Resolution: We, the Raymond Board of Selectmen, recognize our individual and collective responsibilities as leaders and representatives of our community. To this end, we pledge to conduct ourselves in a manner befitting these roles and duties. We pledge and encourage others to “Be the Influence” and to recognize that decisions matter.

Selectmen in attendance: Joe Bruno, Samuel Gifford, Teresa Sadak, and Rolf Olsen

Selectmen absent: Lawrence Taylor

Town Staff in attendance:
- Don Willard – Town Manager
- Curt Lebel – Contract Assessor
- Cathy Ricker – Finance Director
- Bruce Tupper – Fire Chief
- Cathy Gosselin – Deputy Fire Chief
- Sue Look – Town Clerk

1) Called to order at 6:45pm by Chairman Sadak.

2) Minutes of previous meetings
   a) June 20, 2017
      Motion to approve by Selectman Olsen. Seconded by Selectman Bruno.
      Unanimously approved.

3) Public Hearing
   a) 2017-2018 General Assistance Ordinance Approval – Don Willard, Town Manager
      This is the annual update of the General Assistance (GA) Ordinance which requires a public hearing.
      Public hearing begun at 6:46pm.
      Unanimously approved.
      Motion to end public hearing by Selectman Olsen. Seconded by Selectman Gifford.
      Unanimously approved.
      Motion to approve the updates to the 2017-2018 GA Ordinance by Selectman Olsen. Seconded by Selectman Gifford.
      Unanimously approved.
4) New Business

a) **Age Friendly Community** – Beth Clark

The AARP Network of Age-Friendly Communities is an affiliate of the World Health Organization’s Age-Friendly Cities and Communities Program, an international effort launched in 2006 to help cities prepare for rapid population aging and the parallel trend of urbanization. The program has participating communities in more than 20 nations, as well as 10 affiliates representing more than 1,000 communities. Ms Clark went over a short Power Point presentation explaining the program and will ask for official town support so they can submit the formal application to AARP for technical support. There are 35-40 town residents who are meeting to see how they can “age in place. They are looking at outdoor spaces (sidewalks, outdoor seating, accessible buildings to gather in), transportation, accessible housing, social participation/inclusion, civic participation (election workers, committee members, etc.), communication/ information, community & health services. We are currently working on communication and are working with Raymond Village Library to create a webpage. We are looking for the Town’s support for our application and for mailings, flyers, etc. in the future.

Selectman Bruno – How much are you thinking you will need?

Ms Clark – At this point we do not know. We do understand that you will need to know that.

Selectman Bruno – Do you already have the information for your application?

Ms Clark – Sheila Bourque does, and our next step is to meet to complete the application if the Select Board grants their support. We will then set up a time to meet with the Town Manager to have the application signed.

Representative Jessica Fay – All we need right now is the Town to say they are OK with us doing this. We will come back at a later point and possibly during the budget process.

**Motion** to support the application, authorize Chairman Sadak to sign the application on behalf of the Select Board, and if funds are required that they come back to the Select Board by Selectman Gifford. Seconded by Selectman Olsen.

**Unanimously approved.**

b) **Consideration of Extension of Jalisco LLC dba A La Mexicana’s Peddler’s License** – Jose Manuel Chavez-Mendoza, Owner

Mr Chavez – I do not know how long to extend, I would like through December. It is going well and we are busy, but I really lost the whole summer. I have the license from the State for the whole year.

Selectman Olsen – What is the timetable for getting the new place built and getting back in there?

Mr Chavez – I wish it could be December, but each day I hear something different. They are going to take it down and build new. I have heard possibly ready by December.

Selectman Olsen – I am thinking that we could approve it through the end of the year. From a practical side can you keep it going after December?

Mr Chavez – I am going to try. I have to support my family.

**Motion** to approve an extension to December 31, 2017, by Selectman Olsen.
Seconded by Selectman Bruno.

Unanimously approved.

c) Consideration of the FY 2017-2018 Tax Rate – Curt Lebel, Contract Assessor

The assessing office has completed its annual preparation for tax commitment. Property tax appropriations approved by voters or their representatives on the school and county portion of the property tax have increased for this fiscal year which will necessitate an increase in the tax rate over last year’s 12.10 rate.

