legislative Policy Committee (2 from each State Senate district) and we are advocates for municipal interests.

Mr Conrad – We host 95 training events per year. The aerial drones workshop is next week. There is an air-B & B workshop coming. We do a monthly magazine. We have an annual convention, a technology conference and a HR management conference. MMA is the kind of organization that the more you ask of us the more you will get out of it.

Mr Gove – We have group insurance programs – risk management – municipal liability, drones, cyber liability, etc – and the employee health trust programs – health, dental, vision, life, etc. These programs were created in response from our Members. They are self-insured programs. We do purchase reinsurance to protect the pools. We cover around 20,000 in the health pool and have a staff to help them understand their coverages. We have strong, conservatively funded programs. We are always looking to see if there are ways to expand our coverages – like drones. We rely on outside advisors. We are in full compliance with State and Federal laws. We provide a full array of services to our members.

Mr Walker – How many are members? What are some examples of advocacy?

Mr Gove - 485 out of 490 municipalities. Restoration of Municipal Revenue Sharing to the 5% statutory level. Enactment of adult use and medical marijuana to insure we have an opt-in provision.

Selectman Bullock – Are the fees assessed based on population?

Mr Gove – Yes.

Mr Oliver – Are the dues annual.

Mr Gove – We work on a physical year and they are annual.

Town Manager Willard – The base dues are included in the proposed budget.

Mrs Picavet – Why were we a member and then stopped being a member?

Town Manager Willard – There was a difference in views between the MMA Legislative Policy Committee and a member of the Select Board and he was not treated very respectfully. The legal services, Health and Liability are all good services. This was about 10 years ago. It was an unfortunate occurrence and we have requested to become members again. I think at the time there should have been an apology.

Ms Bourque – We are currently paying market rate for trainings.

Mr Conrad – Yes, members pay less. Networking with member across Maine is one of the biggest benefits.

Mr Gove – 70 member committee, they discuss, they vote, and it is majority rule. My experience is that this process is respectful, and all viewpoints are listened to.

Mr Oliver – Is our attendance in events included in our membership?

Mr Conrad – There are fees due to the cost of food and facilities.

Mr Oliver – When we were a member, did we see a value for our dues?

Town Manager Willard – Our staff would certainly say that there was. The whole package is where we would see the savings – legal, health, property/casualty. The training programs are good. We have been out for 10 years. \$7,600 is not a great deal of money.

Chairman Gosselin – Thank you.

Mr Gove – We would welcome the Town of Raymond to be members again.

b) \* Public Safety – taken up after RVL & Code Enforcement

Chief Tupper – You are welcome to come and visit the FD. One line in the salaries is not complete as yet, we are waiting for a final approval of the union contract with the Select Board. Our maintenance costs have gone down due to the metal roof, re-sheetrocking the ceilings, replaced flooring so it does not need waxing. We have used grants to get led lighting and have added insulation. We have realigned a few accounts. Turnout gear continues to go up.

Mr DesJardins – Is there any new equipment?

Chief Tupper – We just got the tanker put in service. The new ambulance should be here in April and it replaces one that was 9 years old. We were in a deal with a vendor with other towns and that deal fell through. We are now on a 6 year replacement plan at which point the ambulance will re-chassis it. The warrantee and service are incredible.

Selectman Sadak – Why is the marine unit more expensive to paint this year?

Chief Tupper – We appropriated some money a few years ago, but we are having a problem getting a vendor. It has been 3 or 4 years since it has been painted.

Deputy Chief Gosselin – The last quote we had to strip it and do all the work

was \$25,500 and we had \$7,500 budgeted. In places our orange boat is now pink because it has faded.

Town Manager Willard – It is a lot of money to paint the boat. The reason is it is a lot of boat. We paid \$14,000 for a \$250,000 Coast Guard boat that would cost \$400,000 today. You are maintaining an asset.

Deputy Chief Gosselin – We had an assessment done on it and were told it is in very good shape and is well worth keeping.

Selectman Sadak – Simulcast radio system?

Chief Tupper – A few years back we put a new radio tower in which took care of 90% of our issues. We have a shadowed area on the 302 corridor from 85 to Cape Road. The simulcaster is a rebroadcaster to fill in this shadowed area. We need to put this at the Elementary School. Half will come from appropriation and half from CIP.

