



**Budget-Finance Committee
Agenda**

March 26, 2019 at 6:30pm

Broadcast Studio

423 Webbs Mills Road

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

Committee Members Absent: Barry Moores, Dana DesJardins

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

Select Board Absent: Lonnie Taylor, Sam Gifford

Town Staff Present:

Don Willard – Town Manager
Cathy Ricker – Finance Director
Nathan White – Public Works Director
Bruce Tupper – Fire Chief
Cathy Gosselin – Deputy Fire Chief
Scott Dvorak – Code Enforcement Officer
Kevin Woodbrey – Technology
Jessica Jackson – Animal Control Officer
Sue Look – Town Clerk

- 1) Called to order at 6:30pm by Chairman Gosselin
- 2) Approval of Minutes
 - a) **March 12, 2019**
Motion to approve by Ms Bourque. Seconded by Mrs Picavet.
Voted 5 – 0 – 1. Motion approved.

Selectman Olsen will be the Moderator for the Workshop.

- 3) Joint Workshop with Select Board for Budget Review

a) Public Works

Town Manager Willard – The shared employee with the Town of Naples has received their approval and is only awaiting Town Meeting vote.

Mr Walker – Where will the revenue from the cooperation with other Towns be reflected in the budget?

Public Works Director White – There will be no change in my operating budget, there will be an increase in salaries and a similar entry in a new revenue account.

Mr Walker – Road salt increase?

Public Works Director White - We have seen a change in traffic and in the condition of the roads and it is taking more salt to clear the roads. There will also be an increase in the cost of salt. We follow DOT standards to meter the amount of salt put on the roads.

b) Solid Waste

Selectman Bullock – We have 1 more year on this contract?

Public Works Director White – We have a 2-year renegotiation clause and will see an increase in the next budget, especially on recycling.

c) Cemeteries

No discussion

d) Town Hall

No discussion

e) Administration

Selectman Bullock – We talked about joining MMA, are we good on that?

Selectman Olsen – No yet. We just got their quotes in insurance (which is where the savings could be) in and are evaluating it.

Ms Bourque – Getting lower cost and better insurance for the staff is an admirable goal, but getting support for the staff for daily issues is important. We have discussed the possibility of the Library becoming a Town department. The legal fees for that would prevent the Library from even looking at it. We could get some help for this from MMA. There is value outside of insurance that I do not want to lose sight of.

Selectman Sadak – I have found that it is mixed. It is less for classes and we are looking at insurances. There is still the \$7,700 dues fee. They will not go to court with us.

Mr Walker – I wonder why the vast number of Towns and Cities are members and we are not. Are we really that smart? It sounds like historically there was an issue. Time has gone by enough. I think the value of MMA is insurance, lobbying for municipal interests in Augusta, and legal advice. What is our responsibility for paying our fair share for advocacy?

Town Manager Willard – The principal reason towns belong to MMA is the insurance. The other things they provide is of value. We have an experienced staff who would not

need to call them often. We often have more complex questions. MMA may be advocating on the side of an issue that does not reflect the direction of the Town.

Chair Gosselin – I want to echo Louise Lester’s comments about the value of MMA membership.

f) Compensation & Training

No discussion

g) Assessing

Finance Director Ricker – We did put \$100,000 in the TIF for revaluation costs and the regular budget went down due to the completion of implementing a software.

Town Manager Willard – Curt Lebel is excellent. He has been instrumental in helping Kaela Gonzalez get trained to be a certified Assessor. This guy is top notched.

Selectman Olsen – He suggested a reval in about 3 years, which is why we are suggesting setting aside \$100,000. We are now at about 93% valuation and it is trending down. We are trying to be proactive.

Finance Director Ricker – We are 13 years since the last reval.

Town Manager Willard – That speaks to the quality of the last reval.

h) Code Enforcement

Mr Walker – Given the increase in permits do you still feel comfortable with the propose budget?

CEO Dvorak – Yes. I feel like we can handle it. It is a mixed bag of single family homes and teardown/rebuilds.

Selectman Sadak – Is Mary full time? Should she be?

CEO Dvorak – This summer I have a better knowledge of what is going on. For now we are fine.

i) Technology

Mr Walker – I am wondering if we come to some agreement with GWI could we use their fiber for our intranet and save some costs?