Property Tax changes below are calculated at a proposed 12.35 tax rate:

- County Tax Levy: + $50,813.00 (7.5%)
- RSU School Tax Levy: + $426,086.04 (4.9%)
- Municipal Tax Levy: - $157,142.35 (-5.5%) Inc, TIF & Overlay
- Total Tax Levy: + $319,756.69 (2.6%)

Taxable Valuation has increased this year by approximately 5.4 million dollars’ valuation and comes in at $1,019,162,300.00. The increase would have been more substantial if not for another nearly 5-million-dollar loss in taxable valuation due to the Homestead increase to $20,000 per homestead. Homestead reimbursements by the state were scheduled under statute to increase to 62.5% for this year. Most municipalities passed their budgets with this expectation. However, when the state passed its budget in early July, it retroactively reduced the reimbursement to 50% for this year.

With the new homestead number, I have calculated that a home receiving a homestead exemption, with an average valuation of $300,000 would receive only a $10 tax increase, despite a proposed .25 rate increase to cover the appropriation increases.

Below, along with last year’s rate for comparison, I have selected the 3 lowest potential tax rates in 5 cent increments. Every 1 cent change to the tax rate will result in approximately a $10,000 change in overlay. A rate of 12.30 is possible, but leaves very little overlay at $1,600.

Upon selection of a tax rate for 2017, the necessary Warrants and Certificates will be prepared for Board signatures the following day.
Mr Lebel – We have had increases to the School and the County that will necessitate a mill rate increase this year. The minimum rate that the Board can establish is $12.30 per $1,000. This would leave $1,612.63 in overlay. You can go up incrementally from there, each $0.01 increase results in approximately $10,000 in overlay.

Selectman Bruno – Do you have to go to $12.30? That is the minimum? You must go there, or is that your recommendation?

Mr Lebel – You have to go there. You have legally signed warrants from the County and the School to the Assessors directing you to levy that tax, and then you have the authority of the Town Meeting and that budget that was passed that has to be collected. The Assessors have to levy the voters’ decision on the budgets.

Selectman Bruno – As long as we pay the County, and we pay the School, and we have plenty of money in undesignated fund balance…

Selectman Olsen – Essentially where Joe is coming from (and I do not totally disagree with) is if you look at last year we used $4,500 for abatements and we could easily pay that out of surplus. So, if we zero out the overlay could we make the mill rate $12.29 something?

Mr Lebel – My recommendation is to keep with what was passed at Town Meeting and not deviate by using a different number than has been voted on at Town Meeting.

Selectman Olsen – Town Meeting did not vote on overlay.

Mr Lebel – Overlay is the only piece that the Select Board has some discretion over, but it has to be a positive number, it can not be a negative number. If you went with a negative number you would not be meeting the obligations that the legislative bodies have passed.

Selectman Olsen – If we have a $0 overlay, we are within the confine of what was approved at Town Meeting, and we have sufficient funds in reserve if we have any abatements.
Selectman Bruno – What happens if we approve the $12.35 mill rate that will have a $50,000 overlay and the abatements total more than $50,000? You will come back to the Select Board and we will use monies from the $75,000 reserve. What I am saying is what difference does that number make?

Mr Lebel – I am not making a recommendation here. I am saying that you have to warrant enough money to cover the public charges.

Selectman Bruno – Where does the $75,000 discretionary monies fit into this?

Mr Lebel – It doesn’t. It is not a part of figuring the mill rate.

Selectman Olsen – At the end of the day we need to commit $12,535,083.66 to meet our obligations. We can not go below that.

Selectman Bruno – Since the $75,000 is not taken into account, we could safely go to a mill rate of $12.25 and still be OK.

Mr Lebel – I am not sure I agree with that. My job is to give you the best legal recommendation. You don’t have to take it.