Mr DesJardins – Would the replacement of the Town Hall antenna solve that problem?

Chief Tupper – When we had the antenna and dispatch at the Town Hall we had shadows on both ends of town. When we moved the tower we only had 1 shadowed area.

Mr DesJardins – Isn't the county helping us with expenses on the boat?

Chief Tupper – Yes, fuel and opening/closing the boat for the season.

Mr DesJardins – Are they using the boat?

Chief Tupper – They run 10 shifts on the lake that they fund.

Town Manager Willard – One of the biggest complaints I got when I first got here was from people on Sebago that the boating traffic is heavy, operating under the influence. Now we have a significant patrol presence with the county and IF&W on key weekends. This has completely eliminating the complaints.

Selectman Bullock – What is the condition of the other boat?

Chief Tupper – It is in good shape. We did the paint job on that (because we could turn it over! 😊).

Mr Moores – Travel & training 2018 \$14,000, actual you spent half of that. This year is a \$3,500 increase?

Chief Tupper – We decided we needed to pay for all of their training.

Ms Bourque – I know there is discussion about the union contract in the Select

Board meeting. Is this going to get us to where we need to be to fill vacancies and keep staff?

Chief Tupper – The monies are based on the contract proposal. We would be in a better position. The goal is to get us a close average of the area.

Town Manager Willard – This is a huge problem State and Country wide.

Mr Walker – Did you go to bid for the Simulcast?

Chief Tupper – Yes, we typically go out to bid. In this case the vendor has offered the equipment at cost plus labor and I will do a comparison inquiry of another vendor. It is a company who has treated us very well.

Mr Walker – I went online to find out how much it would cost for me to buy turnout gear and found it less expensive.

Chief Tupper – We add to the base products – built in harnesses, reflective package, tool holders, etc. We recently changed vendors and we look for what we can get for prices and value.

Mr Walker – I am not suggesting that we go cheap. This is very important equipment.

### c) County Tax

Town Manager Willard – I am pleased to represent the County tonight! 😊  
\$788,368 an increase of \$46,487. Our rate of valuation growth exceeded others in Cumberland County.

Mr DesJardins – Does that indicate that we should consider a reval?

Town Manager Willard – That is up for discussion.

Selectman Olsen – Was the County aware that we had a budget meeting tonight?

Finance Director Ricker – No.

Selectman Olsen – Based on the new numbers, our valuation has gone up 6.25%, but they went up 5%. The last time they were here they were unresponsive. They should have someone here to justify such a sum.

Town Manager Willard – We did not specifically invite them and they did not specifically ask to come. The Sheriff's department and the jail are where we are getting the benefit.

Selectman Olsen – We should hear from the elected County Commissioner

why the costs are going up and how is it of benefit for the Town of Raymond.  
Ms Bourque – I don't see this as a productive use of our time.

Chairman Gosselin – Other than wasting their time.

Mr Walker – I wonder if there is some document we could put together to our elected official to state our displeasure, cc the right people and the paper.

Town Manager Willard – That doesn't give them the opportunity to address the issues before you blast them.

Finance Director Ricker – Part of the increase was due to our valuation and part was an overall increase. We could ask that they expound on what made up the overall increase. I can get them to give me a paragraph explaining the increase or you can get the full budget online.

There was more discussion of the services the County provides and that we have no say in how much they increase.

d) Insurance

Town Manager Willard – We have a significant increase in our winter snow fleet, new fire truck, new loader, etc. Also, from our claims history we have an increase in Workman's Comp. Buying the equipment we came in under budget, but now that we own it we need to insure it.

Finance Director Ricker – I expected the "hit" for the property to come this fiscal year and it will come next year, so I kept the budget flat and we will be under budget this year and over budget next year. The opposite is true for Workman's Comp. Workman's Comp is only through MEMIC, but the property/casualty is our claims history and the increase in vehicles.

Mr Walker – Is there any training that we need to do based on the Workman's Comp claims?

Finance Director Ricker – It is based on claims and payroll and our payroll has increased. MEMIC went over our risk items and we are going to work with them on training.

Mr Walker – Which department has most of the Workman's Comp?

Finance Director Ricker – Fire Department and Public Works.

e) \* Code Enforcement – taken up after RVL

CEO Dvorak – There is a slight increase in the phone and a decrease in training.