Town Manager Willard – I think we should ask that question and not duplicate infrastructure. It does look like they are moving forward.

j) Community Development

Ms Bourque read an email from Laurie Wallace from the Age Friendly Raymond in support of the bus:

To whom it may concern,

I would like to clarify some shared misconceptions regarding ridership aboard the Regional Transportation Program's (RTP) Lakes Region Explorer (LRE) bus in the hopes of reasonable budget support for RTP and its programs.

Assumptions have been made that the Raymond bus stop is not utilized as it could be due to several factors. The history and potential regarding use of the LRE bus can be more objectively understood based on the following information.

1) Not all Raymond residents using the LRE bus get on and off in Raymond. Due to the geography of Raymond, and with other nearby regional stops (Windham, Casco), it can safely be assumed that other stops may be used, in the same way that Bridgton services riders from its border towns. Conversely, other communities might utilize the Raymond stop for residents' convenience. In total, the program is widely used in the Lakes Region.

2) Riders utilize the service based on much more than lack of access to transportation options. The LRE bus is regularly ridden by commuters to areas more populated with business and employment opportunities. Riders take the bus as a cost savings, due to the high price of gasoline and parking, as well as the impact to the cost of insuring vehicles used for longer commutes. Riders also use the LRE bus to connect with other transportation options, such as the Portland Metro system, the airport and the bus and train depots. Some customers take the bus for social reasons, to meet with family and friends where there might already be a private vehicle in town.

Without a doubt, LRE bus ridership could increase if methods to arrive at the Raymond stop can be enhanced. Members of the Select Board and Budget Committee are aware of efforts by the grass roots organization Age Friendly Raymond to analyze the needs of Raymond residents based on input from the residents themselves. Transportation is one of the eight domains of livability that form the foundation of Age Friendly Raymond's 2018 survey questions. Results of the survey are expected over the next month, and action plans will be developed by the Age Friendly Raymond community based on these results. Given Raymond's geography, it would not be a surprise that concerns based on access to transportation options are at or near the top of residents' needs. Once data has been provided to the Age Friendly Raymond committees, every effort will be made to work with you, our municipal leaders, to better understand how Raymond can best serve its residents as we age, and to support the desire of many to age in place.

Additionally, it is important to clarify that the petition circulated during the last election cycle was initiated NOT by RTP nor a Raymond resident, but by an individual from another area in the Lakes Region who is not an employee of RTP. In our great democracy, petitions of this nature are important to support open dialogue and potential policy changes; however, to speculate on the source of this petition can drive a misunderstanding that can impact decisions.

Finally, please also understand that in addition to the LRE bus, many Raymond residents are transported to and from medical appointments outside of Raymond using RTP's volunteer base, with transit provided by private cars and smaller RTP vans.

Based on the above, it is important that Raymond position itself to best make use of existing transportation programs. To that end, financial support at the level RTP requests is recommended in support of RTP's Lakes Region Explorer bus and its other programs.

Please forward this to members of the Budget/Finance committee as appropriate for ongoing budget discussions with the Select Board. Members of the Age Friendly Raymond Steering Committee have also been copied on this request.

Most sincerely,

Laurie Wallace, Co-Chair, Age Friendly Raymond Steering Committee

Selectman Sadak – I am disappointed that we have not gotten the Age Friendly Survey results.

Ms Bourque – We have to go on St Joe's schedule to get it done for free. April 8th it will be presented to the Age Friendly group. I will make them available for the April 23rd meeting. For every \$1 a Town is putting there is \$2.73 in State and Federal aid.

Mr Walker – I am hoping that the Select Board will write the warrant in such a way that there can be 2 amounts can be presented to the Town's people to vote on. I think there are a fair amount of Town's people who see the value in a regional transportation system which makes Raymond a better place to live. I would like to see the Budget-Finance Committee have some influence so we can have a debate at Town Meeting. This would give the Budget-Finance Committee have some value.

Chair Gosselin – I think we should be supporting them with more than \$1,000.

Selectman Olsen – We have a perennial problem with them that they are non-responsive to us. We have asked them to come and speak to us and they send someone from GPCOG. Logic would say that if you take a bus from Windham to Portland or Bridgton to Portland that you would not pay the same for each. They will not even discuss that.

Ms Bourque – We called them, and they came to our next Age Friendly meeting.

Selectman Sadak – I talked to them after Town Meeting last year and asked them to come and they have not.

Selectman Bullock – One of the complaints is that people can not get to the bus. People seem to get to the Library, so maybe we should move the bus stop to the Library.

Selectman Sadak – We should look at RTP too. Maybe we should put money into RTP instead of the bus.

k) Public Safety

Ms Bourque – Have we settled the contract negotiations?