Selectman Olsen – I understand what you are saying Joe, but if we go with $12.25 we have underfunded the budget unless you want to commit that $75,000 to offset that.

Finance Director Ricker – When you are voting the $75,000 aren’t you saying that there could be items come up that were not budgeted for?

Selectman Bruno – We have used that $75,000 maybe twice in the past 12 years.

Town Manager Willard – I think the wording of the article talks about unanticipated expenditures.

Town Clerk – The wording is: Article 12: To see if the Town will vote to authorize the Selectmen to borrow from or appropriate from undesignated fund balance as they deem advisable to meet the unanticipated needs of the community that occur during the fiscal year with the amount not to exceed $75,000.

Selectman Bruno – And right now we have a $400,000 balance above the 15% level?

Finance Director Ricker – Yes, though the audit is not complete yet.

**Motion** to approve a mill rate of $12.30/$1,000 by Selectman Bruno. Seconded by Selectman Olsen.

**Unanimously approved.**

Mr Lebel – Tomorrow morning I will make all the system updates and will have the warrants ready by 12:30pm.

Chairman Sadak – Thanks, Curt.

d) **For Information Only – County Tax Warrant**

We have received the annual Tax Warrant from Cumberland County. The total Cumberland County tax is $29,283,062, and Raymond’s share is $727,076, which is 2.5% of the total and is a Tax Rate of 0.0006949019 based on $1,046,300,000 in total valuation.
e) **Quit Claim Deeds** – Sue Carr, Tax Collector

The following foreclosed properties have had their taxes and all associated costs paid in full:

<table>
<thead>
<tr>
<th>Name</th>
<th>Tax Map</th>
<th>Lot</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>William &amp; Maryann Coppersmith</td>
<td>052-108</td>
<td>A0315R</td>
<td>49 Tommahawk Trl</td>
</tr>
<tr>
<td>David &amp; Mary Charette</td>
<td>052-020-J-31</td>
<td>C9311R</td>
<td>20 County Rd</td>
</tr>
<tr>
<td>Gregory &amp; Rhonda Mayer</td>
<td>017-020-A</td>
<td>M3037R</td>
<td>10 Dyer Rd</td>
</tr>
</tbody>
</table>

**Motion** to approve quit claim deed for Map 052 Lot 108 by Selectman Bruno. Seconded by Selectman Olsen. **Unanimously approved.**

**Motion** to approve quit claim deed for Map 052 Lot 020-J-31 by Selectman Bruno. Seconded by Selectman Olsen. **Unanimously approved.**

**Motion** to approve quit claim deed for Map 017 Lot 020-A by Selectman Bruno. Seconded by Selectman Olsen. **Unanimously approved.**

f) **Consideration of the FEMA Grant Awarded to Public Safety for the Purchase of a Fire Truck** – Bruce Tupper, Fire Chief

Per Warrant Article 39 of the 2017 Town Meeting, the Board of Selectmen are authorized to accept or reject grants, as well as authorized to expend such monies if accepted. Public Safety applied for and has been awarded a FEMA grant totaling $275,000 for the purchase of a fire truck.

Fire Chief Tupper – Cathy Gosselin applied for the grant and we were awarded this highly competitive grant. About 4,000 applications go in under 400 will get awarded. We were very creative in how we put this grant together. The required cost page shows a $275,000 grant with a 5% match. What we proposed is $300,000 with a 10% match and with monies from the sale of our existing truck which can not be sold as a fire truck (because that truck does not meet safety requirements. We included $35,000 in the CIP for this. Taking advantage of this grant will be money we don’t have to ask the Town for. This truck was scheduled to be replaced soon anyway.

Chairman Sadak – I just want to say, “Awesome job!”

Selectman Bruno – That is pretty cool.

Fire Chief Tupper – Cathy did a great job assembling all of this.

**Motion** to accept the FEMA grant as presented by Selectman Olsen. Seconded by Selectman Gifford.

Selectman Olsen – How much do you think you may get for the old truck?

Fire Chief Tupper – That is unpredictable and that is why we put it in CIP. I hope we can get more than $10,000 for it.