Mr Walker – Is the software an annual maintenance?

CEO Dvorak – It is licensing. We will have some training next week.

Mr Waker – Is the licensing on a per seat basis?

CEO Dvorak – Yes, for my admin and me.

Selectman Olsen – Does the revenue projected look realistic?

Finance Director Ricker – I came up with the projection.

CEO Dvorak – I am busier with people coming in for shore front and commercial. If it keeps going this way it will be better this year than last year.

f) Revenues

Town Manager Willard – Excise tax collection up, CEO up, tax interest up. We have had a strong past year and continue to see growth.

Finance Director Ricker – I projected based on the past 12 months.

Selectman Olsen – The number of runs?

Chief Tupper – The number of runs is down this year. Some of this is due to what we can do to correct problems in the field so we do not need to transport.

Selectman Olsen - \$0 for perpetual care?

Finance Director Ricker – There will be \$4,000 transferred from the Trust Funds.

Mr Walker – Is there a line for Cemetery plot sales?

Finance Director Ricker – The monies goes directly into the Trust Fund.

Mr Walker – The balance in the Trust Fund?

Finance Director Ricker – I will get that for you.

Mrs Picavet – We have parking tickets?

Town Manager Willard – At Raymond Beach, Public Works Director White issues them.

g) TIF

Town Manager Willard – We are moving roads and playground to CIP. We will have \$100,000 in revaluation reserve and the reval will probably cost around \$300,000. It is money well spent. It has been about 15 years since the last one.

Chairman Gosselin – If we were to consider solar energy, where would it fit in the budget?

Town Manager Willard – At this point it would need to be a supplemental appropriation.

Selectman Olsen – Has Curt looked at the amount in the TIF based on the increase in valuation?

Finance Director Ricker – We also have to depreciate the equipment which will offset some of this.

Selectman Olsen – He looks at that around the commitment.

h) Administration

Town Manager Willard – We had a retirement – Alice Hamilton. She was budgeted for 3 days and we would like to move that position to a 4 day position. MMA is in the budget.

Town Clerk Look – There is one piece of legislation that is in committee right now that seems to be gaining momentum – a presidential primary in March. I did not include that in the budget. The cost could be around \$2,000 at most. I just wanted you to be aware.

i) Assessing

Town Manager Willard – A decrease due to a completion of software upgrade. We have been really happy with Curt Lebel. We have a good contract assessor at a reasonable price.

j) Community Development

Town Manager Willard – It is just the Lake Region Bus. It is a provider agency and they are coming next time.



k) \* Raymond Village Library – taken up after MMA

Leigh Walker, Treasurer of RVL– What does the town want the Library to be? Do they want the Library to be a community asset? It is a place that is perceived as neutral for all to come in to; strives to serve all members of the community; provides traditional library services, programming and support for town residents; provides programs that are community centered; and we are coordinating with other organizations so we can have self-funding programs (Raymond Arts Alliance, Community Garden, Age Friendly, etc.). The question is do we continue with Town support or do we adjust to less support now. We recognize that funding is a challenge and that budgets on paper are fairly simply, but the consequences to the people of Raymond would be very painful. We have worked diligently to ensure that the Library is in a solid financial position. Several years ago the Library was overspending, they were not being fiscally responsible. We have worked really hard on finding funding sources so we can maintain our services and build for the future. Prior to all of this we were one failure away from closure. We have developed a capital plan so we have reserved money that we were fortunate enough to receive in a grant that will provide funding for items like a new roof, a new heat source, etc. We are asking for an increase which is centered around our payroll needs. There are mandatory minimum wage increases. For the last 2 years we have not had to ask for an increase, we have managed this internally. There are 2 more years with increases in minimum wage (this year and next). We are using volunteers, we had 17 volunteers who worked 900 hours. This does not include the volunteer hours that our Board members put in. One of our Board members manages all of our publicity, I am doing the Treasurer position, another member manages all the repairs on the building with the Library buying the materials, etc. We are looking for an additional 12 hours for our current staff. Right now our Children’s Librarian works 15 hours per week which includes the Baby Time and Preschool Time programs. She designs the programs, gets all the materials, performs the program, cleans up from the program, orders children’s books, so she does a lot in that 15 hours. We can not expand what we do with the children’s programs without expanding her hours. We do have volunteers who work with her. We also have a second Librarian whose hours we want to increase. She manages much of the programming that is not specific for children. We do a very good job at looking for grants for programming, but grants are non-existent for salaries. This is where we get stuck trying to find external sources to build up programs. We have increased our grant writing and our success is due to moving from traditional library operations to positioning the Library as a leader in the community and creating partnerships. One example is with the Age Friendly initiatives. We have done an Age Friendly garden which won an AARP national grant challenge and received a donation of materials from Hancock Lumber to build benches which the Lions came in and built. The Garden Club and Beautification Committee have helped, as have master gardeners from Cumberland County with programming and education. Students from JSMS designed drip irrigation systems for the stand-up gardening beds (for people who can not get down on the ground to do gardening). We have a donor recognition program, we are creating the Betty McDermott memorial gazebo. We developed a bequest brochure to try to get