Selectman Olsen – It is not finalized yet. The budget reflects an increase and should cover the final contract.

Ms Bourque – Without the specifics, do we as a Town do we think this will assist us in attracting and retaining employees?

Selectman Olsen – The union contract is a very small percentage of the total salaries. We are still working on a retention plan.

Town Manager Willard – I am optimistic on this point and we have had some movement.

Chair Gosselin – I do not see the \$50,000 that will be coming from Public Works to repay Public Safety.

Town Manager Willard – This has been a very helpful thing to be able to go back and forth to the benefit of both departments.

l) Animal Control

Chair Gosselin – We can not negotiate the AAA+ insurance plan that this person has.

Town Manager Willard – The ACO did not select this plan, the outgoing Town Manager of Casco suggested that she be added to their plan. This plan is no longer available. We split all expenses with the other 2 towns. They fuel out of our tank using a separate key system.

Mr Walker – This is a 68% increase in this budget. Where is the value added?

Town Manager Willard – Rather than having no ACO, we have had a stable operation that has not had us looking for an ACO. It is an investment in our future and is rewarding someone who has been on 24X7 call for the past few years. Nobody wants to do this job.

Ms Rogers – I needed her help recently. She does a very good job and is an asset.

Mr Walker – Do we know how many calls there are in Raymond each year?

Town Manager Willard – She is dispatched via Cumberland County and we can get these figures.

m) Raymond Recreation

Ms Bourque – We missed Beth Clark at the last meeting. Unfortunately her mom, Carol Fogg, passed away. Carol was very involved in Age Friendly and entered all of the data for the surveys. She will be missed.

Selectman Bullock – Insurance?

Leigh Walker – We do carry insurance in case someone gets hurt. They do continue to go up.

Selectman Sadak – Beth had said that she was going to see if they could be covered under the Town insurance.

Finance Director Ricker – I do not believe it is going to work out, but we are still working on it.

Mrs Walker – Most other are insured under their league or organization, we do not have that luxury.

Mr Walker – I think we get amazing value due to the volunteers, who all should be thanked.

Ms Bourque – Why aren't we giving all of the snowmobile fees to the Raymond Rattlers? At the end of the year we could give them anything over their request.

Selectman Olsen – We give them what they ask for.

Town Manager Willard – In practice it is the custom, it is not mandated via statute.

Mrs Picavet – Can't we simply give them the figure that was collected?

Selectman Olsen – They are not a Town department, so they have to request.

n) Raymond Village Library

Chair Gosselin – The Library is an excellent value for what they provide to the Town for all age groups. \$13,500 jump in request is substantial and I think we need to look at the value.

Mr Walker – I looked at what other towns pay for their library per capita and found:

- Gray – \$38.12
- Windham – \$27.91
- Casco – \$17.93
- Bridgton – \$15.60

If we go to \$73,500, Raymond would be at \$16.23 per capita (based on a population of 4,526). It seems like it is still at the low end. I think we get good value.

Selectman Bullock – Back 4 or 5 years ago, maybe 6 years ago, the Library was at \$35,000. We started to have rough economic times. The Select Board took it up to \$50,000 to save the Library. The problem I have with the Library is they have doubled their cash assets to almost \$200,000. They have sufficient money to contribute \$17,000. I have real trouble with having tax payer money going into a savings account. I think \$60,000 being a reasonable level due to the wealth the Library has accumulated over the past 18 months.

Ms Bourque – The Town money does not go into a savings account. The assets you are referring to are capital assets reserves. I would have a real problem if our roof fails and we had not done so. We can be poor and have every dime spent on operations, that is perfectly possible, but one capital failure and we are out of business.

Selectman Bullock – I think the Town has proven that they have stepped in and helped you before by taking the support up to \$60,000.

Selectman Sadak – I agree with that. I think you should take the extra out of your account and it would still leave you money if the roof or windows need to be replaced. In that case I would want you to come to the Town.

Ms Bourque – I appreciate your perspective.

Selectman Bullock – Your tax return shows \$205,000 cash savings and that is what I have a problem with.

Selectman Olsen – I see it as an either/or scenario was presented. One scenario was a

\$3,000 increase and the other was \$13,500 increase which includes increases for paid staff.

Ms Bourque – We want to increase hours of current staff.

Selectman Olsen – My heartburn came in when I saw no increase in your fund raising, nor in your annual appeal. You have the money to do that right now and you can put the push on the appeal side.