Selectman Olsen – That $300,000 is a bare bones model. Do we need more.. something always comes up.

Fire Chief Tupper – There are some stock trucks coming off the line and they do not have the horsepower we need, nor the size pump we need. Those are the things that could throw our budget off a bit. We have not sent out a RFP. We called a few vendors...
to get the figures for the grant application. The flaw in the process is that we got the figures a year and a half ago and prices change every January by around $35,000.

Deputy Fire Chief Gosselin – The $35,000 in CIP covers our 10% match plus extra. Then there is the money from the sale of the truck. Part of the issue is the timing. We can’t see the current vehicle until the new vehicle is in place. We would like to commit to buy by the end of the year because prices go up January 1st. If it is a stock model you may get it 30-60 days after placing the order, if it is a designed one it may take 5 or 6 months. We have 1 year from the date of the grant to have it finalized unless you ask for an extension.

Selectman Olsen – Could we pick up any overages in the next budget season.

Deputy Fire Chief Gosselin – Most of the equipment for the new truck will come off of the old one.

Town Manager Willard – I think $10,000 for the old truck is very optimistic. I like the idea of having it budget certain and living with it.

Selectman Olsen – I don’t want us to be “Penny wise, and pound foolish” here and say we are going to settle for something that is underpowered for what we need to save $10,000. It would still be a good deal if we had to put $50,000 into it.

Selectman Bruno – Where does this put you on your replacement schedule?

Fire Chief Tupper – This one was scheduled to be replace in Fiscal Year 2019-2020.

Selectman Bruno – So does this push you out.

Deputy Fire Chief – We have scheduled:

- FY 2018-2019 – an ambulance
- FY 2020-2021 – a rescue vehicle
- FY 2021-2022 – another tank

So, this would allow us to skip a year. We had $67,000 leftover in our CIP after what was designated for projects.

Selectman Bruno – So in order to fund a vehicle in 2 years you are going to need a lot of money.

Fire Chief Tupper – Yes.

**Unanimously approved.**

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**g) Merit Pay System Discussion – Board of Selectmen**

Chairman Sadak – I requested this discussion to see how it has gone, see if there are any comments or questions from the Board.

Selectman Bruno – I would like to hear from our Town Manager to see how it has gone.

Town Manager Willard – I was not perfect in terms of its implementation, but I think it is something that we can work with. I think it is a good system. I think we may consider consulting additionally with Don Tyler, possibly for some additional training. I think it is something that over time we can refine. It is a workable system. It will take some time. It is not something that I or any of the Department Heads had any experience with. It is not something that we can look to another town to ask how they do it since
no other town does it this way, but I think it can work and I think it can work well. I think we should give it some time. I am optimistic about it.

Selectman Bruno – I am glad to hear that because I think in the long run it will be a better system for everybody. It is going to take time for people to adapt to it. This is a system that is used in private industry all the time. It is not something you see in government very often. If there are changes that need to be made, then let’s make the changes. It is the 1st year.

Town Manger Willard – The only think I would suggest is that if you have some guidelines on what you wanted to add with respect to administration, strictures and/or guidance that you want to add. I don’t think there is any reason to pitch the system.

Selectman Olsen – I wouldn’t advocate throwing it away. My only concern is that no system is perfect the first time through. The question is what did we learn and what do we need to tweek?

Town Manager Willard – One thing that I would talk to Don about is we did simplify it to some degree, but a bit more simplification regarding the calculations to determine the results of the evaluations.

Selectman Bruno – The evaluations drive the whole system, and if you are not honest with the evaluations and be specific, then it is hard to implement a merit based system.

Town Manager Willard – I think we were, but I think you could get the same result without some of the redundancy that we found in the process. I am saying take out some of the repetition.

Selectman Bruno – I think you need to come to us with what you see as deficiencies and say these are what I think can be improved.

Town Manager Willard – I can do that. I would also like to get feedback from the Department Heads and bring that back to the Select Board.

Chairman Sadak – I think too going back to Don Tyler is good if there are redundancies.

