



**BOARD OF SELECTMEN
Minutes**

April 1, 2015

Broadcast Studio

423 Webbs Mills Road

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: Mike Reynolds (chair), Lawrence Taylor, Joe Bruno, Teresa Sadak (via phone for budget section), and Samuel Gifford

Selectmen absent: none

Town Staff in attendance:

Don Willard – Town Manager
Nancy Yates – Financial Director
Nathan White – Public Works Director
Bruce Tupper – Fire Chief
Cathy Gosselin – Deputy Fire Chief
Dominic Dymond – Station Manager
Sue Look – Town Clerk

1) **Called to order** at 7:00pm by Chairman Reynolds.

Motion to allow non-residents to speak by Selectman Taylor. Seconded by Selectman Sadak.
Unanimously approved.

2) **Approval of minutes** of previous meetings dated:

- March 10, 2015
Motion to approve the minutes as presented by Selectman Gifford. Second by Selectman Taylor.
3-0-1 – motion carried
- March 24, 2015 – 2 abstentions – add to old business at next meeting
Motion to approve the minutes as presented by Selectman Gifford. Second by Selectman Taylor.
2-0-2 – did not have required 3 to pass

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** Items taken out of order

3) Public Hearing

a) Application for a Malt Liquor License Renewal, William Coppersmith, Jr., DBA Fisherman's Catch (1270 Roosevelt Trail)

The Public Safety Department will perform the requisite life safety and fire protection ordinance inspections on the morning of April 1, 2015. Raymond Fire Inspector David Mains will be in attendance to report the results of the inspection and be available if there are any questions. No complaints of any kind have been lodged with the Town against Fisherman's Catch regarding their operations.

Motion to enter public hearing by Selectman Bruno. Second by Selectman Taylor.
Unanimously approved.

Fire Chief Tupper – there are no issues and Life Safety was done today with no issues found

Town Manager Willard – recommend approval

Motion to approve by Selectman Taylor. Second by Selectman Bruno.
Unanimously approved.

4) New Business.

a) Consideration of “Public Property Use” Application for the Annual UCan5K – Brenda Caouette, Organizer

The UCAN 5K is an annual event to honor and remember dedicated community volunteer Candace Woolston who passed away at the age of 49 in December 2012 after battling cancer. She was an avid runner and the “U Can” incorporates her name together with her “can do” spirit in celebration of her love for life. Event organizers are requesting use of Sheri Gagnon Park for the event, which may draw 125-225 participants. The Public Safety and Public Works departments are working to provide traffic control, emergency and health services and will be present to answer questions. Brenda Caouette and Ed Gagne are unable to make the meeting, but Mr. Gagne briefed Mr. Willard on the event.

Town Manager Willard – Read a note from Mr Gagne who could not attend. Completed application and certificate of insurance were submitted. Recommend approval.

Motion to approve by Selectman Bruno. Second by Selectman Gifford.
Unanimously approved.

b) Consideration of New Public Lands Tree Harvest Request for 387 Webbs Mills Road (010/115)– Greg Foster, Forester

Forester Greg Foster approached Town staff about completing a timber harvest and sale for the Town lot abutting Webbs Mills and Raymond Hill roads. This is the lot that contains the District #2 Public Works and Public Safety building. The harvest would primarily take place on the Raymond Hill Road portion of the lot.

Mr Foster – There is a lot that is 3 acres of woodland. I have looked at the property and found some of the corners and it may be easier once the snow melts. There is about \$2,500 of timber to be harvested when thinned. Mike Killinger would be the logger. Can the Select Board approve this? Can I negotiate

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*** Items taken out of order*

with the logging contractor?

Town Manager Willard – It depends on the size of the sale and with this size it is up to the discretion of the Selectmen. I would recommend it.

Chairman Reynolds – There are a lot of wet lands there. Should we wait?

Mr Foster – Either dry or frozen.

Chairman Reynolds – Is there an abutter who might like to get in on this?

Mr Foster – I could contact them to see.

Selectman Bruno – Do you have permission to use the parking lot? We would like to have a signed contract.

Mr Foster – We would get permission first. It would be a conventional timber sale. There will be slash, but that is good for the forest. I would mark any trees with issues.

Motion to approve by Selectman Bruno. Second by Selectman Gifford.
Unanimously approved.

Chairman Reynolds – Are we finished on Patricia Ave?