those additional funds in. We have reached out to companies for help, for example Dielectric helped us with some computers we needed.

Breanna ??? – I moved here 3 years ago. The children's programs here is the best I have seen in the 4 other cities we have lived in. The Children's Librarian is great.

Daughter Sage (8 years old) – The library is great and I like how Karen has the best activities possible. She helps my brother (who is 4) to find the books he wants even though he is not completely verbal.

Jean Labreque – I am at the library at least once a week. One of the areas we get the biggest bang for the buck in this town is the Library and library programs. There is vitality and energy in this library when you walk in. I love seeing the children getting excited about books. If you have kept up with literacy and the richness of language in children, it is scary. To have programs such as the library has in the Children's Room is wonderful. The hottest place to be in the library is the new book cart. We also have a good large print collection, a great collection in dvds, audio books, these are reaching all types of patrons. There is interlibrary loan where you can borrow any book in the State of Maine. There are donations constantly coming in to the library, much of which are sold to help the library. There was a popular Christmas craft fair, and Christmas baskets to sell. The special programs are bringing in the vitality. I am very proud to be a patron of the library. I did stop in for the program on Tuesdays for seniors. It is a special program. Please consider the increase in staff hours.

Sue Accardi – I have lived in town for 30 plus years and have been a supporter of the library that long. In the past year or so I have been involved with the children's program with my grandson. I have to say it is amazing. She is an asset. All of the staff are professional. It is a warm and welcoming environment. The Henry Hobbs program was wonderful. There was a program on dinosaurs. Saturday will be Dr Seuss Day. Connie, Allison, and Karen are wonderful. Please support the extra funding. I know they are putting in extra hours.

Mary Therese Duffy – Raymond Arts Alliance – We are the 3<sup>rd</sup> attempt of an arts organization in Raymond, the first 2 were not sustainable. As a program of the library we have been able to use venues that have awakened curiosity in the community. We have been privileged to have our own page on the Library website allowing us to reach more people. The arts transforms communities into destination towns (we had people come from Portsmouth for one recent event), they stimulate and contribute to the local economy, they provide safe and welcoming environments and experiences, they foster wider community partnerships, they increase civic engagement and volunteerism, they expand role models for a community's youth, and the Raymond Village Library recognizes this. None of our programs would be possible without the support of the Library. I hope you recognize it too and support the Library.

Mrs Walker – I created a list programs:

## Raymond Village Library Statistics & Summary

<p><b>Library Statistics</b> <b>July 2017-June 2018</b> Circulation: 21,988 items ILL: 463 items Computer Usage: 1,085 sessions Program Attendance: 2,228 Number of Programs Offered: 163</p> <p><b>Children's Services</b> Baby Story &amp; Group Play Time Preschool Story and Craft Time Reading Therapy Dog Program Arts &amp; Crafts Time Legos and Building Club Summer Reading Program School Spring Break Nature Program Cornerstones of Science Displays &amp; Tools Coding and Robotics Activities Microbiology Station Circulating Science Activity Packs Circulating Early Learning Packs Teen Group Summer Activities &amp; Meetings Special Events Throughout the Year: Fire Safety, Music Together, Garden Program, Visiting Authors, Mad Science, etc. Reduced Fee Passes to Children's Museum</p> <p><b>Adult &amp; Senior Services</b> Author Talks &amp; Book Signings Dedicated Senior Hours and Senior Trips Home Delivery Services Book Club Notary Services Spring Seed Library Weekly Van Delivery/InterLibrary Loan Adult Education Classes Special Events Throughout the Year: Personal Safety, Craftworks, Health and Wellness, Art/Painting Classes Free or Reduced Fee Passes to Maine Wildlife Park, Portland Museum of Art, Southworth Planetarium &amp; Maine Maritime Museum</p>	<p><b>Technology Services</b> Access to Four Patron Computers with Microsoft Office, Four Patron Laptops, &amp; Four circulating e-readers 24/7 Wifi Access 24/7 Access to Cloud Library - ebooks Access to MARVEL databases Printing, Faxing, &amp; Scanning Services Technology Training: Classes/Indiv. tutoring Resume and Online Application Assistance</p> <p><b>Annual Fundraisers</b> Annual Appeal Spring Plant Sale Biennial Garden Tour Holiday Gift Basket Sale Holiday Bake Sale &amp; Craft Fair Holiday Mini-Raffles Summer &amp; Fall Book Sale Year-round Indoor Book Sale Matching Grant Funding Clynk Redemption Program Amazon Smile Donor Program Patron Donation Jar</p> <p><b>Community Partners</b> Age Friendly Coalition Raymond Arts Alliance Local Artists - Display Space Windham Raymond Adult Ed. - Host Site Be the Influence - Teens Raymond LIONS Club Raymond Village Church - Event Space Fire Department- Senior &amp; Children's Fire- Safety Sessions &amp; Event Space</p> <p><b>General Goals for the Next Fiscal Year:</b> •Maintain current level of core services. •Upgrade library management software. •Expand senior services and outreach. •Continue efforts to maximize efficient usage of space and resources currently available.</p>
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Mr DesJardins – The Raymond Arts Alliance, it is affiliated with the Library?  
And what is it affiliated with the Church? I am getting at the separation of...

Mrs Walker – There is no funding that happens. There is no fee for service.

Mr DesJardins – What happened to using the grange hall?

Mrs Walker – It is my understanding that the heat source was too expensive for the events to be self sustaining.

There was some discussion off mic.

Selectman Bullock – Last year we talked about including your tax returns in your budget packet. Last year there were 2 years of tax returns. This year you forwarded via email. Have you filed an amended tax return in the past 3 years? Why did you change accountants this year?

Mrs Walker – No, we have not filed amended tax returns. For 2017 filing the person we were working with had our data for 2 months and we did not receive the returns back until 5pm on the day they were due. For 2018 I asked to have them earlier so I could review them before filing and was told I needed to get them the data sooner. So I found someone to give us the service we needed.

Selectman Bullock – In 2016 your cash and investments were \$117,000, in 2017 they were \$148,000, and in 2018 they were \$205,000. These numbers are off your tax returns. Are they correct?

Mrs Walker – Yes.

Selectman Olsen – It does not seem to me that you are getting support from the Town's people. Your appeal has gone flat and decreasing. We are looking at having the Town be 56% of your budget and if we go with the increase will be at 62%. At what point does the Town run the Library.

Mrs Walker – We take all of the comments from the Select Board and we try to act on those. We are continually looking for outside sources of income. We do things through grants which we can not budget for. On the pure budget it looks higher, but if you look at our actual income instead of the budget, it is higher for the year.

Selectman Olsen – You are still projecting flat on what you are getting from the people in Town. Your annual appeal is decreasing. If I look at that it appears that the Town doesn't care. If they do, why aren't they adding additional too?

Mrs Walker – What was happening prior when you said the numbers were higher, the Board was putting in wishful thinking budget numbers. So they were putting in \$30,000, but only collecting \$25,000. We went back and put in realistic numbers. We have been building them up slowly. It is challenging, but we are working to pull more money from the community.

Mr DesJardins – I want to thank you, Leigh, for what you are doing for the Library. You have helped them get their books straightened out as you did with Raymond Rec. You have done a fantastic job. It has been a long struggle. The Library is one of the biggest assets we have in the Town. I will personally

support it, but now you are asking the tax payers.

Mrs Walker – Our staff gets some vacation time, but no benefits because we can not afford it. The garden has brought more people. I am the coordinator of that, it does not cost much and if someone can not afford it we find a spot for them anyway. We grow food for the Food Pantry.