Town Manager Willard – I just think it is more complicated than it needs to be, but it was not so complicated that we couldn’t handle it.

Selectman Olsen – I like those types of systems, but the first time out of the box they are never perfect.

Selectman Bruno – We allocated $55,000 for merit pay. How much was used?

Town Manager Willard – Less than half.

Finance Director Ricker – About $18,000.

Selectman Bruno – So we still have $37,000 leftover.

**h) Consideration of Ordinance Regarding Municipal Elections and Write-In Candidates – Sue Look, Town Clerk**

The Town Clerk made an inquiry over the Clerk’s List-Serve asking towns how they deal with no nominated candidates for an open seat with the following results:

- Some towns notify the write-in candidate with the most votes that they have won and give the candidate the option of accepting or refusing (this is what we currently do)
• Some have adopted a minimum number of votes that an individual must receive to be declared the winner

• Some have adopted the use of Maine State Statute (Title 21-A §722) which requires a write-in candidate to declare their candidacy prior to the election.

Selectman Olsen – What happens if you have 2 seats open and 3 people get the same number of votes?

Town Clerk Look – All 3 people would be contacted to see if they were willing to accept the position. If only 2 accept there is no issue, then they will both win. If only 1 accepts or none accept, then the Select Board can appoint until the next election. If all 3 accepts, then there will be a run-off election.

Selectman Gifford – I like requiring 25 votes.

Selectman Olsen – I am not happy with the way it is now. Someone could win with 1 vote and not even wanted the position until after the fact. I would prefer to have someone who has at least thought about it first.

Town Clerk Look – The 2 write-ins who won in the last election were both surprised. 1 accepted the position and 1 declined.

Selectman Bruno – If you change this it would have to be an ordinance approved at Town Meeting. I like the idea of a minimum number of votes. I think 25 is a pretty high bar.

Town Clerk Look – Especially given that our municipal elections are in June and we have the lowest turnout in June.

Selectman Olsen – How many voters did we have at the last one?

Town Clerk Look – 255.

Selectman Bruno – Do we do our election with the school validation?

Town Clerk Look – Yes, we do them at the same time.

Selectman Bruno – I like the idea of 10.

Chairman Sadak – So if they don’t hit that mark, then they do not win and we appoint somebody

Town Clerk Look – Yes.

Chairman Sadak – I am good with a number and I am also good with a percentage.

Selectman Bruno – I think to get 10 write-in votes you have to campaign for it. I think 3 or 4 are family members.

Selectman Gifford – What about declaring?

Selectman Bruno – You can hand out stickers.

Town Clerk Look – You can not put them on ballots any more. You have to know the name and the counters must be able to determine voter intent. They found a couple of things with the stickers. One is that some people would leave the stickers in the voting booth and another is that the stickers would come off and they would find some left in the ballot box.

Selectman Olsen – I like a number. 10 or 15.

Selectman Gifford – I like 25, but I would go with 15.
Selectman Bruno – 15 is fine.

Town Clerk Look – I will begin drafting an ordinance which requires a minimum of 15 votes.

Selectman Bruno – I think in the ordinance should be very specific about what constitutes a valid write-in vote.

i) **Approval of the Warrant for the Special Town Meeting Election for the Portland Water District Board of Trustees** – Sue Look, Town Clerk

Every 5 years there is a seat open on the Portland Water District Board of Trustees which must be filled by secret ballot.

**Motion** to approve by Selectman Bruno. Seconded by Selectman Olsen.

**Unanimously approved.**

j) **Appointment of Weights & Measures Inspector** – Sue Look, Town Clerk

The State of Maine eliminated the position of Weights & Measures Inspector more than a year ago. They have since come to realize that the position is necessary and have reinstated it. This will go into effect on November 1, 2017 (90 days after ME Legislature adjournment) and Gregory Joy of New Gloucester will be our inspector once again.