Mr Foster – We are about 2/3rds done. There was a corner that was wet that the logger just did. To date he has paid about \$44,000 including an advance of \$17,000. We estimated a total of about \$55,000. He will begin again after the road posting comes down.

c) Consideration and Review of FY15-16 Budget and Approval of 2015 Annual Town Meeting Warrant

Chairman Reynolds – Thanks to everyone who has worked so hard on the budget. I will be abstaining on voting unless there is a tie since I have been away for much of this process.

Selectman Sadak was added to the meeting via telephone.

The Board of Selectmen will be reviewing, making recommendations and approving the FY2015-16 budget and related warrant articles for the 2015 Annual Town Meeting.

ARTICLE 1: To elect a moderator to preside at said meeting.

Articles 2-5 are Planning Board proposed changes. Already recommended at a public hearing by Selectmen during their regular meeting on February 10, 2015.

ARTICLE 6: To see if the Town will vote, pursuant to 23 M.R.S.A. §2953, that orders of the municipal officers with respect to the closing of roads to winter maintenance shall be a final determination.

Motion to recommend by Selectman Bruno. Second by Selectman Sadak.

4-0-1 motion carried

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** Items taken out of order

ARTICLE 7: RESERVED

***** Budget Warrant Begins *****

ARTICLE 8: To see if the Town will vote to authorize the Selectmen on behalf of the Town to sell and dispose of any property acquired by the Town for nonpayment of taxes pursuant to the policy adopted by the Selectmen, as may be amended from time to time, the policy to remain consistent with State statutes and laws. In all cases conveyance to be made by municipal quitclaim deed.

Motion to recommend by Selectman Bruno. Second by Selectman Taylor.

4-0-1 motion carried

ARTICLE 9: To see what date taxes will be due and to set an interest rate for unpaid amounts. The Selectmen recommend 1st half to be due October 31, 2014 and 2nd half to be due April 30, 2015 with interest at seven percent (7%) on any unpaid balances.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.

4-0-1 motion carried

ARTICLE 10: To see if the Town will vote to set the interest rate to be paid by the Town on abated taxes at seven percent (7%) for the fiscal year.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.

4-0-1 motion carried

ARTICLE 11: To see if the Town will vote to authorize the Board of Selectmen to dispose of Town owned personal property with value not to exceed \$35,000.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.

4-0-1 motion carried

ARTICLE 12: To see if the Town will vote to authorize the Selectmen to borrow from or appropriate from undesignated fund balance (surplus) as they deem advisable to meet the unanticipated needs of the community that occur during the fiscal year with amount not to exceed \$ 75,000.

Motion to recommend by Selectman Bruno. Second by Selectman Taylor.

Selectman Bruno – have we ever come close to using \$75,000?

Treasurer Yates – no

Town Manager Willard – it does not have a bearing on the budget total.

4-0-1 motion carried

ARTICLE 13: To see if the Town will authorize the Selectmen, for the fiscal year 2015 – 2016, to transfer funds between appropriation accounts as long as the grand total of all appropriations is not exceeded. Any such transfers to be approved only at a properly called public meeting of the Selectmen.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.

4-0-1 motion carried

ARTICLE 14: To see if the Town will vote to authorize the use of Town employees and/or Town owned equipment or independent contractor(s) hired by the Town for maintenance on private roads in special and certain circumstances where in the public’s interest. Note of explanation – Three examples of when the use of Town employees and equipment may be necessary:

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*** Items taken out of order*

- A. Tying in work done on a public road that intersects a private road;
- B. Plowing snow on a private road to clear the way for emergency response apparatus;
and
- C. In rare or emergency situations, maintaining private roads for school bus access to special education students as deemed necessary.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.
4-0-1 motion carried

ARTICLE 15: To see if the Town will vote to authorize the Tax Collector or Treasurer to accept prepayments of taxes not yet committed pursuant to 36 M.R.S.A. § 506.

Motion to recommend by Selectman Bruno. Second by Selectman Taylor.
4-0-1 motion carried

ARTICLE 16: To see if the Town will vote to appropriate \$236,876 from the tax increment of the Pipeline/RT 302 Tax Increment Financing District for FY 2015 – 2016 projects proposed in the Tax Increment Financing District Development Program.

Note: Included in this item are:

Raymond-Casco Historical Society	\$ 1,800
RWPA Milfoil Program	\$17,500
Regional Transportation Bus Program	\$ 5,000
Raymond Village Library	\$ 5,000
GPCOG Annual Dues	\$ 4,436
Sebago Lake Health Rapid Response Team	\$ 1,500

Treasurer Yates – According to our Assessor we need to take \$10,000 out of the TIF and add it back to the budget.