Ms Bourque – The major difference in our income stream is our grant writing.

Selectman Olsen – You are saying that the appeal money has increased, but you are showing it as exactly the same in the budget. You are saying that the people want this, but they are not willing to pay for it.

Selectman Bullock – My opinion is that the Town is the funding source of last resort.

Selectman Olsen – Whoever got the \$50,000 grant money for the building repairs, it is great. If the roof needs to be replaced and it costs \$60,000, then you would come to the Town.

Selectman Sadak – The part that I hate is you are making us the bad guys. You are telling us to give us \$6,600 and we can do this, give us \$7,300 and we can do this. I feel like a bad guy is I go for the lower amount. I like having one number \$60,000 and you as a Library how best to spend it.

Selectman Bullock – We are asking you to spend your own money.

Ms Bourque – I appreciate your opinion.

Mr Oliver – Are there forecasted repairs?

Ms Bourque – Yes. We have a capital asset plan. We also have an investment plan that sets our investments as a % of budget. We began this journey when Marshall was on the Budget-Finance Committee and we were asked to be more judicious, do more planning, get a better source and perspective on our budget. We have done all these things. We have been writing grants and established strategic reserves so we would not have to come to the Town and say, “We need \$40,000 for a roof.” The money you see in those reserves is not going to pay for everything we need. We have a commitment in the budget to add to this within the capital asset plan. The roof is planned for 4 years. We still need to make that money and put it aside.

Mr Walker – Page 70 shows an increase in the activity going on. There is a logic that is there are more people using it, then there should be more money raised. I was surprised to see that the wages for the Library are only marginally over minimum wage. The costs are increasing due to the increase in minimum wage.

o) TIF

Mr Walker – The salaries in TIF are for whom?

Finance Director Ricker – It is for the work Mary does on Planning.

Ms Bourque – How does the Hawthorne House end up in TIF funding?

Town Manager Willard – We have a soup-to-nuts TIF, a very broad spectrum TIF. When we have capacity in the TIF almost anything fits.

Ms Bourque – Is the LED conversion in here?

Town Manager Willard – You are seeing some of that there. We will get a comprehensive report and then the Selectmen will vote to go forward or not. I am hopeful that this will be revenue neutral. We have joined with 3 other towns in this effort. There are 69 ornamental street lights that will not be a part of the conversion due to cost to retrofit.

Ms Bourque – What happened to the solar thing?

Selectman Olsen – We had a presentation at the Select Board Meeting and the next step is a formal proposal. It is not a part of this budget.

Mrs Picavet – Who do we rent hydrants from?

Selectman Sadak – Portland Water District.

Town Manager Willard – How that works is that we financed their installation with a CDGB grant, turned them over to PWD and then leased them back. They do all maintenance.

Mr Walker – How many hydrants are there?

Chief Tupper – 22 pressurized hydrants.

p) General Assistance

Town Manager Willard – I am the GA Administrator since Alice Hamilton retired after many years of great service. It is going well so far. Sue Look has been assisting me.

Selectman Sadak – Where is the other account that we have?

Town Manager Willard – That is the Raymond Community Assistance Fund. That is privately donated monies that are available to help the working poor who may not meet the strict guidelines under GA. This give more flexibility in how it is used, and it typically goes into fuel assistance.

Chair Gosselin – And that gets reimbursement from the State?

Town Manager Willard – GA does, but not the Raymond Community Assistance Fund, it relies totally on private giving. The people of Raymond are very generous.

Finance Director Ricker – There are regular givers.

q) Employee Benefits

Finance Director Ricker – We are trying to get some information from Cross to compare to MMA. Our plan will not be offered as of July 1st. The next closest plan is a 14%

increase. We do have some flexibility because we do not spend all of the HRA. Rolf and I are looking at the health insurance.

Town Manager Willard – One of the benefits to MMA is the stability of cost since they are self insured.

r) Insurance – Liability/Vehicle, Unemployment & Workers Comp

Finance Director Ricker – There was an increase in Workers Comp plus our payroll increases each year. We may need to revisit the liability as well. I will look at this again before the 23rd.

s) County Tax

No discussion

t) Debt Service

Mr Walker – Are they 10 year bonds?

Finance Director Ricker – I believe they are 15 year bonds.

Mr Walker – There is also a paving bond in the TIF?

Finance Director Ricker – No. We paid off the debt from Rt 302 last year.