Ms Bourque – In the interest of disclosure, I am the President of the Library Board of Trustees. I will be recusing myself from the vote on this part of the budget. I want to thank everybody who came up and spoke to show how special the Library is.

Selectman Sadak – You are doing the Garden Tour every other year. Do you have something else in place as another big fund raiser? That is about \$6,000.

Mrs Walker – In the off year? At the moment, no.

Selectman Sadak – When does the Board say we should become a Town entity? Have you discussed this? Pros & cons? Some grants you would no longer be eligible for, but are there grants that you would be eligible for if you were a Town entity?

Mrs Walker – That is a great conversation. I am not averse to the Library being a part of the Town. The Board does a lot of work for the Library and if the Town took it on you would need to create a “Friends of the Library” group that would carry on that mission. I think the Library would need it.

Selectman Bullock – My understanding is that you are a 501C3 and your contributions are tax deductible which they would not be if you were a Town entity.

Ms Bourque – We have discussed this at the Board level. Until about a year ago when we began getting the finances in order, we did not feel that we could look at any other organizational model. We are getting things straightened out. Our new accountant has experience with fund accounting. You will see continuing maturity as we move forward. It gets back to what does the Town want the Library to be. Realistically a Town department could be on the table and another is that maybe we can't expect the Town to do that, so should we cut back (we are only open 30 hours per week now) to stopping the programs and community outreach? It would be hard for us to do that, but the bottom line is money. We set a goal of \$35,000 and have raised \$33,000 thus far.

Selectman Sadak – I am only asking because I think there are probably pros and cons. In the past 2 years we have seen the real numbers. Thank you.

Ms Bourque – There are a number of people who think we are a Town department.

Mr DesJardins – When we first moved here, we used the Library and it was just

a bunch of old ladies who did a great job. We are getting better with the Library. You have great programs.

Selectman Bullock – Do you know how much of the annual appeal is 501C3 and how many people take that as deductions?

Ms Bourque – I think things are changing because the tax environment is changing. I think it will be increasingly difficult. For instance, a large donor for us is \$500 with some exceptions.

Selectman Bullock – Can we make it a policy to include 2 years of signed tax returns a part of your package each year? I like to see letterhead and a wet signature.

Mrs Walker – Our returns are electronically signed and yes we can make them part of our package.

Mr Walker – If we want to get into a discussion of the Library becoming a Town entity, I hope we will have a defined goal or objective. Is it money savings, is it to do something that the Library is currently not doing? What is the value? I think it would be a lot more expensive if it were run by the Town. I think it is a great discussion to have.

Selectman Sadak – It comes down to volunteers. We just were able to fill vacancies on the Planning Board and Zoning Board of Appeals. Every group is hurting and people get burned out. Leigh is wearing 4 or 5 hats and thank you for that. Where are the new people coming up? I am concerned about the Library losing programs due to a lack of volunteers. It is getting people to get involved.

Paul Cullinan – Vice President of Raymond Library Board – Dependence on volunteers is a 2-edged sword. The same people do the volunteering and they are overloaded and are starting to age out. If the Town took over the Library I think you would find that volunteerism would fade out. The Garden Tour netted \$4,000. The \$6,000 was the gross before expenses.

Selectman Olsen – I am not advocating taking it over, I am pointing out the concern that the Town is paying more each year.

Mr Cullinan – We would agree with that. We have done much better this year with the annual appeal. We will continue to try to maximize what we can get for support. We had a shed donated and Sheds R Us moved it for us for free.

4. Budget-Finance Committee Comment – none

5. Public Comment

Louise Lester – I would like to encourage you to go with MMA. I was Town Clerk for a few years and at the time when we left MMA I found that my job was more difficult. I could call an attorney with a question and could usually get an answer that day. Once we left I did not want to call our attorney and cost money, so I would call a fellow clerk and ask that they call MMA to get an answer for me. It was embarrassing. I wanted to get the best answer I could for the question asked. I can't encourage you enough to go with MMA.

6. Adjournment

**Motion** to adjourn at 8:58pm by Mr Walker. Seconded by Mr Moores.  
**Unanimously approved.**

*Respectfully submitted,*

*Susan L Look  
Town Clerk*