Remove \$5,000 from RPT & \$5,000 from the Library (both transferred to other articles).

Selectman Bruno – I recommend that we come back to this article later.

Motion to remove Sebago Lake Health Rapid Response Team for \$1,500 by Selectman Bruno. Seconded by Selectman Taylor.

Motion to recommend as amended to \$225,376 by Selectman Bruno. Second by Selectman Taylor.
4-0-1 motion carried

ARTICLE 17: To see if the Town will vote to raise and appropriate \$548,374 for the Administration account.

Motion to recommend by Selectman Taylor. Second by Selectman Gifford.
4-0-1 motion carried

ARTICLE 18: To see if the Town will vote to raise and appropriate \$52,379 for the Assessing account.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.
4-0-1 motion carried

ARTICLE 19: To see if the Town will vote to raise and appropriate \$18,885 for the Town Hall account.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.
4-0-1 motion carried

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ARTICLE 20: To see if the Town will vote to raise and appropriate \$490,187 for the Insurance account.
Motion to recommend as amended above by Selectman Taylor. Second by Selectman Gifford.

Chairman Reynolds – we have had full place holders in the past. Can we make this a bit lower and take it out of contingency if we need to?

Treasurer Yates – I have already removed \$12,000

4-0-1 motion carried

ARTICLE 21: To see if the Town will vote to raise and appropriate \$ 6,000 for the General Assistance account.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.

4-0-1 motion carried

ARTICLE 22: To see if the Town will vote to raise and appropriate \$ 184,271 for the Technology Department account.

Motion to recommend as amended above by Selectman Taylor. Second by Selectman Gifford.

Selectman Bruno – what is the \$7,000 increase?

Treasurer Yates – It is the electricity and reflects what is actually spent.

4-0-1 motion carried

ARTICLE 23: To see if the Town will vote to raise and appropriate \$ 46,651 for the Community Development account.

Motion to recommend by Selectman Gifford. Second by Selectman Taylor.

Selectman Bruno – we may want to pull out the Lake Region Bus of the TIF and add it here.

Selectman Sadak – I say put it here for another year and reevaluate next year if ridership has not increased.

Selectman Taylor and Selectman Gifford concur.

Treasurer Yates – This will effect the overall budget and LD 1.

Amend the motion to change the amount to \$51,651 by Selectman Bruno. Seconded by Selectman Taylor.

4-0-1 motion carried

Mrs Lester – As I understand it under Roberts Rules of Order the person who makes the motion must be present.

The consensus of the board is that any electronic means grants the person the same rights as a physically present member and we will continue as such for this meeting. Town Clerk Look will research and present the board with a policy if necessary.

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** Items taken out of order

ARTICLE 24: To see if the Town will vote to raise and appropriate \$ 671,477 for the Fire/Rescue Department account.

Motion to recommend by Selectman Sadak. Second by Selectman Gifford.

Fire Chief Tupper – Non-COLA raises are only to make adjustments to bring pay up to correct levels. One of the changes we are making is to pay people for initial orientation training. We are losing members due to our low pay for some of the positions and we are trying to bring them up to close to surrounding municipalities. McDonald’s has increased their pay by 10%. Walmart increased their entry pay recently.

Selectman Sadak – The increases you are putting in the budget is to correct pay scales?

Fire Chief Tupper – Yes.

Selectman Bruno – Last year you had a \$26,000 increase, this year is about \$21,000, and next year will be another \$20,000. Walmart and McDonald’s are going from \$8 to \$9 roughly. Everyone supports the Fire Department, but how do we justify a 20% increase? Is there anyway to use a \$11,000 increase? If the work environment is better and the pay is a bit less the employees will stay.

Fire Chief – This is for the lowest paid positions. There are no more truly volunteer departments. The work environment is the same and these folks need a good deal of training and certifications. Our average age is about 50 years old.

1-3-0 motion failed

Motion to reduce the budget amount to \$666,477 with the prerogative of the chief to find the \$5,000 by Selectman Bruno. Seconded by Selectman Taylor.

Selectman Sadak – I would like to see the building maintenance lower as well. I would like to **amend the motion** to \$10,000 less for the total amount of the budget. Seconded by Selectman Taylor. For a total of \$661,477.

Selectman Taylor – I am a proponent of the Fire Department, but I feel that we are in hard times and I will help with fund raising any way I can.

Fire Chief Tupper – we do our own general maintenance and cut costs as well as we can.

Selectman Bruno and Selectman Taylor will not support the \$10,000.