Mr Walker – One of the things I like here is that we don't say that we just paid something off, lets buy something else.

u) Revenues

Mr Walker – I know there are some airplanes in Town and I am not seeing any excise for them.

Finance Director Ricker – We do if they come in to get their sticker. It used to be that the State would send a list. If you want to turn someone in...

Mr Walker – Would the Assessor know where there are buildings for planes.

There was discussion about the various places where a plane could be housed or kept without a specific building.

v) Provider Agencies (scattered throughout the budget in various accounts)

Chair Gosselin – If you look at the 2nd page of your packet you will find the list of agencies. SMAA is requesting \$500.

Ms Bourque – I did a bit of math on their request. If you take the number of calls, meals,

etc. there are 965 service units and we would be paying \$0.52 per service. Just looking at the meals alone we would be paying \$0.63 per meal.

Selectman Bullock – The problem I have with this is you are using the full \$500 as the denominator, but their overhead cost for administration is 66%, so \$170 of the \$500 is the amount going to services. If you look at Seniors Plus in Lewiston, same category, same kind of business, their administration is 28%.

Ms Bourque – Do they service Raymond?

Selectman Bullock – No, they do not. Androscoggin and Oxford County. United Way is 24%. So, something is wrong with SMAA.

Mr Walker – I think you are using administration as salary. A Social Worker is providing services and their salaries are included in the administration number. To me that is not overhead. That is different than the Executive Director or Marketing who would be true overhead.

Selectman Sadak – Even if you take those people out it is still high. She said that there were 150 people on waiting lists for meals. To me you need to look at your business and say there is something wrong. Somewhere it is top-heavy. I am not comfortable giving money like that and we do not know that the money is going to our Raymond people.

Mrs Picavet – What other options are there?

Selectman Olsen – I would feel better if we took \$1,000 and put it into that Community Fund (*Raymond Community Assistance Fund*).

Mrs Picavet – Who is going to deliver Meals-On-Wheels in Raymond?

Selectman Olsen – I am saying put that in there and let them charge us back for it. If we put \$500 in, \$500 is not getting out there for meals.

Mr Walker – I think you are confusing the things they do. If you look at what they do, residents received assistance and counselling. If you say that is not a valuable service, I get that, but someone has to deliver counselling. The next people are getting guidance in their caregiving role – caregiver support.

Selectman Bullock – I think what we are saying here, Brian, is that we would be more prudent and there would be much more value by putting money directly into the Town of Raymond rather than going through a third party distribution system.

Mr Walker – If you look at what they deliver, \$18,000 worth of value and they are asking for \$500. That is a 36 X return and I am wondering for us to do that, where are you going to find the volunteers who will manage this? Who is going to provide the meals?

Selectman Sadak – Who is going to guarantee it is going to Raymond?

Mr Walker – It is already coming to Raymond.

Selectman Sadak – She said there was a waiting list and there is only a certain way they can come off the list.

Mr Walker – The rule is that you can not move people off the list due to Federal funding, once they are on the list they are guaranteed until someone comes off. Here is the key, this goes back to the point I made at the beginning of the meeting. Is Raymond the kind of town that pays their fair share? This to me is a place where this question comes up. They are already providing these services. You are asking, “How do we know if our \$500 is coming to Raymond?” The answer is that we do not have to give them a \$1 and Raymond residents will continue to get the services. They are already doing it. They are asking for support. Frankly I am embarrassed that they only asked for \$500 when the average from each town is \$3,000. Windham gives \$9,000. I think if you are looking at the 66% for administration as overhead, you are missing what they do for services.

Selectman Bullock – Let me be clear on the term administration expense. Salaries and benefits only. 66% in Scarborough, 28% in Lewiston. I can not justify it.

Mr Walker – Does Lewiston provide these same services?

Selectman Bullock – Yes, they do.

Mr Walker – I will look at what they provide.

Ms Bourque – So Raymond would like to take on providing these services?

Selectman Olsen – That is not what I said. I said that they should bill us for the meals here.

Mr Walker – I do not see on their website that Lewiston provides meals.

Selectman Bullock – There is a person I am involved with who takes advantage of the meals they provide.

Mr Walker – I have asked the Town to look into our ability to write the warrant articles in such a way that we could have 2 different amounts recommended by the 2 independent, elected groups (Budget-Finance Committee and the Select Board) that are charged with oversight of the Town budget process. Then we could have the debates on things like this on the floor of Town Meeting where the Town’s people can have input on how the money is to be spent.

Selectman Sadak – I found on their website where Lewiston provides access to Meals-on-Wheels.