**Motion** to appoint as above by Selectman Bruno. Seconded by Selectman Gifford.

**Unanimously approved.**

k) **Consideration of Granting Authority to the Town Manager to Appoint Interim and Assistant CEOs**

Town Manager Willard – The assistants were appointed under the former CEO and will need to be appointed as interim until a new CEO is hired. These are CEOs from surrounding communities who have agreed to assist us:

- Alex Sirois – Casco
- Bob Folsom – Poland
- Tom Reinsborough – Gray
- John Thompson – Frye Island
- Bruce Smith – retired CEO who will be here for 6 hour days as his schedule allows

Electrical inspections are a bit of a problem as Bruce Smith is the only one who can do them at this point.

Selectman Bruno – Have we had any issues with citizens getting the services they need?

Town Manager Willard – No. Chris Hanson has also offered to do some per diem work, as well as unlimited phone/email assistance. Over time that will be less important once we have a new CEO. I have a lead on someone to do electrical inspections.

Selectman Bruno – Have you talked to the State licensing boards to find someone who is qualified to do them?

Town Manager Willard – The fellow we are talking to is State licensed. We could do that. All of our neighboring towns’ CEOs are new. Bruce Smith is 20 years Cape Elizabeth, 8 years Cornish, he has been retired for a while and has done this type of interim work in a number of other towns around the Lakes Region – Sebago, Poland, Baldwin, Gray, Scarborough. We
will not get to the point that Scarborough did. They got to 6 weeks backlog of permits. There is not going to be a backlog.

Motion to grant authority to the Town Manager to appoint interim and assistant Code Enforcement Officers by Selectman Bruno. Seconded by Selectman Gifford.

Unanimously approved.

5) Public Comment
Representative Jessica Fay – I can get the name of the woman who does the training for CEOs from the Department of Economic and Community Development. We had some legislation that came before my committee that she participated in. We will be going into a special session at the end of October. The Governor misses us. 😊 We will be working on MEGIS funding, a food sovereignty bill from Dept of Agriculture, and Ranked Choice Voting. Bills from this past session go into effect on November 1st (unless they were passed as an emergency). The Real ID law was passed as an emergency and is in effect now. Your current license will be accepted until 2020. The Real IDs are not being issued yet, but will be soon. I will be going to the Maine Agency on Aging Wisdom Summit, their annual meeting, and I will bring information back to the Age Friendly Community group to aid in going about that work. October is Domestic Violence Awareness month and I am hoping we will be able to have an event to raise awareness of economic abuse. There is another week and a half to submit legislation, but it must be an emergency.

6) Selectman Comment
None

7) Town Manager’s Report and Communications
a) Confirm Dates for Upcoming Regular Meetings
   ● October 10, 2017
   ● November 14, 2017
b) Reminder of Upcoming Holiday Schedule
   ● October 9, 2017 – In observance of Columbus Day
   We had a very busy building summer. Revenues are doing good. We are seeing “mega” houses on the lake. One could be $20-25 million.

Frank McDermott – I understand that we are having more of these edifices on the “gold coast” and I think we need to set up a system of taxes where a new house with a value of $10,000,000 or more are put into a special pool and the taxes would go to fund things such as community centers, town halls, recreation areas, etc. It wouldn’t be taking away from what we have today. It is taking from what I call excel and funding items that the Town of Raymond desperately needs.
8) Treasurer's Warrant

Motion to approve the September 12, 2017 Treasurer's Warrant totaling $101,271.13 by Selectman Bruno. Seconded by Selectman Gifford.

Unanimously approved.

9) Executive Session

a) Consideration of Town Report Dedication (Pursuant to MRSA 1 §405 (6)(A))

Motion to enter executive session as noted above by Selectman Olsen. Seconded by Selectman Gifford.

Unanimously approved.

Motion to leave executive session by Selectman Olsen. Seconded by Selectman Gifford.

Unanimously approved.

Motion to authorize the Town Clerk to enact the recommendation of the Board by Selectman Olsen. Seconded by Selectman Bruno.

Unanimously approved.

10) Adjournment

Motion to adjourn at pm by Selectman Bruno. Seconded by Selectman Gifford.

Unanimously approved.

Respectfully submitted,

Susan L Look
Town Clerk