1-3-1 Amended amount failed

4-0-1 for 1st amended motion (to reduce the budget amount to \$666,477 with the prerogative of the chief to find the \$5,000) **motion carried**

ARTICLE 25: To see if the Town will vote to raise and appropriate \$16,222 for the Animal Control account.

Motion to recommend as amended above by Selectman Gifford. Second by Selectman Taylor.

4-0-1 motion carried

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** Items taken out of order

ARTICLE 26: To see if the Town will vote to raise and appropriate \$21,816 for the Infrastructure account.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Gifford.
4-0-1 motion carried

ARTICLE 27: To see if the Town will vote to raise and appropriate \$687,418 for the Public Works account.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.

Chairman Reynolds – Are we going to do both the Road Maintenance and the bonds?

Public Works Director White – Yes. We will do it in 2 stages. Will be into November when we finish up.

4-0-1 motion carried

ARTICLE 28: To see if the Town will vote to raise and appropriate \$314,742 for the Solid Waste account.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Gifford.
4-0-1 motion carried

ARTICLE 29: To see if the Town will vote to raise and appropriate \$20,048 for the Cemeteries account.

Motion to recommend as amended above by Selectman Gifford. Second by Selectman Taylor.
4-0-1 motion carried

ARTICLE 30: To see if the Town will vote to raise and appropriate \$14,338 for the Parks & Recreation account.

Included are:

Materials, maint., equip.	\$ 2,500
Contract Services	\$ 8,038
Raymond Rattlers Snowmobile	\$ 800
Raymond Baseball/Softball	\$ 1,000
Agawam mowing/soccer	\$ 2,000

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Gifford.
4-0-1 motion carried

ARTICLE 31: To see if the Town will vote to raise and appropriate \$ 48,000 for the Raymond Village Library. NOTE: There is an additional \$5,000 included under TIF.

Motion to recommend at the amount of \$53,000 by Selectman Bruno. Second by Selectman Taylor.

Motion to amend this by adding \$2,500 for a total of \$55,500 by Selectman Gifford. Seconded by Selectman Taylor.

3-2-0 motion carried

ARTICLE 32: To see whether the Town will vote to carry forward any existing fund balance in the Capital Improvement Program (C.I.P.) account.

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.

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** Items taken out of order

4-0-1 motion carried

ARTICLE 33: To see if the Town will vote to raise and appropriate \$ 996,886 for the Capital Improvement account.

Included are:

Public Works Equipment Reserve	\$ 85,000
2013 Public Works Road Construction Bond Payment	\$ 240,000
Public Works Paving/Road Reserve	\$ 275,000
Municipal Facilities Maintenance/Improvements	\$ 25,000
2002 PSB Bond Payment	\$ 115,137
Fire Department Equipment/Facilities	\$ 75,000
Bond Payment for Fire Truck/Sand-Salt Shed	\$ 105,000
Technology Equipment Upgrades (Broadcast Studio)	\$ 51,749
Patricia Avenue Recreational Facility (IRT)	\$ 25,000

Motion to recommend as amended above by Selectman Bruno. Second by Selectman Taylor.

Chairman Reynolds – We can not touch the bond monies above.

Selectman Bruno – the pavement is already spoken for.

Public Works Director White – The equipment is for a dump truck that we are planning to purchase on a 3 year loan.

Selectman Bruno – I am looking at the Technology monies and the IRT monies.

Chairman Reynolds – I understand that the IRT monies are for frog pond studies this summer and traffic study.

Public Works Director White – Replace fuel pump at district 2 for maintenance monies.

Selectman Gifford – Is it in stone for the Patricia Avenue Phase 1?

Town Manager Willard – The studies will give you an idea of what you have for land and what you can or can not do with it. Both are valuable even if the rec area does not continue.

1-3-0 motion failed

Motion to \$986,886 with \$10,000 taken out of the Technology request for the Broadcast Studio. Seconded by Selectman Gifford.

Mr Dymond – Has the moving of the Roadrunner been taken out of TIF?

Chairman Reynolds – No.

Town Manager Willard – I don't know what impact this has. We need equipment. We will not be able to take this \$10,000 from another account because the other technology accounts are planned. Possibly it could be reconsidered from contingency if they could not make this work.

Selectman Sadak – I think they need the whole amount to accomplish the needed upgrade.

3-1-1 motion carried

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*** Items taken out of order*

ARTICLE 34: To see if the Town will vote to raise and appropriate \$ 647,964 for the County Tax account.