Ms Bourque – Right, they serve as the intermediary to get their folks Meals.

Mrs Picavet – It sounds like they subscribe to Meals-on-Wheels.

Selectman Bullock – Meals-on-Wheels is a centralized thing, we all know that.

Ms Bourque – You are absolutely right that SMAA provides the staff to do many of these things themselves, along with a huge volunteer cadre. Seniors Plus seems to be the intermediary to get their folks to all these services. Those are qualitative and quantitative differences. The argument still remains that the Select Board feels that the administrative costs of SMAA precludes our participation in these programs.

Selectman Bullock – I feel that we are not getting value for our dollar because it is getting

chewed up with salaries.

Ms Bourque – So all of the services that we given to Raymond residents were not worth \$500 to you?

Selectman Bullock – I did not say that, I said we are not getting our value. We are trying to come up with an alternative value, like putting money in the Raymond Community Assistance fund.

There was more similar conversation along the same lines.

Mr Walker – Can we have the Town look into can we write warrant articles so the townspeople can have 2 different amounts presented to them.

Selectman Olsen – They do have this ability, the amount the Select Board recommends and a lower amount that the Budget-Finance Committee recommends. That would be an open warrant article.

Mr Walker – Why can't the town have an open warrant article?

Selectman Bullock – It is an appropriation and you can not do that on an appropriation. You can do it on roads and other stuff, but you can not do it on appropriations, State law and Federal Law.

Mr Walker – I would respectfully like to get a legal opinion on this to say that this is not possible to do.

Selectman Sadak – Are there other organizations who provide the same services as SMAA?

Ms Bourque – Not in Cumberland County. There are smaller bits and pieces.

Mr Walker – Could I please get a legal assessment of what is allowable for warrants to be written for Town Meeting?

Selectman Olsen – You can go to the Maine Statutes under closed articles.

Mr Walker – So, how can we be an independent second opinion for the Town?

Selectman Olsen – Because it is in your charge.

Mr Walker – I do not understand why we go through this entire process.

There was more discussion along the same line pertaining to warrant articles.

Selectman Bullock – If I were you, I would look at the Budget-Finance Ordinance as written in 1975, take a look at the Town Charter as written, and then take a look at the Maine statutes. Then if you are not satisfied that your answer is there, I would formally request that the Town spend legal fees on it, but I would do my homework first.

Mrs Picavet – Rolf, can you clarify something? Is there a way that when the warrant is written such that the Select Board recommends an amount and the Budget-Finance Committee recommends a higher amount?

Selectman Olsen – It could be written like that, but if the motion was made *for the higher amount* it would be an illegal motion and the Moderator would not be able to accept it.

Chair Gosselin – We can not recommend their number and let the Town Meeting ask us why which we have done in the past.

There was more discussion along this line.

4) Budget-Finance Committee Comment – None

5) Select Board Comment – None

6) Public Comment

Deputy Chief Gosselin – If we join MMA there is a \$2,000 grant for Fire Departments. SMAA is one of the recommendations when we are in the field and the people have questions. I know that some have gotten Meals-on-Wheels and for insurance questions.

Leigh Walker, Library Treasurer – I wanted to clarify some things. New people come to connect to the community via the Library, which is one of the things I feel is so important about the Library. In our presentation we had asked the Select Board, “What do you want the Library to be?” Our proposal was to expand the hours of our staff so we could increase our programming to hit the areas that we are not currently able to serve. The first question is, do you feel like we are doing a good job? Is that the right direction to go in? I respect that the Town gives us a good portion of our funding. We do listen to you. We pay attention to the feedback that we get and we try to execute the things that people are asking us to do. I would like to get feedback on this. The other one is, on the financial end, how much money should we have in reserve? I heard that the Library was spending too much money at one time and was not financially stable, so we worked really hard, got grants and have tried to shore up our finances so that we have funding in place if something needs to be replaced. I will tell you that we would need to eat into our reserves to increase staff hours and to compensate for the increase in minimum wage. That is fine, it is what I hear you telling me, but what is the right amount for reserve? We want to ask you at the appropriate time for appropriate amounts of money. We do not want to feel like we are not doing a good job. We work really hard, we are all volunteers.

Selectman Sadak – We can not add to Public Comment.

7) Adjournment

Motion to adjourn at 8:49pm by Mr Walker. Seconded by Ms Bourque.
Unanimously approved

Respectfully submitted,

*Susan L Look
Town Clerk*