Motion to not recommend (April Fools ☺) by Selectman Sadak. Second by Selectman Taylor.
0-5-0 motion failed

Motion to recommend by Selectman Bruno. Second by Selectman Taylor.
3-1-1 motion carried

ARTICLE 35: To see if the Town will vote to appropriate the total sum of \$1,497,343 from estimated non-property tax revenues to reduce the property tax commitment, together with all categories of funds, which may be available from the federal government, and any other sources (includes \$10,000 from TIF Reserve).

Motion to recommend as amended above by Selectman Gifford. Second by Selectman Taylor.
4-0-1 motion carried

ARTICLE 36: To see if the Town will vote to authorize the Selectmen to accept or reject grants, donations and/or gifts of money to the Town of Raymond and to expend monies donated for specific purposes.

Motion to recommend as amended above by Selectman Taylor. Second by Selectman Bruno.
4-0-1 motion carried

ARTICLE 37: To see if the Town will vote to accept certain State Funds as provided by the Maine State Legislature during the fiscal year beginning July 1, 2015 and any other funds provided by any other entity included but not limited to:

- Municipal Revenue Sharing
- Local Road Assistance
- Emergency Management Assistance
- Snowmobile Registration Money
- Tree Growth Reimbursement
- General Assistance Reimbursement
- Veteran's Exemption Reimbursement
- State Grant or Other Funds

Motion to recommend as amended above by Selectman Taylor. Second by Selectman Gifford.
4-0-1 motion carried

ARTICLE 38: To elect one (1) Selectman, for a three year term; three (3) members for the Budget-Finance Committee, for three year terms; and one (1) member for the RSU School Board of Directors, for a three year term.

No recommendation required

d) Civil War Memorial for Medal Honor Recipient Ceremony to Recognize Daniel S. Milliken – Sue Look, Town Clerk

Civil War Medal of Honor recipient, Daniel S. Milliken's grave is in the Riverside Cemetery, which is located off of Plains Road. Currently, the grave site is marked with only a marble VA stone that lists just his name and the date he died. Local Veterans organizations and the community would like to rectify this situation and honor his meritorious service with the addition of a suitable memorial stone. Town Clerk Sue Look will be requesting Selectmen participation in the Ceremony, which will be scheduled sometime in the Spring.

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** Items taken out of order

Selectman Gifford, as a Korean War Veteran would like to participate by reading the original citation.

By consensus the Select Board would prefer to do the ceremony on July 4th if possible.

Motion to select Selectman Gifford to represent the Select Board and read the citation and to donate \$300 from Selectmen's Contingency by Selectman Bruno. Second by Selectman Taylor.

Unanimously approved.

e) Consideration of Quit Claim Deed for Clifford A Woodbury, Jr. as Submitted by Sue Carr, Deputy Tax Collector

Quit Claim deed for Map 45 Lot 7 without covenant as prepared by Deputy Tax Collector Sue Carr for the referenced property above. All back taxes, interest and lien costs have now been paid in full for this parcel through April 2015.

Motion to approve Quit Claim Deed for Mr Woodbury as above by Selectman Bruno. Second by Selectman Taylor.

3-0-1 Unanimously approved.

f) ** Consideration of Abatements and Supplements as Submitted by Curt Lebel, Contract Assessor

Tax Year	M/L	Acct #	Owner of Record	Old Assessment	New Assessment	Valuation Abated	Tax Amount	Misc Info
2014	010-069	P8016R	Jay Peterson Karen Peterson	\$335,900	\$307,200	\$28,700	\$338.66	Data errors on property card
2014	017-042	T1190R	Archie Tripp	\$200,700	\$174,300	\$26,400	\$311.52	Incorrect acreage
2014	054-056	G1160R	Irene L Golding	\$186,800	\$0	\$186,800	\$2,204.24	Property assessed to wrong person
2014	001-016-A	E9100R	EWIG Realty LLC	\$1,353,100	\$1,243,400	\$109,700	\$1,294.46	Natural features make portions unbuildable – wetlands, ledge outcroppings
2013	054-056	G1160R	Irene L Golding	\$186,800	\$0	\$186,800	\$2,101.50	Deceased and need to correct ownership
			TOTALS	\$2,076,500	\$1,724,900	\$351,600	\$6,250.38	

Selectman Bruno – How much will be left from the overlay?

Mr Lebel – We will be fine for now. The \$67,000 I have put forth is my best guess at what we will need for overlay next year. We

Chairman Reynolds – I believe we have used about half of the overlay thus far this year.

Motion to approve Jay & Karen Peterson as above by Selectman Bruno. Second by Selectman Gifford.

Unanimously approved.

Motion to approve Archie Tripp as above by Selectman Bruno. Second by Selectman Gifford.

Unanimously approved.

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** Items taken out of order

Motion to approve Irene Golding for 2014 as above by Selectman Bruno. Second by Selectman Gifford.

Unanimously approved.

Motion to approve EWIG Realty LLC as above by Selectman Bruno. Second by Selectman Gifford.

Unanimously approved.

Motion to approve Irene Golding for 2103 as above by Selectman Bruno. Second by Selectman Gifford.

Unanimously approved.

Tax Year	Map/Lot	Acct #	Applicant	Assessed Valuation	Reason for Denial for Abatement
2014	011-042-005	P8024R	Roger Gelinias Living Trust	\$142,400.00	Applicant purchased this vacant parcel on Tarkiln Hill Rd in Sept 2014 for \$127,500. Applicant requests abatement of the property based upon this purchase price. The assessment is currently 11% higher than the purchase price. However the average assessment ratio for the interior property is currently 104% of the market value, making the deviation of the assessment ration to the average ration of 7%.

Motion to deny the request for abatement of the Roger Gelinias Living Trust as above by Selectman Bruno. Second by Selectman Taylor.

Unanimously approved.

Tax Year	Map/Lot	Acct #	Applicant	Assessed Valuation	Tax Dollars	Reason for Denial for Abatement
2014	054-056	G1160R	Mark E Golding Personal Representative	\$153,500.00	\$1,726.88	Assessment of improvements to this owner were omitted from the original commitment of taxes.
2013	054-056	G1160R	Mark E Golding Personal Representative	\$153,500.00	\$1,811.30	Assessment of improvements to this owner were omitted from the original commitment of taxes.
				TOTAL	\$3,538.18	

Motion to approve 2014 Mark Golding – supplemental as above by Selectman Bruno. Second by Selectman Taylor.

Unanimously approved.

Motion to approve 2013 Mark Golding – supplemental as above by Selectman Bruno. Second by Selectman Taylor.

Unanimously approved.

g) Merit Pay System Discussion – Board of Selectmen

This discussion by the Selectmen begins the process of studying and implementing a new merit pay system.

Chairman Reynolds – I have asked the Town Office to put together job descriptions and would suggest that we put together a 3 member committee to review the data, the compensation study, etc., with an HR expert included to report back to this fall with recommendations.

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*** Items taken out of order*

Selectman Bruno – I am guessing that the personnel policy has not been updated and we need to bring in a HR expert to go over the files, personnel policy, job descriptions, etc.

Selectman Gifford and Selectman Taylor both suggest that we use a HR specialist after we get the job descriptions.

Mrs Lester – A few years ago Nathan Poore tried merit pay in this town and it was not successful. We are too small of a department, we all do each other's jobs. How do you judge 1 person against another to determine raises because of extreme betterment of what they do. I wouldn't know how to give merit increases. I question whether this is worthwhile to consider.

Selectman Gifford – I think we will end up with a hybrid system.

Selectman Bruno and Selectman Taylor both said that most companies use a merit pay system and as long as there are 2 people doing the same job there needs to be a merit pay system.

Chairman Reynolds – I think it is worth the discussion. Professional help would keep this objective.

5) Public Comment This agenda item is for the public to bring attention to any issues and concerns for future Board of Selectmen meetings.

none

6) Selectmen Comment

Chairman Reynolds – RVL has new stand-alone website. (check links to our site) RVL has a pass to the ME Children's Museum and can be checked out like a book. Garden tour June 27th. April 20th will be the 3rd annual science event by Wildlife Encounters.

7) Town Manager Report and Communications.

- Great meeting this morning with the Revitalization Committee, especially for the July 4th celebration
 - Confirm date for next regular meeting – May 12, 2015
- Approved by consensus.**

8) Adjournment

Motion to adjourn at 9:26pm by Selectman Gifford. Seconded by Selectman Taylor.
Unanimously approved.

Respectfully submitted,

Sue Look
Town Clerk

** Per the "Minutes Policy," reviewed and approved August 17, 2010 and amended May 13, 2014 by the Board of Selectmen, written minutes will only serve as a supplement or guide to the official record, which is the video record, unless they are the only record. DVD's can be purchased for a nominal fee from the Town Office or borrowed from the Town Office or Raymond Village Library. Recordings can also be found at www.raymondmaine.org.*

*** Items taken out of order*